

The BC Labour Market Report's

Labour Market Hot Sheet

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www.LabourMarketOnline.com

March 31, 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 contains the text 'March is Early-Bird Discount Month'. 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'.

[Register for NOW for 50% Discount: Ends Next Week](#)
[2021 BC Labour Market Conference, Jun. 10 & 11](#)



The banner has a blue and white striped background on the left and a white background on the right. The text reads: 'SOCIAL SERVICES LABOUR MARKET RESEARCH PROJECT FINAL REPORT'.

New report details the complex conditions of the labour market in BC's social services sector

Social Services / Research

Last week, **ASPECT BC** released the **Social Service Labour Market Research Project**, which provides a foundational understanding of BC's social services sector for anyone working in the sector or considering employment in social services.

The research was funded by the **Ministry of Advanced Education and Skills Training**, and lead by the **Federation of Community Social Services of BC**, the **Community Social Services Employers Association of BC**, and the **Social Planning and Research Council of BC**. **ASPECT** served on the advisory committee, and many of their members participated in the research conducted in 2019.

Other members of the **Advisory Committee** include:

- The **BC CEO Network**
- The **BC Association of Aboriginal Friendship Centres**

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](#)

- **Realize Strategies**
- **Community Social Services Employers' Association (CSSEA)**
- **Ministry of Social Development and Poverty Reduction**
- **Ministry of Children and Family Development**
- **Faculty of Social Work at UBC**
- **BC Child and Youth Care Educators Consortium**

Resources

Video and
Workshop
Curriculum

The report notes there are approximately 19,000 social services non-profit organizations in Canada, accounting for 12% of all non-profit organizations across the country. According to the survey, 72% of social services organizations were registered charities (compared to 56% of all organizations surveyed) and 51% of social services organizations reported annual revenues of \$100,000 or more (compared with 36% of organizations across the entire non-profit sector).

According to the same research, British Columbia had 20,270 non-profit or voluntary organizations (13% of Canada's total of 161,227). On a per-capita basis, British Columbia had the second-lowest number of non-profit and voluntary organizations of all Canadian provinces, followed only by Ontario.

The report, provides readers with detailed information about sub-sectors, occupations and labour market trends. Labour market statistical profiles are provided for each of the following:

- Demographic Profile
- Education Profile
- Work Activity Profile
- Wage Profile
- Forecasted Labour Market Conditions

The research revealed the following:

- Social services organizations are experiencing an increasing degree of complexity in their work—in the needs of clients, in their funding, and in the recruitment and retention of their employees and volunteers.
- There is ample room for improvement when it comes to education and training within the social services sector.
- Organizations are struggling to meet multiple and growing service demands with the limited time and resources currently available to them.
- There is a lot of potential in terms of how people understand the sector and are welcomed into the sector as employees or volunteers and there is a lot of interest from those already within the sector to improve how this is done.

"Anyone negotiating contracts that include staff compensation and/or those who search for words to describe the labour market inequities within the sector will find the report to be a gold mine of information. There is a lot to unpack in this information-rich report that I hope you'll take a moment to read," noted Janet Morris Reade, CEO of ASPECT.

To download a copy of the report from ASPECT's website, please click on: ['Social Service Labour Market Research](#)

BC Labour Market Report

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[Project](#) or visit the **Research and Reports Section of Labour Market Online**.

After a pause, growth resumes in British Columbia's construction sector

Construction / Research

The construction and maintenance sector in British Columbia is poised to return to growth in 2021 after a year in which the industry recorded its first material decline in activity in more than a decade, labour-market data released recently by BuildForce Canada suggests.

British Columbia was among those provinces hit hardest by the COVID-19 pandemic in 2020. The province saw declines in new housing, commercial, and industrial building construction, which experienced double-digit declines in investment compared with 2019. Those losses were partially offset by a rise in demands from major engineering and pipeline projects, as well as numerous public-transportation projects.

BuildForce Canada's **2021–2030 Construction and Maintenance Looking Forward** report for the province forecasts that growth in the sector is expected to resume in 2021 as major project demands continue to rise, and industrial and commercial investment recovers.

