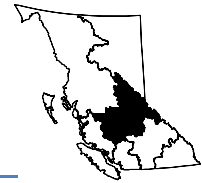


Regional Labour Market Outlook 2010-2020

CARIBOO



The labour market outlook presented in this report is based on the results from the B.C. Labour Market Scenario Model developed in 2009 by the Ministry of Jobs, Tourism and Innovation in partnership with BC Stats and the Ministry of Finance. The model provides provincial labour market demand and supply forecasts including forecasts by development region and occupation.

Funding for the B.C. Labour Market Scenario Model has been provided by the Canada-British Columbia Labour Market Agreement and the Province of British Columbia.

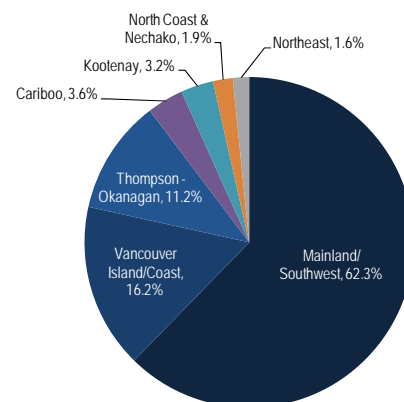
HIGHLIGHTS (2010-2020):

- Cariboo’s employment demand is expected to grow at an annual average rate of 0.5 per cent between 2010 and 2020, slower than BC’s expected demand growth of 1.4 per cent for the same period.
- Employment growth in the region is mainly driven by *Health Care and Social Assistance, Accommodation and Food Services, and Forestry, Fishing, Mining, Oil and Gas* industries.
- Shortages of labour supply in the region are expected to be highest between 2011 and 2016 where the demand for workers exceeds supply by 250 to 1,000 workers.
- Within the outlook period, occupations forecast to experience the highest labour shortage are *Paralegals, Social Services Workers and Occupations in Education and Religion, Food Counter Attendants, Kitchen Helpers and Related Occupations, and Nurse Supervisors and Registered Nurses*.
- Health-related occupations such as *Nurse Supervisors and Registered Nurses, Physicians, Dentists and Veterinarians, and Assisting Occupations in Support of Health Services* are forecast to have the highest growth in employment demand in the region averaging from 2.4 per cent to 2.9 per cent annually over the 10-year period.

CURRENT LABOUR MARKET CONDITIONS¹

Cariboo’s labour force is the fourth largest in the province. With an estimated 87,900 workers who are employed or actively looking for jobs, the region accounts for 3.6 per cent of B.C.’s labour force. As of 2011, its unemployment rate was 7.6 per cent, down from 8.1 per cent in 2010, making it the third lowest compared to the other regions in the province. More specifically, its unemployment rate is higher than Mainland/Southwest (7.3 per cent) and Northeast (4.9 per cent) regions and lower compared to North Coast & Nechako (8.6 per cent), Kootenay (8.2 per cent), Thompson-Okanagan (7.9 per cent), and Vancouver Island/Coast (7.7 per cent).

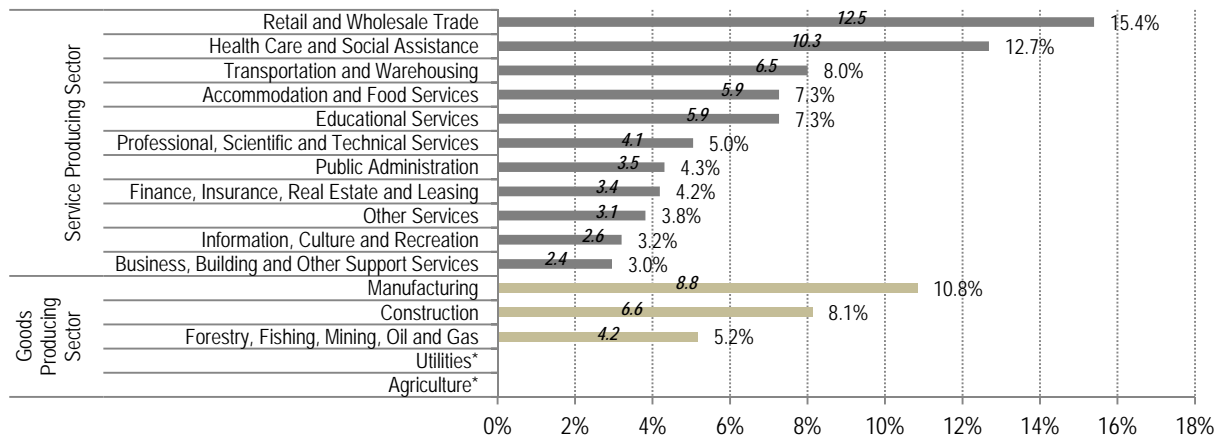
Figure 1. British Columbia’s Labour Force by Region (2011)



