

The BC Labour Market Report's

# Labour Market Hot Sheet

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October 19, 2020



Registration for the Monthly

## Labour Market Briefing

Thurs. Oct. 29th at 3pm

is only available exclusively for FREE to

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## 33% of Workers Are More Burned Out Than a Year Ago

**Research / Workplace Mental Health**

Drowning in work and feeling drained? Many professionals are, new research from global staffing firm **Robert Half** shows. One-third of workers surveyed (33 per cent) said they are more burned out on the job today compared to a year ago. Of those respondents, 40 per cent pointed to having a fuller plate at work as the top reason for rising levels of fatigue. Another 49 per cent of professionals noted they are as burned out now as they were 12 months ago, while only 18 per cent reported a drop in burnout.

In a separate survey, 82 per cent of senior managers revealed they are worried about staff retention. Of those respondents, 47 per cent said the reason for their concern is that employees are managing heavy workloads and on the brink of burnout. "In today's demanding work environment, managers need to find ways to support their employees and equip them with the tools they need to alleviate stress and prevent burnout", said David King, Canadian senior district president of Robert Half. "This includes encouraging teams to disengage from work outside of regular working hours, urging them to take time off to relax and recharge and ensuring they take advantage of any wellness offerings they have access to."

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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 Workshop

Robert Half offers three tips for helping managers prevent burnout among staff:

1. Prioritize ruthlessly. Check in regularly with team members to discuss current projects and obstacles. Help them focus on critical business tasks, and bring in temporary professionals to assist, if possible.
2. Encourage time off. Busy employees may be reluctant to take a break. Support — and model — work-life balance by reminding employees to use their vacation days and managing your own time effectively.
3. Share helpful resources. Promote company-provided wellness offerings, and pass along information about free classes and programs that support a healthier lifestyle.

Additional Findings:

- Women (36 per cent) were more likely than men (31 per cent) to cite a rise in burnout.
- Nearly an equal percentage of respondents with children in their household (34 per cent) and those without (33 per cent) said they are more worn out from work today versus 12 months ago.
- More employees ages 25 to 40 (37 per cent) than those ages 41 to 54 (36 per cent) and 55 and older (28 per cent) said they are experiencing a higher degree of burnout.

The online surveys were developed by Robert Half and conducted by independent research firms from July 7 to August 9, 2020. They include responses from 500 workers 18 years of age or older and normally employed in office environments in Canada, and more than 600 senior managers at companies with 20 or more employees across Canada.

## Recruiting firm aims to remove bias from AI

### Recruitment / Technology

In an effort to eliminate prejudice from the candidate-interview process, a remote jobs website is looking to make the procedure fairer. San Francisco-based job finding and recruitment network Torre is looking for employers to sign its **Frank Artificial Intelligence in Recruiting (FAIR)** manifesto which includes five key components: disclose when you're using AI; make the factors transparent; disclose rankings to candidates; detect bias; and reduce discrimination systematically.

The initiative was launched after the site found anomalies in its own work when employing AI as a recruitment tool.

*“Something we started to notice during research and development is that there is a huge risk for significant bias when using artificial intelligence to expedite the process of finding the best matching candidates for professional opportunities,”* says Andrés Cajiao, cofounder and chief growth officer at Torre.

*“We thought about the importance of folks trying to put into writing some best practices, while we’ve tried to get some of*

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*our colleagues and some of our friends also developing technology in the recruiting industry, onboard.”*

It was a famous retailer’s recent experience that prompted Torre in part, to create the FAIR initiative.

*“Amazon was developing AI for automating the process of screening and ranking candidates and they ended up stopping altogether because they started to notice that their own AI was being biased towards certain candidates — white males. So this is something that is a very dangerous precedent.”*

Amazon recently announced the plan to hire 3,500 workers for positions in Toronto and Vancouver.

But why does AI have an inherent bias? Because it is created by humans, so it’s bound to reproduce biased behaviour, he says.

*“It involves algorithms that are built by humans, and they have the process of replicating humans. Because there was bias naturally in the process that [people] were doing — they were not aware, of course — what ended up happening is that machine learning learned that, out of these candidates, ‘These are the factors that make a candidate successful in the hiring process that is performed manually by a human being, these are the factors I should repeat that I did for success.’ And that caused Amazon’s AI to start selecting or giving more priority to white males.”*

The recruiter is hoping to “bring more transparency to the process of recruiting our candidates,” says Cajiao by disclosing why the candidate may have been rejected.

*“We disclose when we’re using AI, or the factors that we consider to rank a candidate, or to determine who is the best matching candidate, or the rankings of those candidates, and then it’s going to be way easier to detect when something goes wrong for the company and the candidate.”*

*“Companies for a very long time — some for legal reasons, some [because of] employer branding — they have not exposed [the use of AI] to candidates but we all agree that it’s healthy for everyone to see that information, to have that information. Then we may be able to detect those biases, reduce that discrimination systematically and provide candidates the feedback that should help them improve their process of finding a job or improve their own professional experience and profile,” he says.*

The company is hoping that other recruiters join this effort, says Cajiao.