“The slowdown in construction and maintenance activity in British Columbia last year may have been seen by some as a blessing, as the province’s labour market has experienced chronic recruiting challenges,” says BuildForce Canada Executive Director Bill Ferreira. *“Having said that, the brakes won’t be on for long. We expect growth to return in 2021 with the stacking of projects across nearly every sector of the industry – heavy industrial, public transit, education, health care, public infrastructure projects, as well as new housing, renovation work and commercial building construction. This could create significant recruiting challenges across the industry.”*

Over the coming decade, BuildForce Canada expects employment to rise by 17,800 workers, or about 10% more than the current labour force. The challenge for the industry will be how to address short-term labour market demands. Between 2020 and 2022, the non-residential sector alone is expected to require an additional 11,500 workers (+16%) to keep pace with demands, with much of that growth concentrated in the Lower Mainland region.

“The ramp-up in major project requirements could be lessened somewhat by the ongoing effects of the COVID-19 pandemic,” says Ferreira. *“Slowdowns in other sectors of the industry in other regions of the province may encourage labour mobility, but that may be limited for those trades with specialized skills and experience. B.C.’s industry will certainly have to consider adopting short-term strategies designed to recruit workers from other industries and other parts of the country, and over the*

longer term, enhance its recruitment of youth and groups traditionally underrepresented in the industry.”

BuildForce Canada estimates that as many as 41,000 workers, or approximately 22% of the current labour force, will retire by 2030. Accounting also for demands relating to expansion, the province’s industry will need to recruit close to 59,650 workers in the next decade.

That gap will be closed somewhat by the expected 35,150 new entrants under the age of 30 available locally, but a significant portion of remaining demand will need to be drawn from other industries or other provinces.

The development of skilled tradespersons in the construction industry takes years, and often requires participation in a provincial apprenticeship program. New registrations in British Columbia’s 20 largest construction trade programs have fluctuated significantly over the last few years. After peaking at more than 8,500 in 2013, registrations declined, but have since recovered, reaching 8,000 in 2019.

The pandemic is expected to further cause ripples in registration levels in 2020. Limited data collected to date suggests that the pandemic has imposed significant obstacles to the in-school delivery of training, testing, and certification. These impacts are likely to reduce the near-term numbers of new certified workers.

Based on projected new registrations and completion trends, several of British Columbia’s trades are expected to meet or exceed the number of new certified journeypersons required by 2030. However, the Boilermaker, Carpenter, Gasfitter, Glazier, Heavy Equipment Operator, Industrial Electrician, Insulator, Lather, Painter, Roofer, and Welder trades were identified as at risk of being undersupplied. An ongoing commitment to training and apprenticeship development will remain necessary to avoid potential future skills shortages.

Building a sustainable and diverse labour force will require the construction and maintenance industry to increase recruitment from groups traditionally underrepresented in the current construction labour force, including women, Indigenous people, and new Canadians.

In 2020, there were approximately 32,700 women employed in B.C.’s construction industry, of which 34% worked directly on construction projects. Of the 175,900 tradespeople employed in the industry, women made up only 6% of the total.

The Indigenous population is another group that presents recruitment opportunities for British Columbia’s construction industry. In 2020, 5.7% of B.C.’s construction labour force was made up of Indigenous people, compared with about 5% of the province’s overall working-age population. Of those in the construction and maintenance industry, 82% work directly on construction projects. Given the predisposition of Indigenous workers to consider careers in construction, there may be scope to further increase the recruitment of Indigenous people into the industry.

The B.C. construction industry may also leverage new Canadians over the coming decade to meet anticipated labour market requirements. The province is expected to welcome an average of more than 69,000 new international migrants each year between 2021 and 2030. This will make new Canadians a growing segment of the overall labour force.

British Columbia's construction labour force is comprised of approximately 24% new Canadians, which is lower than the overall share of new Canadians in the provincial labour force (29%).

BuildForce Canada is a national industry-led organization that represents all sectors of Canada's construction industry. Its mandate is to provide accurate and timely labour market data and analysis, as well as programs and initiatives to help manage labour force requirements and build the capacity and capability of Canada's construction and maintenance industry. Visit www.constructionforecasts.ca

This information has been uploaded to www.LabourMarketOnline.com in the **Reports and Research Section** and we will be discussing it in detail at the **May 2021 Labour Market Briefing**, taking place **Thursday April 29th at 3pm**.