¹ Data source for the figures in this section was the Labour Force Survey (2011), Statistics Canada.

Seven out of 10 jobs in the region are in the service-producing sector. Within this sector, *Retail and Wholesale Trade*, *Health Care and Social Assistance*, and *Transportation and Warehousing* industries have the largest share of employment (Figure 2). Combined, these three industries make up approximately four out of 10 jobs in the region. For the goods-producing sector, most of the employment is in *Manufacturing*, *Construction*, and *Forestry, Fishing, Mining, Oil and Gas* industries. These three industries compose a further one in four jobs in the region.

Figure 2. Employment Distribution in Cariboo by Industry: 2011 ('000, %)



Note: "Other Services" includes Repair and Maintenance; Personal and Laundry Services; Religious, Grant-Making, Civic, and Professional and Similar Organizations; and Private Households.

* Data is suppressed to meet the confidentiality requirements of the Statistics Act.

Between 2010 and 2011, the region's employment grew by approximately 900 jobs. While jobs in *Agriculture*, *Retail and Wholesale Trade*, *Other Services*,² and *Forestry, Fishing, Mining, Oil and Gas* industries declined, industries such as *Health Care and Social Assistance*, *Professional Scientific and Technical Services*, *Accommodation and Food Services*, *Manufacturing*, and *Construction* posted employment gains which contributed to the positive net increase in the region's total employment in 2011.

REGIONAL LABOUR MARKET OUTLOOK ³

Within the 10-year outlook period, the region is projected to have approximately 29,200 job openings⁴, averaging at 2,500 openings per year. Nearly 85 per cent of these openings are to replace retiring workers or deaths (Figure 3). While openings due to replacements are expected to stay relatively flat across the outlook period, new job openings due to economic expansion in the region, are expected to predominantly occur in the earlier half of the decade (between 2010 to 2014) and then decline towards

In 2011, the median age in Cariboo region was 40.4 years, slightly lower than the province's median age of 41.1 years.

Source: BC Stats Population Estimates (2011)

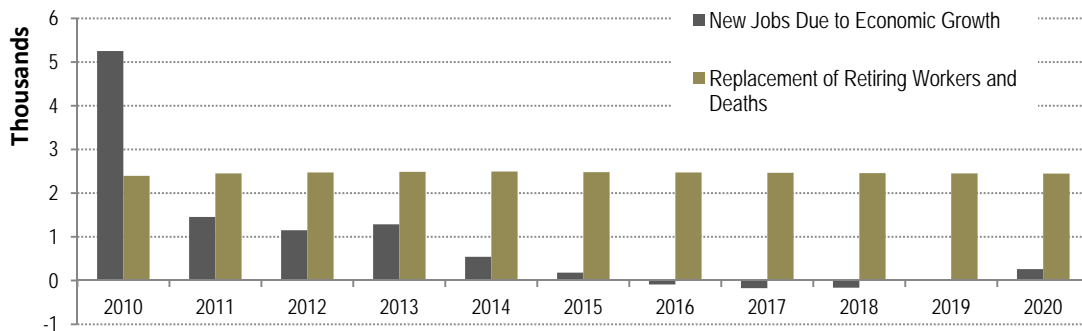
² "Other Services" includes Repair and Maintenance; Personal and Laundry Services; Religious, Grant-making, Civic, and Professional and Similar Organizations; and Private Households.

