

The BC Labour Market Report's

Labour Market Hot Sheet

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March 24, 2021



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Compulsory trades may be around the corner for B.C.

Apprenticeship / Certification

A new poll commissioned by the **BC Building Trades** suggests strong support for restoring compulsory trades in the province.

The poll, conducted this month by **ResearchCo.**, shows 80 per cent of respondents support restoring compulsory trades in B.C.

The Building Trades added in the poll, 90 per cent of respondents believe compulsory trades will make the construction industry safer due to the requirement for training and regulation, and that compulsory trades will contribute to workers being more highly skilled.

With the **NDP** in power, compulsory trades appear to be on the horizon. The party's platform has promised to "*restore the compulsory trades system to improve safety and give more workers access to apprenticeships that develop their skills for the work ahead.*"

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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.

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Brynn Bourke, interim executive director of the BC Building Trades, said the province has been consulting on compulsory trades implementation since 2017.

“What we see now is that they are re-regulating the labour market,” said Bourke. *“This will help build capacity and draw more people into the apprenticeship system. It will help us build a local, highly-skilled workforce that will help us recover from COVID.”*

However, Chris Gardner, president of the *Independent Contractors and Businesses Association (ICBA)*, said he and many other prominent construction groups in the B.C. industry have not been part of these consultations and fears that dramatic changes could be a mistake.

“This is a sweeping change and would have significant implications for the construction sector,” said Gardner. *“Sweeping changes of any kind have to be thought through carefully. No matter how lofty one’s intentions, there can be unintended consequences.”*

Before changes in 2002, B.C. had 12 compulsory trades, nine in construction and three in automotive. These included plumbers, electricians and automotive service technicians.

Bourke said in addition to doing away with compulsory trades, the province gutted funding for apprenticeship training.

“Completion rates collapsed,” said Bourke. *“I had friends doing electrician apprenticeships in 2002 and it took them eight years to get through the system. The impacts of this are still rippling out today. There is a legacy – a generation of lost apprentices.”*

Bourke said in addition to improving safety, quality and completion rates, she believes there is a strong people-centred case and business case for compulsory trades.

“We want to take this opportunity to actually level up our workforce and leave these workers much better off,” said Bourke. *“We want them to be more mobile and able to have a continuing successful career in the trades with a full scope of the craft to work in the industry and thrive.”*

She added investors want to know that skilled tradespeople exist to do quality work and compulsory trades could make the province more attractive.

“If we want to grow LNG investment and want projects to proceed we need high quality labour,” said Bourke. *“We need to bring B.C. back into alignment with the expectations of every other province in Canada.”*

Gardner explained it is important to take a step back and identify what the government wants and if the proposed changes will actually do it.

He said the industry is facing a significant shortage of skilled workers. It not only needs to attract people to the sector, but also have them complete their training.

Video and
Workshop
Curriculum

BC Labour Market Report

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He cited drywall, glazing, reinforcing steel work and commercial painting as trades that have only one training location in the entire province, creating long waitlists.

He believes increasing training spaces, refreshing course curriculum to be more relevant and utilizing creative forms of training delivery could all improve the situation.

“If the government goes and does sweeping changes on compulsory trades without investing in more spaces, updating curriculum or making training options more flexible, that will create some challenges and won’t really address the problem,” said Gardner.

He also noted that the private sector has had success with the issue, like **LMS Reinforcing Steel**. The company developed its own program to train workers so they can challenge exams.

“The private sector has responded and decided it is easier for them to train workers,” said Gardner. *“The private sector can fill gaps and do it more efficiently and with innovation.”*

Women in trades are making half as much as men in trades according to new research

Apprenticeship / Trades

A new report finds that women in the skilled trades earn about half what men do, because they’re concentrated in lower-paying fields.

The report from the **Labour Market Information Council** looks specifically at those who received their certifications over a decade ago in 2009, and follows their annual earnings through to 2017.

Researchers found that those in the **“Red Seal”** trades, which are those that have national standards, started out making \$64,000 in their first years and those incomes grew on average 2.1 per cent annually over the eight-year study period to reach \$73,800.

Women’s annual earnings across all of those 56 trades was about half of men, partly a function of the low-paying trades where women were concentrated, such as cooking, baking and hairstyling.

The figures start to answer a key question for workers as they consider post-pandemic career changes: How much can I earn?

The **Labour Market Information Council’s** executive director, Steven Tobin, says many Canadians are struggling to figure out what to do as they continue to face challenges in the labour market.

“When you look at that alongside the fact that, right now, there is evidence emerging around labour shortages in the skilled trades, which was there before, it begs the question of whether or not now is the time to promote more people, in particular women, to enter some of these other trades where the earnings are higher?” Tobin said.

The skilled trades weren't spared from the historic drop in the labour market one year ago as the first wave of COVID-19 hit. As some three million jobs were lost over March and April 2020, employment among people in Red Seal trades fell 30 per cent, the report says.

But by the end of 2020, employment in the red-seal trades rebounded to two points above pre-pandemic levels.

The government expects demand for tradespeople to stay high along the road to recovery from the COVID-19 pandemic, noting in a release this week that about 700,000 skilled-trades workers are expected to retire over the next seven years.

About one-fifth of Canadians work in the skilled trades, like construction, manufacturing and in the service sector. About three-quarters of all certified workers qualify as red-seal tradespeople.

