

The BC Labour Market Report's

# Labour Market Hot Sheet

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[www.LabourMarketOnline.com](http://www.LabourMarketOnline.com)

November 20, 2020



## **BC'S DECEMBER LABOUR MARKET BRIEFING**

**Thursday Nov. 26th at 3pm**

**FREE FOR LABOUR MARKET ONLINE  
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## **Feds invest an additional \$212 million in career development services in British Columbia** **Career Development / Skills Enhancement**

Whether in industries shifting services online or small businesses navigating public health guidance, workers across the country have been facing new challenges since the beginning of the global COVID-19 pandemic. The federal government hopes to tackle these challenges by helping Canadians access training and employment supports to develop new skills and find good jobs.

Prime Minister Justin Trudeau recently announced the details of an investment of \$1.5 billion in the **Workforce Development Agreements (WDAs)** with provinces and territories. Receiving more than 14% of this amount, BC's share of this investment is \$212 million.

Officials believe this investment will help Canadians in underrepresented groups and those in sectors that have been hardest hit by the pandemic – such as construction, transportation, and hospitality – quickly access supports to re-enter the workforce. It could include skills training, on-the-job training, employer-sponsored training, financial assistance and

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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.

Breaking LMI News

Occupation Research

Industry Research

Exclusive BCLMR Resources

Video and

benefits, employment counselling and services, and job opportunities.

This is new funding, in addition to the \$3.4 billion provided to provinces and territories in 2020-21 under the WDAs and **Labour Market Development Agreements (LMDAs)**.

This announcement is part of the government's efforts to make the largest investment in Canadian history in training for workers. They hope this will go far in their goal of creating over one million jobs. Working with the provinces and territories, the federal government hopes to support Canadian workers as they build new skills in growing sectors, help them receive education and accreditation, and connect them to employers and good jobs.

*"As we work toward our economic recovery from the pandemic, the Government of Canada will continue to support Canadians and help them grow their potential. Together, we can build a stronger workforce and a more competitive and more resilient Canada,"* the Prime Minister noted.

Key facts regarding federally funded employment resources in Canada:

- Each year, the Government of Canada provides provinces and territories with approximately \$3 billion in funding through the WDAs and LMDAs to help Canadians improve their skills and find and keep better jobs. Budget 2017 provided an additional investment through these agreements of up to \$625 million annually, between 2017 and 2023.
- Under the WDAs and LMDAs, provinces and territories have flexibility to support their individual recovery efforts from the pandemic. For example, the scope of eligible expenses under these agreements has been broadened to include costs associated with online training, new physical distancing requirements, and mental health supports.
- The WDAs support the development and delivery of programs and services that help Canadians upgrade their skills, gain work experience, and start their own businesses. These services also support employment counselling and targeted programming for people with disabilities and older workers.
- The LMDAs help provinces and territories to support Canadians with Employment Insurance-funded skills training and employment assistance. This support allows workers to quickly find, return to, and keep jobs while ensuring a skilled workforce that meets employers' current and emerging needs.

## **COVID-19 Takes Toll on Hiring, Survey Shows**

### **Research / Recruitment**

Canadian hiring decision-makers say it is far more difficult (63%) than easy (37%) to recruit and fill positions at their company, adding the hiring process takes an average of 27 days to complete. This is according to a recent survey from

Workshop  
Curriculum

### **BC Labour Market Report**

1215C 56th Street, PO  
Box 18148, Delta, BC  
V4L 1B8

**Tel:** 604-288-2424

**Email:**

bclmr@outlook.com

**Website:** [BCLMR](#)

## The Harris Poll commissioned by Express Employment Professionals.

Thirty-one per cent of Canadian hiring decision-makers say their company has open positions for which they cannot find qualified candidates. Some of the reasons they remain unfilled include:

1. Applicants lack hard skills — 43%
2. Applicants lack relevant experience — 38%
3. Applicants lack soft skills — 29%
4. Unwilling to work hours needed — 29%
5. General lack of applicants — 28%
6. Company-specific reasons were also identified, such as pay (20%), benefits (13%), geographic location (17%) or negative company reputation (12%).

*“We continue to see a large volume of applicants applying to positions where they fail to meet the minimum requirements,”* noted a representative of Express Employment Professionals. *“Businesses look to mitigate risks of turnover and that of making a bad hire by looking for a candidate who specifically meets the requirements.”*

However, this can result in the position remaining vacant for an extended period and *“work being added to other team members, as well as overtime costs, or burnout of team members.”*

*“The biggest challenge in filling positions is finding people who possess a certain amount of experience, an understanding of specific software or a background in a particular industry. Most software can be learned and someone with the right aptitude can learn a new industry,”* the representative said.

