

The BC Labour Market Report's

Labour Market Hot Sheet

Click for a PDF Copy of the Report

www.LabourMarketOnline.com

March 18, 2021



The banner features a red background on the right and a blue and white background on the left. On the left, there is a graphic of a clock face with a red hand pointing to 'SHAKE UP' and 'DISRUPT!'. A starburst graphic says 'March is Early-Bird Discount Month'. In the center, a circular logo reads '2021 Labour Market CONFERENCE'. Below the logo, the text says 'Career Planning in a Post-Pandemic Labour Market'. On the right, white text on a red background reads: 'VIRTUAL CONFERENCE', 'June 10 and 11, 2021', '50% DISCOUNT FOR ALL REGISTRATIONS RECEIVED BY MARCH 31, 2021', and 'Details: www.LabourMarketConference.ca'.

[Officially Launching the 2021 BC Labour Market Conference, Jun. 10 & 11. Click for Details](#)

British Columbia's February 2021

Labour Force Survey

Employment in BC is moving again with 27,000 new jobs

Research / Labour Force Characteristics

Following two months of little change, employment in British Columbia increased by 27,000 (+1.0%) in February. The unemployment rate dropped 1.1 percentage points to 6.9%, but remained above the pre-COVID rate of 5.1%. The employment increase in February was virtually all in part-time work and largely in retail trade and educational services.

The national unemployment rate fell 1.2 percentage points to 8.2% in February, the lowest rate since March 2020. The monthly decline was one of the sharpest on record, comparable only with those seen earlier in the recovery last summer.

There was a net drop of 234,000 (-12.3%) in the number of unemployed people in February. Of the 845,000 people who left unemployment from January to February, 6 in 10 (59.3%) became employed. Approximately 610,000 people joined the ranks of the unemployed, including 61.8% who had been out of the labour force in January.

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

Reflecting a rebound in employment following two months of declines, the number of people on temporary layoff fell by 103,000 (-28.6%) in February. The number of long-term unemployed—those who had been looking for work or been on temporary layoff for 27 weeks or more—fell by 49,000 (-9.7%) from a record high of 512,000 in January.

The number of people who wanted a job but were not actively looking for one, and therefore did not meet the definition of unemployed, decreased by 33,000 (-5.7%) in February. Had people in this group been included in the count of the unemployed, the adjusted unemployment rate in February would have been 10.7% (down 1.3 percentage points from January).

Among workers who worked at least half of their usual hours in February, the number who worked at locations other than home increased by 600,000 as schools and other workplaces reopened in several provinces.

While the number of Canadians working from home declined by 200,000 in February, working from home continues to be an important adaptation to the COVID-19 pandemic. Of the 5.2 million Canadians working from home in February 2021, more than half (3.1 million) were doing so temporarily in response to COVID-19.

Along with employment, total hours worked across all industries are a core indicator of the state of the labour market. Total hours worked can be influenced by a number of factors, such as employment growth, compositional change in employment by industry and occupation, and changes in absences from work.

In February, total hours worked increased by 1.4%, driven by gains in wholesale and retail trade.

After reaching a low in April, total hours worked increased steadily before flattening in December. Despite the resumption of growth in January and February, total hours worked were down 3.2% compared with pre-COVID levels in February 2020. Over this period, the self-employed lost more hours (-11.8%) than employees (-1.6%).

Employers have more at stake when hiring

Research / Recruitment

Companies today have more at stake if they make a hiring mistake, new research from global staffing firm **Robert Half** shows. More than three in four senior managers surveyed (77 per cent) admit to recruiting the wrong candidate for a role, and more than half (56 per cent) said the negative impact is more severe now than it was a year ago.

When it comes to their most recent regrettable hire, senior managers said it took 11 weeks, on average, to realize the person was a poor match and to let them go, and an additional

Video and
Workshop
Curriculum

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5 weeks to restaff the role. That's a total of 16 weeks, or 4 months, of time squandered on a recruiting blunder. In addition, the research shows employers in Manitoba (22 weeks) and Ontario (17 weeks) take even longer.

"Companies across the country have been forced to make swift and significant changes to their recruiting and onboarding practices over the past year as a result of the pandemic," said David King, Canadian senior district president of Robert Half. "When new hiring strategies are introduced quickly, mistakes are more likely to happen. And, unfortunately, a bad hire can have far-reaching consequences for an entire organization."

