

The BC Labour Market Report's

# Labour Market Hot Sheet

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September 29, 2021



**LAST DAY TO REGISTER FOR 35% DISCOUNT**

## **2021: The Labour Market Year-in-Review Workshops**

**December 2021**

Taking place in December, **ONLINE**, with a focus on  
Northern BC: Dec. 6; Thompson / South Cariboo: Dec. 7;  
Okanagan / Kootenay: Dec. 8; Lower Mainland: Dec. 10;  
Fraser Valley: Dec. 14; Central Van. Island: Dec. 15; North  
Van Island / BC Coast: Dec. 16; and South Van Island /  
Capital Region: Dec. 17.

[Year-in-Review Workshop Link](#)



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access to these  
sections, simply click on  
the link below and input  
your email and  
password.*

## **Survey shows Metro Vancouver needs more skilled immigrants**

**Research / Demographics**

A new survey shows most businesses in the Greater Vancouver area — the most populous in British Columbia — support increasing efforts to attract highly skilled immigrants.

The survey, conducted by the **Greater Vancouver Board of Trade (GVBOT)** in collaboration with **Mustel Group**, found that a significant majority (72 percent) of businesses support increasing efforts to attract highly skilled immigrants, while an even larger proportion (76 percent) would like to see the re-elected federal government increase efforts to improve credential recognition for the same.

*“Businesses are calling for a plan to find workers focused on developing skills in our local market and offsetting what we don’t have by welcoming skilled immigrants,”* said Bridgitte Anderson, President & CEO of the Greater Vancouver Board of Trade.

The survey found that while the majority of respondents among businesses and the general public believe the current

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level of immigration should be maintained, over one-third of businesses support increasing the rate of immigration.

According to the GVBOT, labour issues, including the recruitment and retention of workers, are the most prevalent challenges businesses are facing as they recover from COVID-19, with 50 percent of respondents indicating it is their key challenge.

For the region's business community, other top issues were the economy and economic recovery (44 percent) and the business environment, such as the regulation and taxation schemes (34 percent). This was followed by the environment and climate change (30 percent), fiscal responsibility (29 percent), government ethics, honesty and leadership (26 percent) and taxes (22 percent).

For the general population, 49 percent of residents cited the environment and climate change, and affordability and the cost of living (36 percent each), as the top issues. The economy and economic recovery (33 percent), government ethics, honesty and leadership (33 percent) and fiscal responsibility (24 percent), were also in the top five issues.

*"We see growing concern about affordability in a region already acknowledged as one the most expensive cities in the world relative to our income levels,"* said Evi Mustel, President of Mustel Group.

The survey included a total of 267 GVBOT members and 500 Metro Vancouver adults, 18 years of age or over with a margin of error +/-5.8 percent and +/-4.4 percent, respectively, at the 95 percentile level of confidence.

Among the hardest hit by the shortage of workers in B.C. and across Canada is the restaurant industry, which has seen more than 10,000 eateries closing permanently because of the pandemic.

According to a **Metro Vancouver Restaurant Labour Shortage** report authored by the British Columbia **Restaurant and Foodservices Association**, restaurants are the third largest private-sector employer in the province.

*"In the Metro Vancouver area, the restaurant industry is thriving with estimated year-over-year growth of three percent, but with new businesses opening, operators are struggling to keep up with recruiting needs,"* the report states.

Sanjay Pandey, owner of the Charqui Grill in the Kitsilano area of Vancouver, says everyone he knows *"in the restaurant business is looking for workers, especially skilled kitchen help."*

*"Many of the workers in the industry have not returned after collecting the COVID benefits from the government,"* he told New Canadian Media.

Another segment facing critical labour shortages is the trucking industry.

The **BC Trucking Association (BCTA)** said the province's truck driver shortage increased 302 percent between 2015 and

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Report**

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2019, leaving 3,710 vacant positions.

Wesley Richards, who operates **Class One Drivers** in Surrey, which recruits long haul truck drivers for transportation companies across Canada, said there are nearly 20,000 vacant truck driver positions in Canada.