*“It’s a call for action that we want developers of artificial intelligence in recruiting to join us based on the manifesto but we want to make a call for others that may be interested in engaging with us in order to develop these areas. We believe it’s important that we partner with other companies developing AI to follow these principles that tried to make artificial intelligence involved in being more frank and more fair.”*

## 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'**

- Fitness World is hiring 200 new employees in BC this month ([Click Here](#))
- Northern Lights College has announced a new study into the agricultural labour market in northeast B.C. ([Click Here](#))
- Infosys Will Hire 100% More Employees In Canada; Focus On AI, Robotics Projects ([Click Here](#))
- BC halfway to hiring hundreds promised to bolster province's fleet of contact tracers ([Click Here](#))
- Canada's Unemployment Rate Drops To 9% In September As Country Adds More Jobs Than Expected ([Click Here](#))
- The state of Canada's gig economy: how workers are organizing ([Click Here](#))
- Liberals revamp rent-relief for businesses as COVID-19 second wave threatens job gains ([Click Here](#))
- Walmart Canada is hiring 10,000 new workers immediately in e-commerce retail boom ([Click Here](#))
- The first wave of COVID-19 wiped out millions of jobs. How do we protect workers from the second wave? ([Click Here](#))
- In British Columbia, employment grew by 55,000 (+2.3%) in September, the fifth consecutive monthly increase -- the unemployment rate fell 2.3 percentage points to 8.4% ([Click Here](#))
- Innovate BC injects COVID funding into tech ([Click Here](#))
- 7 essential careers you can pursue in the trades sector ([Click Here](#))
- Renowned Empress Hotel on Victoria's waterfront to close for 3 months to complete major renovations ([Click Here](#))
- Key to saving B.C. restaurants during pandemic is innovation, not alcohol: experts ([Click Here](#))
- Domino's looking to hire for 2000 jobs across Canada ([Click Here](#))
- Amazon silent on Canadian workers infected with COVID-19 -- Oct. 9, 2020 ([Click Here](#))
- BC NDP releases plan to keep shipyards competitive, add jobs -- Oct. 11, 2020 ([Click Here](#))
- Conference Board Releases Podcast On Work-Integrated Learning -- Oct. 12, 2020 ([Click Here](#))
- Gap Inc. Reimagines Hiring for the Upcoming Holiday Season -- Oct. 14, 2020 ([Click Here](#))
- Don't Get "Blocked" From a New Job Because of Social Media -- Oct. 15 2020 ([Click Here](#))
- Toronto, Vancouver Jobless Rates Now Among Highest In Canada -- Oct. 12, 2020 ([Click Here](#))

## This Week in Social Media

**Please take the time to 'like' or follow:**

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

- These Gyms In BC Are Hiring Hundreds Of People This Month If You Live To Lift ([Click Here](#))
- Ex-MEC staff says company withholding severance pay due a month ago ([Click Here](#))
- Quarter of Greater Vancouver businesses don't expect to survive the next 12 months: report ([Click Here](#))
- Northern Lights College has announced a new study into the agricultural labour market in northeast B.C. ([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 tweet articles like: [NASA Is Testing New \\$23 Million Titanium Space Toilet](#). *This is NASA's first new toilet in decades which makes total sense. The old toilet was avocado-coloured with a blue shag toilet seat cover.*

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

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

##### 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/)

#### Mt Seymour Resorts Ltd is Holding a Job Fair

##### Tues Oct 20th, 27th, Nov 3rd, Nov 10th | 10am-3pm

Location: Open Interviews are held on Tuesdays in the Alpine Activity Center/Rentals Building on Mt Seymour, a free shuttle bus operates from the base of Mt Seymour outside the Library at Parkgate Village to the resort area throughout the interview days.

Link: [Please Click Here](#)

#### Trail Appliances Hiring Event

##### Thurs Oct 22nd | 9:30am-3:30pm

Location: 820 Cliveden PI #9 (Employee Entrance), Delta, British Columbia

Link: [Please Click Here](#)

#### ASPECT 2020

##### November 5 & 6, 2020

Virtual Conference

Details: [aspect.bc.ca/ASPECT-Conference](http://aspect.bc.ca/ASPECT-Conference)

#### 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

-  
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)

### Manager of Employment Programs

Mosaic  
Vancouver, British Columbia  
Closes: October 23, 2020  
Link: [Please Click Here](#)

### Coordinator, Employment Programs \*NEW\*

Mosaic  
Multiple Locations, British Columbia  
Closes: October 30, 2020  
Link: [Please Click Here](#)

### Employment Services Advisor, Employment Programs \*NEW\*

Mosaic  
Multiple Locations, British Columbia  
Closes: October 30, 2020  
Link: [Please Click Here](#)

### Job Developer \*NEW\*

Mosaic  
Delta, British Columbia  
Closes: October 30, 2020  
Link: [Please Click Here](#)

### Employer Specialist \*NEW\*

S.U.C.C.E.S.S  
Burnaby, British Columbia  
Closes: October 30, 2020  
Link: [Please Click Here](#)

### Human Resources Manager/Marketing

Langley Community Services Society  
Langely, British Columbia  
Closes: October 31, 2020  
Link: [Please Click Here](#)

### Coordinator, Business Operations \*NEW\*

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

### Employment Counsellor (float), WorkBC Programs

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

### IELTS Assistant – On call

MOSAIC  
Vancouver-Surrey-Abbotsford, British Columbia  
Closes: Open Until Filled  
Link: [Please Click Here](#)

## Did you know?

### Fascinating Facts

The labour market impact of the COVID-19 economic shutdown has been particularly severe for low-wage employees (defined as those who earned less than \$16.03 per hour, or two-thirds of the 2019 annual median wage of \$24.04/hour). From February to April, employment among low-wage employees fell by 38.1%, compared with a decline of 12.7% for all other paid employees.

- Statistics Canada

## Quote of the Week

### Career Inspiration

“You can, you should, and if you’re brave enough to start, you will.”

– Stephen King

*(This from the man who taught us to be afraid of clowns, dogs, elevators and cars.)*

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