

The BC Labour Market Report's

Labour Market Hot Sheet

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How to attract more women to high-tech careers

Technology / Gender Equity

In an effort to entice more women into careers in cyber-professions, **Deloitte** recently launched an awareness campaign: **Women in Cyber**.

It includes a series of photographs and video in profiling women at the consulting firm while highlighting the company's 25 per cent female workforce in its 22,000-strong cyber-workforce worldwide.

"The campaign is aimed at being able to show women that cyber is an industry where they can have a meaningful, important, highly contributive career, and one that is open to everyone," says Beth Dewitt, Canadian leader data protection and privacy partner risk advisory at Deloitte Canada in Toronto.

"It's about shining a spotlight on the role that women can play through their diverse experiences, their lived experiences, the diversity of their thought, and contributing to solving some of the world's complex problems."

With the advent of COVID-19, which has upended many things around the world, new ways of solving business problems using cyber technologies will have to be implemented, according to Dewitt, and a gender and diversity lens should be applied.

"It's increasingly important that when we design these systems and think about who is going to be using the systems, that we do so in an equitable way as possible. And it's really about being able to say, we have to increase the representation of the diverse voices in the cyber field to help ensure that we're designing systems within our society that are going to create that equity, that fairness, that balance, that accessibility to all."

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The program is a way for Deloitte to illustrate that women are making a real-world difference, especially in cyber jobs, she says.

Website: [BCLMR](#)

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“This campaign, which was designed by women, features our own women: the photographer and the team behind it are women; is an attempt to show other women that they can see themselves in the team that we have at Deloitte. The idea is to be able to show other women that there’s more like them, and that they can come and join us.”

The company will also undertake training to increase the “cyber fluency” among its own workers, says Dewitt, and will examine such topics as imposter syndrome and gender biases while offering leadership training.

“Similarly, doing webcasts and podcasts with them and writing blog articles either as Deloitte proper or in conjunction with our clients that talk about a number of the emerging topics in cyber and why they’re so important, and critical to how the world as a whole will operate in a more digital and interconnected space.”

“It’s really to change the narrative around who the cyber workforce is,” she says.

For HR departments, some of the ways to bring on more women into these careers may already exist, according to Dewitt.

“All of the strategies that have been put in place by HR teams that try to remove gender bias in the hiring process and in the retention process, apply to cyber. There’s lots of insights that the industry as a whole can bring, specifically to the pillar of cyber around purposely looking at ways of removing that bias of specifically making sure that there is an adequate volume of professionals that are being screened and considered for roles.”

While some gender-equality efforts at organizations face “fatigue,” according to one study, one employer realized greater overall diversity after implementing a focus on advancing women.

OECD raises outlook for Canadian economic growth this year

Economic Development / Projections

Canada’s economy could be in for a significant rebound this year, according to an upgraded outlook from the **Organization for Economic Co-operation and Development**.

In a new report, the Paris-based think tank also known as the OECD, said it now expects the Canadian economy to grow by 6.1 per cent in 2021. The prediction is up from an estimate for growth of 4.7 per cent that the OECD made in March.

The rebound will be thanks to reduced COVID-19 restrictions in the second half of the year and external demand, the think tank said.

Higher prices for commodities like oil and the projected increases in demand resulting from the U.S. fiscal package in March are also behind the boost in the country's economic recovery.

The back half of 2021 could also see increases in consumer spending and improvements to the labour market as public health measures are lifted once the latest waves of COVID-19 die down.

The pandemic will continue to pose a risk to the pace of economic recovery, however, as more contractible variants of the disease continue to circulate and force jurisdictions in the country to enact additional health measures, the OECD added.

But the federal government's recent budget indicated it may keep some of the supports given to households and businesses in place until the country is on the other side of the global health crisis.

The OECD said growth in Canada for 2022 is forecasted at 3.8 per cent compared with a March estimate of four per cent.

The revised outlook for Canada came as the OECD forecast global output would rise 5.8 per cent this year, up from its forecast of 4.8 per cent in December. Like Canada, this increase is attributed to the vaccine rollout in advanced economies across the world and the fiscal stimulus from the United States.

Other data from the think tank projects that Canada can expect to return to pre-pandemic gross domestic product per capita by the second quarter of 2022.