Red Seal trades workers' earnings over the first five years of the study period rose about 4.5 per cent a year, reaching \$72,600.

Then, in the middle of the study period, oil prices collapsed and earnings dipped slightly in 2015 and 2016, before climbing in the last year.

Overall, women in the trades made 47 per cent, or \$31,400, less than men did in the first year following certification, a percentage difference that stayed steady after eight years.

Ross Finnie, an expert on labour economics from the **University of Ottawa**, said men are distributed fairly evenly across different trade, but women make up less than 10 per cent of workers in the trades studied and are concentrated in a low-paying category that includes cooks, bakers and hairstylists.

For instance, the study found hairstylists' earnings started at \$23,700 and grew on average 2.5 per cent annually until they hit \$28,100 by the eighth year.

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'

- AiMHi to find housing for people with developmental disabilities ([Click Here](#))
- Trans Mountain workers getting COVID-19 vaccine along with B.C.'s frontline workers ([Click Here](#))
- Government must do more to support struggling regional airports ([Click Here](#))

- VIU Hosting Universities for an Equity, Diversity and Inclusion Symposium ([Click Here](#))
- New Innovate BC board chair appointed ([Click Here](#))
- Information campaign asks British Columbians to take action against racism ([Click Here](#))
- Thompson-Okanagan, Cariboo Chilcotin airports to receive essential upgrades ([Click Here](#))
- Atlantic Towing and Irving Shipbuilding Commit to Camosun College and BC Coastal Communities; New Technology, Scholarships, and Placements for Students in Marine Studies ([Click Here](#))
- Surrey Police hires three more inspectors ([Click Here](#))
- We hope Ottawa uses common sense to aid restaurant sector: Oliver & Bonacini CEO ([Click Here](#))
- CannSell Launches Job Board for Licensed Cannabis Industry ([Click Here](#))
- ADP Canada National Employment Report: Employment in Canada Decreased by 100,800 Jobs in February 2021 ([Click Here](#))
- Online grant program expands to support more businesses ([Click Here](#))
- BC women recount challenging paths to success in leadership ([Click Here](#))
- Ocean Wise is recruiting for its coveted youth development program right now ([Click Here](#))
- Site C employment numbers down in January ([Click Here](#))
- Women told to wear skirts at BC Boston Pizza location, union says ([Click Here](#))
- Why you need to define your personal brand early in your insurance career ([Click Here](#))
- Permanent increase to assistance rates helps people in need ([Click Here](#))
- Economic recovery investment will create 750 jobs to restore watersheds and wetlands throughout the province ([Click Here](#))
- Three-quarters of workers want option to work from home: Poll ([Click Here](#))
- Hiring Mistakes Come at a Higher Price Amid Pandemic ([Click Here](#))
- BC urged to protect at-risk old growth forests while it works to transform policy ([Click Here](#))

This Week in Social Media

Please take the time to 'like' or follow:

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- Ottawa funds development of First Nations-owned BC geothermal project ([Click Here](#))
- Jock Finlayson and Ken Peacock: How has the BC economy fared during the pandemic? ([Click Here](#))
- A new air medical response team is about to take flight ([Click Here](#))
- Jobs return for younger people with reopenings, but youth employment still lagging ([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: '[Trump wax figure moved in Texas because people kept punching it in the face](#)'; which you can file under news items which surprise absolutely no one. Suddenly, I'm so frustrated travel into the United States is closed but if you feel like a drive there is a wax figure of Trump at the wax museum in Niagara.

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](#)

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)

Instructor

Mosaic

Surrey, British Columbia

Closes: March 26, 2021

Link: [Please Click Here](#)

Job Developer ***NEW***

Sources Community Resources Society

Surrey, British Columbia

Closes: March 29, 2021

Link: [Please Click Here](#)

Facilitator

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

Coquitlam, British Columbia

Closes: March 29, 2021

Link: [Please Click Here](#)

Employment Counsellor

Métis Nation B.C.

Surrey, British Columbia

Closes: March 31, 2021

Link: [Please Click Here](#)

Employment Placement Specialist

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

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

Coordinator, Employment Programs

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

Job Developer *NEW*

ETHOS Career Management Group Ltd.
Duncan, British Columbia
Closes: April 5, 2021
Link: [Please Click Here](#)

Facilitator - Employment Counsellor - Job Coach for Survivors of Violence *NEW*

Triangle Community Resources Inc
Chilliwack, British Columbia
Closes: April 9, 2021
Link: [Please Click Here](#)

Job Developer *NEW*

Vancouver Eastside Educational Enrichment Society
Vancouver, British Columbia
Closes: April 9, 2021
Link: [Please Click Here](#)

Facilitator Job Developer *NEW*

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

Job Developer/Employment Specialist *NEW*

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

Executive Assistant *NEW*

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

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

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

Did you know?

Fascinating Facts

A quarter of Canadians between the age of 25 and 35 bought a house after the pandemic started. The survey found 25% of respondents had purchased a home after March 15, 2020, by mid-February of this year. Another 16% plan on buying in the next 12 months, and 14% between one and two years from now.

- Royal LePage survey

Quote of the Week

Career Inspiration

“There is only one way to happiness and that is to cease worrying about things beyond the power of our will.”

- Epictetus
Greek Stoic Philosopher

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