Senior managers reported the biggest tolls on their teams and company as follows:

- Time wasted hiring and training the new employee
- Decreased staff morale and productivity
- Increased stress on the supervisor

"To decrease the likelihood of making hiring mistakes and build the best teams, organizations need to develop a comprehensive strategy for interviewing and assessing candidates that meets both current and emerging business needs," added King.

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'

- Workers say restart of Powell River paper mill is 'bittersweet' ([Click Here](#))
- Eyes on size: Vancouver's Decade Studio aims to revolutionize the denim industry ([Click Here](#))
- Minister's statement on February Labour Force Survey results ([Click Here](#))
- Sale, delivery of packaged liquor now permanent ([Click Here](#))
- Seven ways the pandemic is straining the company-employee relationship ([Click Here](#))
- Women, immigrants bearing the brunt of economic toll from pandemic: Report ([Click Here](#))
- BC paramedics worry end of job-share will spark burnout as agreement set to end April 1 ([Click Here](#))
- Northern BC needs more than jobs to attract young workers ([Click Here](#))
- COVID-19: Workers at federal quarantine hotel near Vancouver airport issue 72-hour strike notice ([Click Here](#))
- Eight salmon farm employees terminated due to Discovery Islands decision ([Click Here](#))
- Contract awarded for new bridge in Highway 1 four-laning project ([Click Here](#))
- Quarantine program for agriculture temporary foreign workers in place ([Click Here](#))
- Uber's pitch for separate rules for gig workers 'cynical ploy': union ([Click Here](#))
- What's BC Going to Do to Bring Fairness for Gig Workers? ([Click Here](#))
- Site C: 10 things you need to know about the dam's latest review now that B.C. is forging ahead ([Click Here](#))
- BCIB presents update on CBAs at economic summit ([Click Here](#))
- D-Wave's \$120m quantum computing project set to create 200 jobs ([Click Here](#))
- BC Is Rewriting 70 Different Regulations to Include All Gender Identities ([Click Here](#))
- Recruitment issues leading to understaffed paramedics ([Click Here](#))
- Research project on period poverty released ([Click Here](#))

- Fraser Institute News Release: Only 1% of minimum wage earners work more than five years at minimum wage -- Mar. 12, 2021 ([Click Here](#)).
- Royal Roads University introduces free 'micro-credential' programs ([Click Here](#)).
- How Vancouver Retained Its Reputation As An MBA Destination Through COVID-19 ([Click Here](#)).
- Vancouver caterer expands into vending, prospers during pandemic ([Click Here](#)).
- Posthaste: With Canada facing a steep 860,000-job shortfall, companies are finally gearing up to hire once again ([Click Here](#)).
- Ottawa funds asset management projects for BC cities ([Click Here](#)).
- The science behind beer, according to a brewmaster ([Click Here](#)).
- Students re-examine their career paths as grad school applications soar ([Click Here](#)).
- International Women's Day: Meet a few of the Vancouver food industry's fabulous females ([Click Here](#)).
- Push for more women engineers faces pandemic pause ([Click Here](#)).
- Why skilled immigrant women continue to be shut out of B.C.'s booming tech sector ([Click Here](#)).
- New Vancouver airport CEO charts course for community recovery ([Click Here](#)).
- Inclusive pilot project lights the way for BC'ers with disabilities, employment barriers ([Click Here](#)).
- Employment declines at communications firms preceded pandemic ([Click Here](#)).
- Vancouver rent bank sees huge spike in demand during pandemic ([Click Here](#)).

This Week in Social Media

Please take the time to 'like' or follow:

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

- **Immigration:** With a new quarantine program in place, it is estimated that approximately 11,000 Temporary Foreign Workers will come to BC in 2021, more than twice last year's number and similar to 2019 and previous years.
- **Regulations:** Uber is calling for separate regulations for gig workers but critics claim it's just a ploy to circumvent labour laws.
- **Demographics:** Youth and women struggle the most with job loss, with young women disproportionately impacted, representing one third of all job loss since the pandemic began; 181,000 fewer women employed compared to a year ago.
- **Training:** Royal Roads University has introduced free six-week 'micro-credential' programs which are free for participants and funded by B.C. government.
- **Equity:** We have new research from Equal by 30, Canada's plan to bring female participation in the energy sector up to 50% by 2030. Currently, women make up 32% of the global workforce.