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'

- Canadian Bar Association urges firms to hire more Indigenous lawyers ([Click Here](#))
- Will the housing market crash? Why home prices may stay hot ([Click Here](#))
- Surrey Board of Trade: BC's job recovery continues ([Click Here](#))
- BC hotel industry faces 'dire labour shortage,' with travel restrictions ending soon ([Click Here](#))
- 'Nurses are giving up': Union calls on province to address violence, staff shortages ([Click Here](#))
- BC swaps part-time jobs for full-time employment in May ([Click Here](#))
- APTN invites Indigenous musicians to apply for the Indigenous Music Accelerator presented by RBCxMusic ([Click Here](#))
- Working from home post-pandemic could offer mixed results for women, researchers say ([Click Here](#))
- Minister's statement on May Labour Force Survey results ([Click Here](#))
- Additional funding for business recovery grant to benefit thousands of businesses ([Click Here](#))
- Vancouver restaurants, culinary schools learn to adjust as B.C. emerges from COVID-19 slowdown ([Click Here](#))
- Grant supports inclusive employment ([Click Here](#))
- Policies Passed at BC Chamber AGM Will Help Businesses Compete, Innovate, and BE Inclusive ([Click Here](#))
- BC paramedics blame provincial 'mismanagement' for ambulance wait times ([Click Here](#))
- BC commercial real estate index jumps 15 per cent ([Click Here](#))
- New hard hat rules make workplaces more inclusive ([Click Here](#))
- Families benefiting from B.C.'s fastest creation of child care spaces ([Click Here](#))
- Government of Canada invests in Victoria, BC based program aimed at helping youth with disabilities find good job opportunities ([Click Here](#))
- Site C employment numbers rise again ([Click Here](#))
- BC 'moving very cautiously' on minimum wage for farm workers ([Click Here](#))

This Week in Social Media

Please take the time to 'like' or follow:

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

- Diverse, qualified candidates wanted for new Surrey Police Service, chief says ([Click Here](#))
- BC paramedic says he has “never seen it this bad” in his 33-year career ([Click Here](#))
- 2021 is year of labour unrest at Metro Vancouver hotels ([Click Here](#))
- \$250,000 in additional funding to support students with disabilities at public post-secondary institutions ([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: '[Jennifer Lopez and Ben Affleck pictured kissing as 'Bennifer' returns](#)'; to which everyone in Generation Z said, "what's a Bennifer?" *I'm not sure what restaurant this took place at but it's possible they were both enjoying a seniors coffee at McDonalds.*

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

June 2021 Labour Market Briefing

Thurs. Jun. 27, 2021 | 3-4pm

Free for Labour Market Online Members

[Click to Register](#)

Industry Spotlight on Careers in Public Administration

Thurs. June 24, 2021 | 12:00-4:30pm

Free Session -- RSVP to Reserve Your Space

Registration Link: www.IndustrySpotlight.ca

Menzies Aviation Job Fair

Fri Jun 18th | 9am – 5pm

Location: Tradex Building - 1190 Cornell Street Abbotsford, British Columbia

Link: [Please Click Here](#)

Cabela's is Holding a Job Fair

Wed Jun 16th | 12 – 4pm

Location: 1818 McCallum Road, Abbotsford, British Columbia

Link: [Please 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)

Client Support Assistant *NEW*

Mosaic
Vancouver Northeast, British Columbia
Closes: June 18, 2021
Link: [Please Click Here](#)

Business Analyst *NEW*

Mosaic
Vancouver Head Office, British Columbia
Closes: June 23, 2021
Link: [Please Click Here](#)

Job Developer Autism CanTech (ACT!) project *NEW*

Douglas College
New Westminster, British Columbia
Closes: August 16, 2021
Link: [Please Click Here](#)

Job Developer / Employment Specialist

Douglas College
Coquitlam, British Columbia
Closes: June 30, 2021
Link: [Please Click Here](#)

Director, Employment, Language, and Social Enterprise *NEW*

Mosaic
Vancouver (Boundary Location), British Columbia
Closes: Ongoing Until Filled
Link: [Please Click Here](#)

Adult Job Developer (Employment Skills Facilitator) *NEW*

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

Employment Counsellor *NEW*

Kootenay Employment Services
Cranbrook, British Columbia
Closes: Unknown
Link: [Please Click Here](#)

Job Developer *NEW*

Neil Squire Society
Burnaby, British Columbia
Closes: Unknown
Link: [Please Click Here](#)

Employment Counsellor

Mosaic
Burnaby-Brentwood
Closes: Ongoing until filled
Link: [Please Click Here](#)

Job Developer

Canucks Autism Network
Vancouver, British Columbia
Closes: Unknown
Link: [Please Click Here](#)

Vocational/Employment Counsellor
Terrace and District Social Services Society
Terrace, British Columbia
Closes: Unknown
Link: [Please Click Here](#)

Did you know?

Fascinating Facts

Women graduated faster than men from STEM programs, regardless of field of study. For example, 27% of women and 16% of men who started out in computer and information sciences completed a STEM degree within four years.

- **Statistics Canada**

Quote of the Week

Career Inspiration

"We consume our tomorrows fretting about our yesterdays."

- **Persius**

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