*“Recruiters believe it is better to fill the position with someone who has the right ambition and drive than it is to leave a role sitting vacant for months, but unfortunately “too many companies are not willing or able to invest the time to train.”*

## 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'**

- COVID-proof: The Okanagan high-tech sector ([Click Here](#))
- 5 careers that start with real estate ([Click Here](#))
- Shaw has invested millions of dollars in its retail expansion to create immersive shopping destination ([Click Here](#))
- BC to receive \$212 million in federal workforce aid during COVID-19 pandemic ([Click Here](#))
- Can B.C. salmon farmers play a bigger role in post-pandemic economic recovery? ([Click Here](#))
- Labour relations troubleshooting team established to help BC teachers address COVID concerns ([Click Here](#))
- Ag sector urged to think outside the box in labour search ([Click Here](#))
- Statistics Canada Has Clerk Jobs That Pay Up To \$56K & You Don't Need Any Experience ([Click Here](#))
- CIBC named one of Canada's Top 100 Employers for 9th consecutive year ([Click Here](#))

- Innovating to support employees during the pandemic and giving back to the community distinguish this year's Canada's Top 100 Employers ([Click Here](#))
- Real Estate Continues to Contribute to Employment Growth in Canada: StatsCan ([Click Here](#))
- All the ways the pandemic could change cities forever ([Click Here](#))

## This Week in Social Media

Please take the time to 'like' or follow:

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

- WorkSafeBC stepping up inspections as COVID-19 cases soar ([Click Here](#))
- British Columbia's August Unemployment Rate Still Higher Than At Peak Of 2008-2009 Recession ([Click Here](#))
- How PLT Canada's mentorship program transformed one Thunder Bay local's life ([Click Here](#))
- LNG Development is Delivering on Economic and Social Opportunities for Indigenous Peoples ([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: [Helicopter carrying heart for transplant crashes, rescued heart dropped by medical worker](#). *Suddenly, I see the value of hiring displaced hospitality workers to work in health care. It's like Arby's slogan -- 'We bring the meats! And when the meats drop on the ground, we pick off the lint and obvious pieces of dirt.'*

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

#### December Labour Market Briefing Webinar

**Thurs. Nov. 26th | 3-4pm**

Free for Labour Market Online Members

Link: [www.labourmarketonline.com/login](http://www.labourmarketonline.com/login)

#### 2020: The Labour Market Year-in-Review Workshops

**\*ALL EARLY REGISTRATION DISCOUNTS END THIS WEDNESDAY\***

#### Virtual One-Day Workshops | 10am-3pm

- Thompson / Okanagan Region; Tues. Dec. 1, 2020
- Kootenay Region; Wed. Dec. 2, 2020
- Lower Mainland Region; Thurs. Dec. 3, 2020
- Fraser Valley Region; Fri. Dec. 4, 2020
- Northwest Region; Tues. Dec. 8, 2020
- Northeast Region; Wed. Dec. 9, 2020
- Vancouver Island; Thurs. Dec. 10, 2020
- Cariboo Region; Fri. Dec. 11, 2020

Workshop Details: [www.LabourMarketOnline.com/LMIWorkshops/](http://www.LabourMarketOnline.com/LMIWorkshops/)

#### Career Education Society Annual Conference

**November 23 and 24, 2020**

Virtual Conference

Details: [Click Here](#)**CANNEXUS21****January 25 & 27, February 1 & 3, 2021**

Virtual Conference

Details: [cannexus.ceric.ca](http://cannexus.ceric.ca)**BC Career Development Conference 2021****April 29 and 30, 2021**

SFU Harbourside

Details: [Click Here](#)

## Job Postings

### Career Development Employment

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To post a job here, please email: [bclmr@outlook.com](mailto:bclmr@outlook.com)*(When you write your cover letter, please mention you saw this advertisement in the BC Labour Market Report)***Job Developer and Employment Specialist \*NEW\***

WorkSafeBC

Courtenay, British Columbia

Closes: November 27, 2020

Link: [Please Click Here](#)**Employment Specialist \*NEW\***

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

Vancouver, British Columbia

Closes: November 30, 2020

Link: [Please Click Here](#)**Manager, Jobs West \*NEW\***

Developmental Disabilities Association

Vancouver, British Columbia

Closes: December 31, 2020

Link: [Please Click Here](#)**Employment Service Advisor \*NEW\***

Mosaic

Vancouver, British Columbia

Closes: Unknown

Link: [Please Click Here](#)**Employment Counsellor**

Kootenay Employment Services

Cranbrook, British Columbia

Closes: Unknown

Link: [Please Click Here](#)

## Did you know?

### Fascinating Facts

Statistics Canada is currently looking to hire people for two finance clerk and six travel clerk positions. These jobs are available in Vancouver, Winnipeg, Edmonton, Toronto, Ottawa, Montreal, and Halifax. However, those living outside these cities are encouraged

to apply in case other positions open up. The best part is that as either a finance or travel clerk, you could be making a salary of anywhere from \$52,162 to \$56,471.

## Quote of the Week

### Career Inspiration

“The future depends on what you do today.”

– Mahatma Gandhi

BC Labour Market Report | PO Box 18148, Delta, BC V4L 2M4, Vancouver, BC V4L 2M4 Canada

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