*“I have several clients who are waiting for foreign workers whose visa applications are stuck in a growing backlog at Canada’s foreign missions,” he said.*

*“I hope the next government will be able to streamline the process between Service Canada and (Immigration, Refugees, and Citizenship) Canada to ease this critical shortage.”*

## **Worker shortage? Or poor work conditions? Here’s what’s really vexing Canadian restaurants**

**by Bruce McAdams and Rebecca Gordon,  
University of Guelph**

Restaurant operators across Canada are struggling to find enough staff to run their operations. This labour crisis has been highly publicized by Canadian media as a “labour shortage.”

A recent survey by **Restaurants Canada** found that 80 per cent of food service operators were finding it difficult to hire kitchen staff and 67 per cent were having trouble filling serving, bar-tending and hosting positions.

Prior to the pandemic, Canada’s food service sector employed 1.2 million people, and according to **Statistics Canada** it currently needs to fill 130,000 positions to reach pre-pandemic levels. That said, the Canadian restaurant industry has been struggling with hiring and retention problems for many years.

Should the chronic hiring struggles of Canadian restaurants be referred to as a labour shortage, or can it be more accurately portrayed as a retention issue fuelled by a lack of decent work? Does the use of the term labour shortage take the onus off of restaurant operators for creating these shortages, and instead place it on Canadian job-seekers?

### **First job for many Canadians**

A **2010 Canadian Restaurant and Foodservice Association** report found that 22 per cent of Canadians worked in a restaurant as their first job — the highest of any industry. The study also found that 32 per cent of Canadians have at one point worked in the restaurant industry.

These statistics show that millions of Canadians have been introduced to restaurant work and the industry has enjoyed a seemingly endless supply of labour for decades. So why is it that the restaurant industry is burning through so many people?

Our research on restaurant work conditions shows that working in a restaurant is difficult, requiring the sacrifice of work-life balance due to long hours and unpredictable schedules. While restaurant work can be rewarding and fun, it can also be low-paying, stressful and physically demanding, all of which can have a negative impact on mental health.

Many restaurant workers spend at least eight hours a day on their feet with no time for breaks or meals. Workers are also required to forgo their social and family life by having to work late nights, weekends and holidays.

Many restaurant workers almost never know precisely when their shifts will end, and tend to be placed on unpredictable split shifts or “on call” shifts to save labour costs.

### **Toxic work environment**

The restaurant industry has also been rampant with sexual harassment, abuse and toxic work environments.

A Statistics Canada study found that hospitality workers have the worst job quality out of any industry. This was largely due to low earnings, the inability to take time off, no paid sick leave, a lack of training opportunities and no supplemental medical and dental care.

This same study found that 67 per cent of hospitality workers work in jobs with work conditions that fall below decent work levels.

So what exactly is “decent work?” It’s a concept established by the **International Labour Organization** and is linked to the **United Nation’s Sustainable Development Goals**. Decent work establishes universal conditions of work that are central to the well-being of workers.

These conditions are considered to be minimum labour standards that include living wages, work hours that allow for free time and rest, safe working environments and access to health care. Decent work is considered a human right but based on the conditions of restaurant work, it appears the Canadian restaurant industry is struggling to provide it to all of its employees.

### **Exodus of workers from the industry**

Through our research on restaurant work, and via conversations with many restaurant employees across the country, we’ve learned that many are fleeing the industry because the work is a grind. What’s more, they don’t see any future in a job that will continue to hinder their well-being.

The pandemic allowed workers time to find jobs in other industries that provide more stability and feature regular work schedules, vacation time, higher pay and benefits.

These workers often felt neglected, and that their employers did not believe they were worth investing in.

While there are certainly good restaurant employers, the industry as a whole has failed to improve working conditions because historically, there were always new people to fill roles.

That raises the question: Could the continuous reference to a labour shortage in the restaurant industry actually be creating a lack of urgency in addressing longstanding issues of work quality?