³ Data source for the forecasts in this section was the B.C. Labour Market Scenario Model (2010 - 2020).

⁴ Job openings include employment opportunities coming from economic growth and job vacancies due to retirements or deaths.

2019. This decline is mainly due to the completion of most major projects incorporated in the forecast model coupled with uncertainty around planned future projects in the region.⁵ Overall, with the model taking into account the region’s major projects, economic expansion is projected to create 4,500 new jobs over the 10-year period.

Figure 3. Projected Job Openings by Source, Cariboo (2010-2020)



Cariboo’s employment demand is expected to grow at an average rate of 0.5 per cent annually between 2010 and 2020 (Figure 4). This is about a third of B.C.’s employment demand growth over the same period. On the supply side, Cariboo’s labour supply is forecast to grow at an average rate of 0.4 per cent annually. With growth in demand slightly outpacing supply, the region is expected to see tight labour market conditions, especially in the early half of the 2010-2020 period. Specifically, employment demand is forecast to exceed labour supply starting 2011 to 2017, peaking in 2014 (Figure 5). With the model’s assumption of labour supply adjusting to demand over time, more balanced labour market conditions are projected between 2017 and 2018 before tightening back again starting 2019.

Figure 4. Labour Supply and Demand Growth Rates for Cariboo and British Columbia (2010-2020)

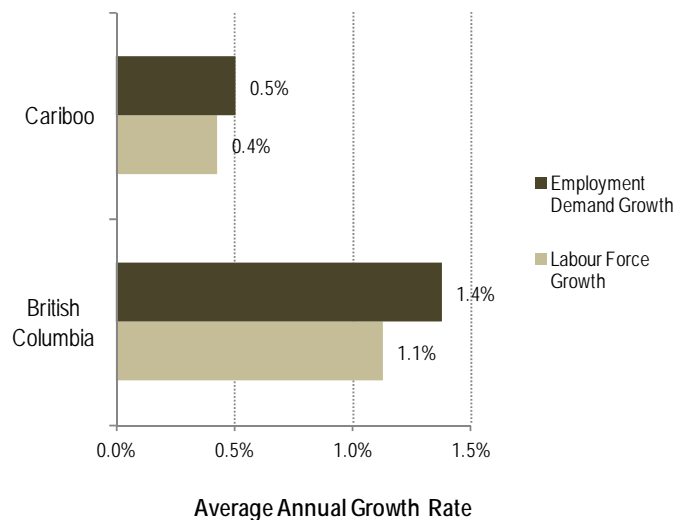
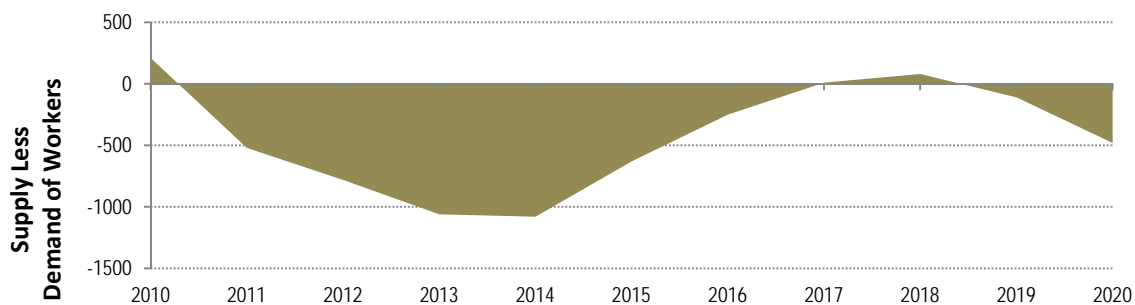