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'

- WestJet adds 11 routes in Western Canada ([Click Here](#))
- Microsoft plans mass hiring for Vancouver ([Click Here](#))
- Minister's statement on workplace safety ([Click Here](#))
- B.C. sets sectoral targets, supports for industry and clean tech ([Click Here](#))
- BC employment picture keeps getting rosier ([Click Here](#))
- Build your resume with microcredentials ([Click Here](#))
- Undocumented workers hesitant to get COVID-19 vaccines, fear deportation: advocates ([Click Here](#))
- Construction industry launches program to reduce illicit drug deaths among Vancouver Island workers ([Click Here](#))
- BC forest communities getting help to cope with COVID-19 pandemic: province ([Click Here](#))
- RCMP's youngest recruiter ([Click Here](#))
- Survey: Employee Safety During COVID-19 a Priority for Canadian Businesses ([Click Here](#))
- 'Treating us like robots': Amazon workers seek union ([Click Here](#))
- Province supporting Kwadacha First Nation's transition to clean energy ([Click Here](#))
- Northern BC Indigenous communities can now submit applications for First Nations Well Being Fund -- Mar. 26, 2021 ([Click Here](#))
- After a pause, growth resumes in British Columbia in 2021 ([Click Here](#))
- Customized program helps connect skilled immigrants to jobs in BC ([Click Here](#))
- 106 Interior jobs at RONA ([Click Here](#))
- What is the Tech Pilot? ([Click Here](#))
- The red flags of job hunting in Canada ([Click Here](#))
- Can we create a national plan to kickstart graduates' careers? ([Click Here](#))
- Back to work in BC: when? where? how? ([Click Here](#))
- When bad hiring practices get worse ([Click Here](#))

- Canadian news outlets close physical offices, codifying remote work ([Click Here](#))
- B.C. philanthropist Ryan Beedie launches education scholarship to support single parents ([Click Here](#))
- WestJet Cabin Crew Ratify Five Year Collective Agreement ([Click Here](#))

This Week in Social Media

Please take the time to 'like' or follow:

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

- B.C. to hire 1,400 laid-off tourism, hospitality workers to help run mass immunization clinics ([Click Here](#))
- 2021 Education Guide: Micro-credentials are catching on at B.C. universities and colleges ([Click Here](#))
- Will pandemic leave lasting mark on how BC workers carry out their jobs? ([Click Here](#))
- BC announces \$12M more for Forest Employment Program ([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: [Man claims to have found shrimp tails in package of Cinnamon Toast Crunch](#). *I don't know what the big deal is. Seafood cereal is a vast untapped reservoir of potential sales. What about 'Squid Loops', 'Frosted Fish Flakes' and 'Captain Crustacean'?*

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)

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

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

Employment Relations Specialist *NEW*

MAXIMUS BC HEALTH INC.
Abbotsford, British Columbia
Closes: April 7, 2021
Link: [Please Click Here](#)

Job Developer (Youth, age 16-30) *NEW*

YWCA Metro Vancouver
Vancouver, British Columbia
Closes: April 9, 2021

Link: [Please Click Here](#)

Job Developer, N. Island - Employment Program for Women with Disabilities *NEW*

ETHOS Career Management Group Ltd.

Campbell River, British Columbia

Closes: April 9, 2021

Link: [Please Click Here](#)

Facilitator - Employment Counsellor - Job Coach for Survivors of Violence

Triangle Community Resources Inc

Chilliwack, British Columbia

Closes: April 9, 2021

Link: [Please Click Here](#)

Job Developer

Vancouver Eastside Educational Enrichment Society

Vancouver, British Columbia

Closes: April 9, 2021

Link: [Please Click Here](#)

Peer Employment Counsellor *NEW*

Kootenay Career Development Society

Nelson, British Columbia

Closes: April 30, 2021

Link: [Please Click Here](#)

Manager of Employment Services *NEW*

Canadian Mental Health Association, Vernon Branch

Vernon, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

Coordinator *NEW*

Mosaic

Delta, British Columbia

Closes: Ongoing Until Filled

Link: [Please Click Here](#)

Youth Job Developer *NEW*

Frog Hollow Neighbourhood House (Drive Youth Employment Services)

Vancouver, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

Persons with Disabilities Employment Skills Training *NEW*

Buxton Consulting

Abbotsford, British Columbia

Closes: Posted Until Filled

Link: [Please Click Here](#)

Facilitator Job Developer

Progressive Intercultural Community Services Society (PICS)

Surrey, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

Executive Assistant

Mosaic

Vancouver, British Columbia

Closes: Open Until Filled

Link: [Please Click Here](#)

Did you know?

Fascinating Facts

According to the report, 44 per cent of respondents believe that if they told an employer about having a mental health issue, their career would suffer. This feeling was worse among those higher up on the chain at work — out of this group, 50 per cent of managers felt speaking up would hurt their career, while only 39 per cent of non-managers felt the same.

- Morneau Shepell

Quote of the Week

Career Inspiration

"Good actions give strength to ourselves and inspire good actions in others."

- Plato

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