

The BC Labour Market Report's

Labour Market Hot Sheet

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www.LabourMarketOnline.com

March 11, 2022

We've officially launched the:

2022 BC Labour Market Conference

Thurs. Jun. 2nd and Fri. Jun. 3rd

50% EARLY-BIRD REGISTRATION DISCOUNT

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BC's shortage of veterinarians grows to 100 each year

Labour Forecast / Animal Health

A **Labour Market Study** by the **Canadian Veterinary Medical Association** predicts there will be a shortage of 100 vets per year in BC.

"The shortage of vets right now, we're looking at possibly 80 to 100 a year retiring in BC. And we're training 20 and maybe a handful more at the Western College of Veterinary Medicine in Saskatchewan," says Lara Beckett, a Regional Director with the **CVMA**. *"That's just not enough"*

Currently, the Province of BC sponsors 20 students to attend the **Western College of Veterinary Medicine** and covers their tuition, save \$11,000. Twenty new seats have come available, but the Province refuses to help with tuition. Tuition for those unsponsored seats is \$69,000 per year.

"So rather than getting the next 20 of the list, there are 12 who are able to take on what will amount to about \$300,000 of debt when they graduate as opposed to just over \$50,000 of debt," says Corey Van't Haaff, Executive Director for the Canadian Veterinary Medical Association. *"So then it becomes an issue of 'will they come back to practice in smaller communities or Northern Communities?'"*

That lack of response is why the **Regional District of Fraser Fort George** and the **Bulkley-Nechako Regional District** are submitting a resolution to both the **Union of BC Municipalities** and the **North Central Local Government Association**. It calls on the Province to fund those additional 20 seats.

Click to start your research with Labour Market Online

*Below, we've included some of the most popular sections of **Labour Market Online**. If you are already a member, for direct access to these sections, simply click on the link below and input your email and password.*

Breaking LMI News

Occupation Research

Industry Research

Exclusive BCLMR Resources

The **Ministry of Advanced Education** issued a statement: *“Given the shortages we’re facing, we’re continuing to work hard with our partners to attract more veterinarians to B.C. through domestic migration and international recruitment and find ways to encourage B.C. grads to practice in high-demand regions and specialties.”*

The provincial budget highlighted the need to address a looming shortage of skilled labour. Something vets are.

“Absolutely they are skills professionals. These are doctors of veterinary medicine. They’re highly skilled professionals. They have undergraduate degrees,” says Van’t Haaff.

And while the intake window for the fall session has passed, the fight will continue. And there are more plans.

“We need to look at recruiting internationally,” says Beckett. *“There are rules in place, qualifications and that kind of thing that make that a bit of a challenge. So, what can we do to assist international vets to come here? I think, in the longer term, we need to think about training vets in BC. We have a fabulous institution here.”*

Women's participation in labour market rebounds but pay gaps remain

Income Disparity / Research

Women in Canada have more than regained the jobs they lost early in the pandemic, but they still face pay and career imbalances, especially in key child-rearing years, says a new report.

The report published last week by **RBC Economics** said after plummeting to a three-decade low at the onset of the crisis, the labour market participation rate for women rebounded just as sharply.

It found a record 84 per cent of women between the prime working ages of 25 and 54 in the workforce last year.

However, the report said there remains a nearly eight percentage point difference in women's and men's labour market participation rates — a gap that's twice as wide for parents with young children.

“It's encouraging, but we still know there are holes and gaps, and even within the recovery itself, there are still some women who are not back to where they were pre-pandemic,” said Dawn Desjardins, RBC's deputy chief economist and one of the report's authors.

“But...we're getting there. We're chiseling away.”

Video and
Workshop
Curriculum

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She previously reported the health crisis pushed women's participation in the labour force down to its lowest level in three decades in 2020.

If women's wages were equal to men's in comparable jobs, Desjardins now believes the country could see an \$18 billion boost to Canadian household income.

While RBC sees more women entering higher-paying industries, it said the gap between men's and women's pay remains virtually unchanged from before the pandemic.

The report said women between the ages of 25 and 54 with young children under the age of six earned 87 cents for every dollar earned by fathers with children of the same age. However, the report doesn't calculate how wages differ for men and women in comparable jobs.

The overall wage gap widens as kids get older. Women in the same age bracket with children between the ages of six and 12 earned 82 cents for every dollar earned by men with children in the same age group.

Even women without kids can't escape the wage gap. Women in this group earned 93 cents for every dollar earned by men without children, the report said.

Also facing the brunt of imbalances in corporate Canada are visible minority women. The report found there is an 8.1 per cent gap in unemployment rates between visible minority women and visible minority men.

While these statistics show how much work must be done to close the wage gap, Desjardins sees some hope.