If restaurants want to operate at full staff in the post-pandemic future, they need to invest in their employees because, after all, it's impossible to run a restaurant without people working in it.

The restaurant industry has always spent money, time and resources to attract customers and increase revenues. It's long past time for restaurant operators to consider their employees internal customers, and put as much effort into providing great experiences for them as they do for their external customers.

A good place for operators to start is by providing decent and dignified work for all that provides decent wages, benefits and healthy working conditions.

Bruce McAdams is an **Associate Professor in Hospitality, Food and Tourism Management** at the University of Guelph and Rebecca Gordon is a Graduate Student at the University of Guelph.

## 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'**

- UFV/ Chilliwack Métis Association Creates Special Bursary Honouring Nick Lang ([Click Here](#))
- Coding For Veterans: Career Caravan is Making a Stop on Vancouver Island ([Click Here](#))
- Fresh intake provides funding for B.C.'s hazelnut growers ([Click Here](#))
- Inn at Laurel Point Now Hiring for Multiple Positions ([Click Here](#))
- Province asks how many paid sick days should be required: 3, 5 or 10? ([Click Here](#))
- Survey finds British Columbians who drive for work unconcerned about crashes, speeding ([Click Here](#))
- Profit-sharing, signing bonuses and health benefits. Food-service bosses try it all to lure workers back ([Click Here](#))
- Growing B.C. shipbuilding sector to get boost through new advisory committee ([Click Here](#))
- Options for B.C.'s permanent paid sick leave available for comment ([Click Here](#))
- 84% of Canadian Companies Expect to Face Hiring Challenges Over the Next Year ([Click Here](#))
- B.C. daycare, cruise ships top priorities after Trudeau's re-election ([Click Here](#))
- British Columbia Updates Rules for Investigations, Working Children ([Click Here](#))
- Vancouver office demand high despite delayed downtown return ([Click Here](#))
- Report 'confirms' mental health care is improving in BC ([Click Here](#))
- Looking for adventure? BC Conservation Officer service is looking for a few good people ([Click Here](#))
- This company is creating tasty foods and living-wage jobs in the process ([Click Here](#))
- Victoria Clipper sails to B.C. for first time since pandemic began ([Click Here](#))
-

# This Week in Social Media

Please take the time to 'like' or follow:

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

- B.C.'s animation prowess draws industry giants ([Click Here](#))
- Nurses want national hiring and retention strategy amid staffing 'crisis' ([Click Here](#))
- The Source Is Hiring Across Canada & You Could Win A PlayStation 5 If You Get The Job ([Click Here](#))
- Cool restaurants in Western Canada that are currently hiring ([Click Here](#))

For instance, we're not going to post articles like: [Men caught smuggling trunk full of KFC into locked-down Auckland](#). *Suddenly, a vaccine passport doesn't seem like such a high price to pay to ensure we don't end up in an apocalyptic Mad-Max universe where fried chicken is the underworld currency.*

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

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#### 2021 BC Labour Market Year-in-Review

**ALL WORKSHOPS DELIVERED ONLINE: 9:30AM-3:30PM**

**\*\*\* TODAY IS THE LAST BUSINESS DAY TO TAKE ADVANTAGE OF THE 35% DISCOUNT \*\*\***

- **Northern BC:** Mon. Dec. 6, 2021
- **Thompson / South Cariboo:** Tues. Dec. 7, 2021
- **Okanagan / Kootenay:** Wed. Dec. 8, 2021
- **Lower Mainland:** Thurs. Dec. 10, 2021
- **Fraser Valley:** Tues. Dec. 14, 2021
- **Central Van. Island:** Wed. Dec. 15, 2021
- **North Van Island / BC Coast:** Thurs. Dec. 16, 2021
- **South Van Island / Capital Region:** Fri. Dec. 17, 2021

Link: [Please Click Here](#)

#### Henry's National Job Fair

**Tues Oct 5th | 11am – 6pm**

Location: All Henry's Locations, Apply in Store

Link: [Please Click Here](#)