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: [e.i.f. Cosmetics and Chipotle Collaborate on Burrito-Inspired Makeup Collection](#) *Yes, because when ever I eat a burrito, I always think to myself -- wow - that would look so good if I smeared it all over my face.*

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

Virtual Conference

Details: [Click Here](#)

Industry Spotlight on Careers in Health Care

Free all day information session with health care employers and educators

March 18, 2021 | 9-4pm

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

April 2021 Labour Market Briefing

March 25, 2021 | 3-4pm

Virtual Webinar -- Free to Labour Market Online Members

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

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

Prince George Native Friendship Centre Society

Prince George, British Columbia

Closes: March 19, 2021

Link: [Please Click Here](#)

Youth Employment Counsellor (Part Time)

Prince George Native Friendship Center

Prince George, British Columbia

Closes: March 19, 2021

Link: [Please Click Here](#)

Project Facilitator/Job Developer (START Youth Employment Program) ***NEW***

WorkLink Employment Society

Langford, British Columbia

Closes: March 22, 2021

Link: [Please Click Here](#)

Instructor ***NEW***

Mosaic

Surrey, British Columbia

Closes: March 26, 2021

Link: [Please Click Here](#)

Facilitator ***NEW***

S.U.C.C.E.S.S.

Coquitlam, British Columbia

Closes: March 29, 2021

Link: [Please Click Here](#)

Employment Counsellor ***NEW***

Métis Nation B.C.

Surrey, British Columbia
Closes: March 31, 2021
Link: [Please Click Here](#)

Employment Placement Specialist *NEW*

Spayum Holdings Limited Partnership
Merritt, British Columbia
Closes: March 31, 2021
Link: [Please Click Here](#)

Resource Center Advisor

Horton Ventures Inc.
Chetwynd, British Columbia
Closes: March 31, 2021
Link: [Please Click Here](#)

Employment Specialist | #1335

Developmental Disabilities Association
Vancouver, British Columbia
Closes: March 31, 2021
Link: [Please Click Here](#)

Employment Consultant

WCG Services
Rutland, British Columbia
Closes: April 1, 2021
Link: [Please Click Here](#)

Program Assistant, Employment Programs *NEW*

Mosaic
Burnaby, British Columbia
Closes: April 2, 2021
Link: [Please Click Here](#)

Coordinator, Employment Programs *NEW*

Mosaic
Burnaby, British Columbia
Closes: April 2, 2021
Link: [Please Click Here](#)

Job Developer *NEW*

SMART Options Inc.
Kamloops, British Columbia
Closes: Unknown
Link: [Please Click Here](#)

Career Development Specialist *NEW*

North America Vocational Education Group
Vancouver, British Columbia
Closes: Unknown
Link: [Please Click Here](#)

Vocational (Employment) Counsellor

Delta Community Living Society
Delta, British Columbia
Closes: Unknown
Link: [Please Click Here](#)

Customized Employment Counsellor

Delta Community Living Society
Delta, British Columbia

Closes: Unknown
Link: [Please Click Here](#)

Job Developer

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

Job Developer and Facilitator

Progressive Intercultural Community Services Society
Surrey, British Columbia
Closes: Unknown
Link: [Please Click Here](#)

Facilitator-Youth trades- March 2021

Progressive Intercultural Community Services Society (PICS)
Surrey, British Columbia
Closes: Unknown
Link: [Please Click Here](#)

Job Developer and Work Experience Coach – PBLMT Training Programs

Progressive Intercultural Community Services Society
Surrey, British Columbia
Closes: Unknown
Link: [Please Click Here](#)

Did you know?

Fascinating Facts

Immediately before the pandemic in February 2020, about one-quarter of all employees in Canada earned \$17.50 per hour or less, while one-quarter earned more than \$36.00 per hour. There were 791,000 (-19.7%) fewer employees in this wage bracket in February 2021 than 12 months earlier. Nearly two-thirds (63.6%) of the losses were among women, with similar declines in all age groups. Young men were far less affected by the decline (-82,000; -11.4%) than were young women (-178,000; -20.9%).

-- Statistics Canada

Quote of the Week

Career Inspiration

“Knowing Is Not Enough; We Must Apply. Wishing Is Not Enough; We Must Do.”

– Johann Wolfgang Von Goethe

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