

The BC Labour Market Report's

Labour Market Hot Sheet

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October 30, 2020

Canada's New Immigration Policy...



ONLY FAT
GOLDFISH
NEED BOTHER TO APPLY



Immigrants landing better jobs and more money thanks to a new ranking system

Immigration / Skills Development

A ranking system that Canada now uses to select skilled immigrants has been a resounding success, resulting in improvements to newcomers' employment rates and earnings, an internal review has found.

Ninety-five per cent of the principal applicants admitted under the so-called **Express Entry** process were employed after one year, while 83 per cent of them reported doing so in their primary occupation, says the review of the five-year-old program.

These immigrants also earned 20 per cent more than their "non-Express Entry" peers who were admitted in the old system, with 43 per cent of them employed in occupations usually requiring university education for their first job, compared to just 25 per cent for the latter group.

"They are demonstrating high levels of labour market participation and solid results in terms of their employment income, as well as the type of occupation in which they are employed," said the 85-page study, which was recently released.

"The EE system was designed to screen high human capital candidates who have the potential to achieve economic success in the Canadian labour market over the longer term. Nevertheless, the early results are encouraging."

Skilled immigrants have always been assessed and awarded points based on their "human capital attributes" such as age, language proficiency, education and work experience, among other factors that are seen as crucial in terms of their potential to integrate into the Canadian job market.

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BC Labour Market Report

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In 2015, Ottawa began to rank all candidates in the pool and select only the top scorers whose skills were in demand by employers, a deviation from the old system, which admitted all candidates who reached the standard threshold score of 70 points.

The new centralized management system applies to the economic immigration programs for federal skilled workers, including those in skilled trades, as well as for candidates selected for their previous Canadian work experience and whose skills match specific provincial labour market needs.

“Express Entry is a giant fishbowl. Each fish is assigned points. The giant fish scoop pulls out the top scorers. That’s the design,” said Richard Kurland, an immigration policy analyst and lawyer.

“But, Express Entry has another function. It is possible to scoop ‘tailored fish.’ If a provincial government is looking for carpenters, the ‘giant fish scoop’ can be used to pull out carpenters. There is no limit on how fine-tuned the selection can be.”

Based on its own data sets, the immigration department tracked the performances of 200,868 Express Entry immigrants — both the principal applicants, spouses and dependents — who were admitted to Canada between 2015 and 2018. Amongst them, 57 per cent were principal applicants.

Online surveys were also administered to these applicants and Canadian employers registered in the job bank searching for job candidates.

The report found significant gaps between principal applicants admitted under the new system compared to the old:

- 95 per cent of them were working a year after their arrival versus just 87 per cent previously;
- Their most common first jobs were software engineers and designers (eight per cent) and information systems analysts and consultants (five per cent) versus retail salespersons, transport truck drivers, food counter attendants, kitchen helpers and related occupations;
- 81 per cent of them reported their current job met or exceeded the expectations they had prior to becoming a permanent resident versus 74 per cent;
- They take 1.4 months to secure their first job compared to three months for others; and
- Express Entry applicants have an average income of \$59,700, compared to \$49,400 among their non-Express Entry counterparts.

Immigration policy analyst Kareem El-Assal said the current system allows Canada to pick the best of the best and the results are in line with recent studies by **Statistics Canada** on economic performances of the more recent immigrants.

Although the immigration department review was conducted in 2019 when Canada’s unemployment rate was below six per cent and before the economy was hit by COVID-19, El-Assal

believes immigrants admitted under Express Entry will continue to perform well.

“They will take a hit in the short run, but in the medium to long term, there are more opportunities for these immigrants because of their education, language skills and other human capitals,” he said.

The report recommends officials continue to monitor the economic performances of the Express Entry immigrants and tweak the system, “revalidating and streamlining it” as needed to focus on key predictors of their economic success.

Companies have modest hiring plans, low wage growth expectations

Research / Economic Outlook

The **Bank of Canada** says companies are hedging hiring plans and wage growth expectations in the coming months over heightened uncertainty from the COVID-19 pandemic.