"The pandemic has done a lot of terrible things, but it brought to light some issues that I think were deep-seated in our labour market," she said.

But there are signs of change. Women are emerging from the pandemic more educated than ever before, with a greater proportion of young women holding university degrees than their male peers, the report said.

They're also gaining ground in male-dominated industries like business and finance, where women made up 47 per cent of workers in 1997, but now account for 57 per cent.

While many have trumpeted affordable and flexible childcare as key to helping advance women in the workplace and encourage equal pay, the report said it is *"critical, but not a silver bullet."*

Desjardins says the report makes this point because affordable and flexible childcare takes time to implement and to trigger ripple effects on women in the workforce.

Aside from childcare, she encourages the country to establish greater parity between maternity and paternity leave, which could reduce “*the baby penalty*,” a term used to describe pay, job and career repercussions women face when having children.

The report also pushes for Canada to address some of the financial burdens of parental leave, which currently pays parents 55 per cent of their salaries to a maximum amount of \$638 per week.

In comparison, countries like Iceland cover 80 per cent of a woman’s salary while on parental leave.

The report’s final recommendations are for companies to create more opportunities for upskilling and career progression for women and to work on hiring more women into skilled trades, where they represented just five per cent of apprenticeship registrations in 2019.

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'

- A Labour Market Study by the Canadian Veterinary Medical Association predicts there will be a shortage of 100 vets per year in BC ([Click Here](#))
- Free Metro Vancouver job fair brings more than 25 popular employers to you ([Click Here](#))
- After getting laid off from her 20-year career due to the pandemic, this Vancouver woman is showing her daughter how to be a boss ([Click Here](#))
- Coastal GasLink Safety Week brings skills training to College of New Caledonia ([Click Here](#))
- Open your opportunities at CNC's open house ([Click Here](#))
- New life sciences investment helps build stronger B.C. ([Click Here](#))
- B.C. hotel industry works to make hospitality jobs fun again in time for busy summer season ([Click Here](#))
- Job action looms for Vancouver Island Regional Library employees ([Click Here](#))
- Delta Victoria Ocean Pointe Resort is hosting a job fair this Friday ([Click Here](#))
- Telus Is Ranked One Of The Top Employers In Canada & They're Hiring For So Many Roles in BC ([Click Here](#))
- 18 companies hiring over 185 positions in Vancouver this March ([Click Here](#))
- Vancouver renters need to work 48 hours more per month to keep housing cost at 30 percent of income ([Click Here](#))
- Record investments to create clean economy of the future ([Click Here](#))
- Indeed reveals 10 hard-to-fill jobs in Vancouver that pay over \$80k ([Click Here](#))
- More nurses being trained in Nanaimo to combat ongoing staff shortages ([Click Here](#))
- Lowe's aiming to hire 120 workers on Vancouver Island in next 3 days ([Click Here](#))
- Manufacturers recover from 2021 employment decline ([Click Here](#))
- TD gets behind Dress for Success Kelowna to empower women ([Click Here](#))
- Stalled salmon licenses in BC could undermine coastal communities ([Click Here](#))
- This is BC: Man who's love of doodling helped launch his career with Disney ([Click Here](#))
- CPABC: Greater Victoria Starts 2022 Off With Low Unemployment, But High Job Vacancies ([Click Here](#))

This Week in Social Media

Please take the time to 'like' or follow:

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- British Columbia is expecting to see a surge of new jobs in new jobs in 2022. Approximately 78,000 will be as a result of a growing economy and 62,000 due to replacing workers going into retirement. The sectors expected to create the most jobs in the next ten years include **Health Care and Social Assistance** (142,900 job openings); **Professional, Scientific and Technical Services** (140,700 jobs); **Retail Trade** (103,700 jobs); **Construction** (75,900 jobs); and **Accommodation and Food Services** (65,000 job openings).
- According to the latest Mental Health Index, by **LifeWorks**, nearly half (48 per cent) of Canadians report that liking the work they do is the reason they stay with their employer. More than one-third (34 per cent) indicate that the benefits and services offered for their health and well being is the reason they stay, and one-third (33 per cent) report that being well-paid is the reason for staying with their employer.
- Two-thirds (66 per cent) of Canadian employers reveal salary in job ads, compared to 78 per cent in the U.S. and 80 per cent worldwide, according to Indeed. Almost nine in 10 (88 per cent) respondents who indicated that their company does disclose the salary on job postings agree this has been beneficial in the hiring process.