#### Cabela's Abbotsford is Holding a Job Fair

**Wed Oct 6th | 1 – 3pm**

Location: 1818 McCallum Rd., Abbotsford, British Columbia

Link: [Please Click Here](#)

#### OCM/Interior Health's is Holding their Fall Job Fair

*Indigenous Recruitment*

**Wed Oct 6th | 11am – 2pm**

Location: Virtual Job Fair

Link: [Please Click Here](#)

#### OCM/RBC is Holding their Fall Job Fair

*Indigenous Recruitment*

**Wed Oct 6th | 11am – 2pm**

Location: Virtual Job Fair

Link: [Please 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)*

### Client Employment Counsellor

Mosaic

Burnaby-Edmonds WorkBC centre, British Columbia

Closes: September 30, 2021

Link: [Please Click Here](#)

### Job Developer **\*NEW\***

YWCA Metro Vancouver

Vancouver, British Columbia

Closes: September 30, 2021

Link: [Please Click Here](#)

### Employment Skills Facilitator (Indefinite Term Position)

Kiwassa Neighbourhood House

Vancouver, British Columbia

Closes: September 30, 2021

Link: [Please Click Here](#)

### Case Manager #2021-STER-O2

ISSofBC

Vancouver, British Columbia

Closes: October 1, 2021

Link: [Please Click Here](#)

### Case Manager #2021-CP-11

ISSofBC

Vancouver, British Columbia

Closes: October 1, 2021

Link: [Please Click Here](#)

### Assistant Manager Outreach

ISSofBC

Vancouver, British Columbia

Closes: October 1, 2021

Link: [Please Click Here](#)

### Client English as a Second Language (ESL) Instructor

Mosaic

Commercial Drive, British Columbia

Closes: October 4, 2021

Link: [Please Click Here](#)

### Employment Resource Advisor **\*NEW\***

Mosaic

South Surrey White Rock, British Columbia

Closes: October 8, 2021

Link: [Please Click Here](#)

### Job Developer **\*NEW\***

Boys and Girls Clubs of South Coast BC

Delta, British Columbia

Closes: October 8, 2021

Link: [Please Click Here](#)

### **Employment Facilitator – Our Work Place \*NEW\***

Our Place Society  
Victoria, British Columbia  
Closes: October 11, 2021  
Link: [Please Click Here](#)

### **Employment Skills Facilitator \*NEW\***

Kiwassa Neighbourhood House  
Vancouver, 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](#)

### **Employment Coach**

Buxton Consulting Ltd.  
Fraser Valley, British Columbia  
Closes: Open Until Filled  
Link: [Please Click Here](#)

### **Customized Employment Specialist**

Buxton Consulting Ltd.  
Fraser Valley and South Okanagan, British Columbia  
Closes: Open Until Filled  
Link: [Please Click Here](#)

### **Vocational Rehabilitation Specialist**

Buxton Consulting Ltd.  
Fraser Valley, British Columbia  
Closes: Open Until Filled  
Link: [Please Click Here](#)

### **Case Manager #2021-YouthinTech-01**

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

### **Employment Services Advisor, CWE**

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

## **Did you know?**

### **Fascinating Facts**

More than 4 in 5 (84%) of companies expect to face hiring challenges over the next year. The most commonly cited reason for the inability to find qualified staff is difficulty assessing candidates' skills during the hiring process (29%). This is closely followed by the available talent pool not matching the company's needs (28%) and increased competition in the job market (26%). Nearly one-third of companies (28%) say their company has open positions that they cannot fill. Hiring decision-makers say this is mostly due to a skills gap, with applicants lacking relevant experience (48%) and/or hard skills



(46%) being the main reasons companies struggle to find staff. A lack of any applicants is another top reason (35%), followed by a lack of applicants with soft skills (33%).

- Harris Poll

## Quote of the Week

### Career Inspiration

"Winning doesn't always mean being first. Winning means you're doing better than you've done before."

- Bonnie Blair

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