The central bank’s business outlook survey finds hiring intentions remain below their historical averages, suggesting modest hiring plans even as the overall outlook on employment edges up.

Almost one-third of businesses told the bank they expect their workforce numbers to remain below pre-pandemic levels for at least the next 12 months, or to never fully recover.

The survey also finds that wage growth is widely expected to slow over the next year, mostly a result of the pandemic and ongoing uncertainty, with some firms reporting a wage freeze.

The bank also says that nearly half of firms surveyed used the federal wage subsidy program to avoid layoffs or quickly refill positions.

About 100 firms took part in the bank’s regular survey out this morning, but did so between late August and mid-September when COVID-19 case counts were still low.

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'

- BC construction workers miss job recovery [\(Click Here\)](#)
- Opinion: Tech industry is key for BC's economic recovery and growth [\(Click Here\)](#)
- Mining cutback would hit Vancouver hardest [\(Click Here\)](#)
- High Quality Of Life And Employment Attracting Newcomers To Comox Valley [\(Click Here\)](#)
- Students should be encouraged to study humanities for the post-coronavirus world, prof says [\(Click Here\)](#)

- Opinion: Investments in "blue economy" will help BC's pandemic recovery ([Click Here](#))
- Your Social Media Rants And Racy Pics Are Costing You Job Opportunities ([Click Here](#))
- Half of Canadian employees considering a new job: survey ([Click Here](#))
- COVID-19: When did you last work? 1.3M jobless Canadians have passed critical six month mark ([Click Here](#)).
- New Pandemic Government Benefits Explained ([Click Here](#))
- Extending EI to more workers will cost \$13.5 billion: budget watchdog ([Click Here](#)).
- 'It's going to be a long time': tens of thousands of federal public servants still working from home, eight months into pandemic and no end in sight ([Click Here](#))

This Week in Social Media

Please take the time to 'like' or follow:

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

- Unemployed because of the coronavirus? This Vancouver photographer will help with a free headshot ([Click Here](#)).
- Le Chateau closure will see shuttering of 14 stores in BC ([Click Here](#))
- Vancouver animation workers unionize after precedent-setting vote ([Click Here](#))
- TRU opens state-of-the-art health-care building ([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: Just in time for Halloween, [NASA's Hubble spots giant Space 'Pumpkin'](#). *Well congratulations Linus, the Great Pumpkin has arrived, ready to unleash his swift and terrible justice on the humans for indiscriminately murdering and dressing up his baby pumpkins every October. I'm going to hide in the basement. Thanks NASA!*

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/

ASPECT 2020

November 5 & 6, 2020

Virtual Conference

Details: 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

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 ***NEW***

Métis Nation B.C.

Lower Mainland, British Columbia

Closes: November 11, 2020

Link: [Please Click Here](#)

Employment Specialist ***NEW***

ISSofBC

City Center/Downtown East Side, British Columbia

Closes: November 11, 2020

Link: [Please Click Here](#)

Job Title - Employment Resources Facilitator ***NEW***

ISSofBC

City Center/Burrard, British Columbia

Closes - November 11, 2020

Link: [Please Click Here](#)

Employment Specialist (Job Development -focused) ***NEW***

CBI Consultants

Burnaby, British Columbia

Closes: November 13, 2020

Link: [Please Click Here](#)

Invigilator, IELTS ***NEW***

Mosaic

Surrey and Vancouver, British Columbia

Closes: Ongoing

Link [Please Click Here](#)

Did you know?

Fascinating Facts

There are 4,755 funeral directors and embalmers in Canada. Of this number, 2,765 were men and 1,990 were women.

- **Statistics Canada**

Quote of the Week

Career Inspiration

“Optimism is a strategy for making a better future. Because unless you believe that the future can be better, you are unlikely to step up and take responsibility for making it so.”

- **Noam Chomsky**

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