For instance, we're not going to post this article from 'Food and Wine' magazine: '[Burger King Locations Are Cutting Their 10-Piece Chicken Nuggets Down to 8](#)'. *This makes sense as the food chain gets further stressed by inflation, but I don't understand why they are writing about this in Food and Wine Magazine as Burger King Chicken Nuggets contain neither Food nor Wine. It seems like a better article for Beak and Claw Magazine.*

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

2022 BC Labour Market Conference

June 2 and 3, 2022

Registration Just Opened | 50% Early Bird Registration

Link: [Click Here for More Information](#)

April 2022 Labour Market Briefing

March 31, 2022 | 3-4pm

Free for Labour Market Online Members

Link: [Click Here to Reserve Your Space](#)

Squamish Home Depot is Holding a Virtual Job Fair

Wed Mar 23rd | 2 – 4pm

For location: Squamish Home Depot 39251 Discovery Way Squamish, British Columbia

Link: [Please Click Here](#)

Rogers Arena is Holding a Hiring Fair

Wed Mar 16th | 2 – 5pm

Tues Mar 22nd | 2 – 5pm

Wed Apr 6th | 2 – 5pm

Wed Apr 27th | 2 – 5pm

Location: Gate 2, 800 Griffiths Way, Vancouver, 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)

Employment Specialist ***NEW***

ISSofBC

WorkBC Employment Centre – Maple Ridge

Closes: March 14, 2022

Link: [Please Click Here](#)

Employment Specialist ***NEW***

ISSofBC

WorkBC Employment Centre – City Centre

Closes: March 14, 2022

Link: [Please Click Here](#)

Employment Specialist

ISSofBC/WorkBC

Maple Ridge, British Columbia

Closes: March 14, 2022

Link: [Please Click Here](#)

Employment Specialist

ISSofBC/WorkBC

City Center, British Columbia

Closes March 14, 2022

Link: [Please Click Here](#)

Program Facilitator (Workplace Connections Mentoring Program) ***NEW***

Mosaic

Vancouver, British Columbia

Closes: March 18, 2022

Link: [Please Click Here](#)

Job Developer ***NEW***

Central Vancouver Island Multicultural Society

Nanaimo, British Columbia

Closes: March 18, 2022

Link: [Please Click Here](#)

Program Assistant (Care Pathways for Visible Minority Newcomer Women Program)

NEW

Mosaic

Vancouver, British Columbia

Closes: March 31, 2022

Link: Please Click Here

Employment Coach

Buxton Consulting Ltd.

Chilliwack, British Columbia

Closes: March 31, 2022

Link: [Please Click Here](#)

Employment Counselor and Facilitator *NEW*

Progressive Intercultural Community Services Society

Surrey, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

Program Manager *NEW*

ETHOS Career Management Group Ltd.

Nanaimo, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

Job Developer *NEW*

ETHOS Career Management Group Ltd.

Victoria, British Columbia (remote)

Closes: Unknown

Link: [Please Click Here](#)

Youth Employment Counsellor *NEW*

BGC South Coast BC

Delta, British Columbia

Closes: Open Until Filled

Link: [Please Click Here](#)

Employment Counsellor *NEW*

Developmental Disabilities Association

Vancouver, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

Case Manager Coordinator

YWCA Metro Vancouver

Vancouver South, British Columbia

Closes: Open Until Filled

Link: [Please Click Here](#)

Career Advisor/Job Developer – Career Paths for Skilled Immigrants FT

YWCA Metro Vancouver

North Vancouver, British Columbia

Closes: Open Until Filled

Link: [Please Click Here](#)

Career Advisor/Job Developer – Career Paths for Skilled Immigrants PT

YWCA Metro Vancouver

North Vancouver, British Columbia

Closes: Open Until Filled

Link: [Please Click Here](#)

Indigenous Outreach Liaison/Employment Counsellor

ETHOS Career Management Group Ltd.

Duncan, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

Employment Counsellor

ETHOS Career Management Group Ltd.

Nanaimo, British Columbia (Remote)

Closes: Unknown

Link: [Please Click Here](#)

Employment Resource Advisor - Receptionist/Administrator/Customer Service

Kootenay Employment Services

Fernie, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

JETS Program Job Developer

Beacon Community Services

Victoria, British Columbia

Closes: Open Until Filled

Link: [Please Click Here](#)

Employment Placement Specialist

Open Door Group

Vancouver, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

Youth Employment Counsellor

Boys and Girls Clubs of South Coast BC

Vancouver, British Columbia

Closes: Open Until Filled

Link: [Please Click Here](#)

Did you know?

Fascinating Facts

Canadian manufacturing activity expanded in February at the fastest pace in three months as an easing of domestic restrictions to contain the coronavirus pandemic supported a pick-up in production.

- IHS Markit Canada Manufacturing Purchasing Managers' Index (PMI)

Quote of the Week

Career Inspiration

"You build on failure. Use it as a stepping stone and close the door on the past. Don't try to forget the mistakes, but don't dwell on it."

- Johnny Cash

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