Figure 5. Excess Supply Outlook, Cariboo: 2010-2020



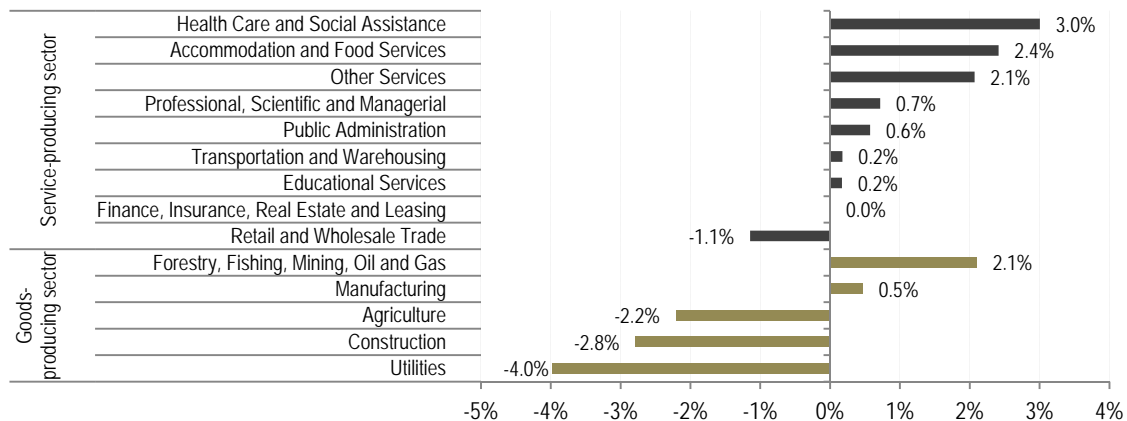
⁵ Forecasts of job openings due to economic expansion in the latter half of the decade (2016-2020) may decrease as limited information is available for long-term major projects necessitating their exclusion from the model.

INDUSTRY EMPLOYMENT OUTLOOK

Employment growth in the region over the 2010-2020 outlook is mainly driven by the service-producing sector. Industries such as *Health Care and Social Assistance*, *Accommodation and Food Services*, and *Other Services*⁶ are forecast to have employment growth rates ranging between 2.1 per cent to 3.0 per cent annually (Figure 6). In the goods-producing sector, employment growth is expected to mainly come from *Forestry, Fishing, Mining, Oil and Gas* and *Manufacturing* industries.

Employment in *Utilities*, *Construction*, *Agriculture*, and *Retail and Wholesale Trade* industries are expected to decline within the forecast period. Job shrinkages in these industries range from an average rate of 1.1 per cent to 4.0 per cent annually with *Utilities* seeing the fastest decline.

Figure 6. Industry Annual Average Employment Growth Rates for Cariboo Region: 2010-2020



Note: "Professional, Scientific and Managerial" includes Professional, Scientific and Technical Services, Management of Companies and Enterprises, Administrative and Support and Waste Management and Remediation Services.

OCCUPATIONAL OUTLOOK

The *B.C. Labour Market Scenario Model* categorizes occupations based on the three-digit 2006 National Occupational Classification (NOC) from Human Resources and Skills Development Canada.⁷ For Cariboo, *Motor Vehicle and Transit Drivers*, *Paralegals*, *Social Services Workers and Occupations in Education and Religion*, and *Cleaners* are expected to have the highest number of job openings, posting between 1,100 and 1,400 openings from 2010 to 2020 (Table 1). The number of workers employed in these occupations in 2010 is also shown in the table. The number of job openings between 2010 and 2020, relative to 2010 employment levels give an additional indication of where hiring challenges may be encountered in the future. For example, anticipated labour market pressures are greater for occupations with a relatively high number of job openings compared to 2010 employment, such as *Nurse Supervisors and Registered Nurses* than for *Secondary and Elementary School Teachers and Educational Counsellors* which have similar number of openings but with the latter having a much higher 2010 employment.

⁶ "Other Services" includes "Other Services" as defined in page 2 and Information, Culture and Recreation.

⁷ Occupations in the regional forecasts are examined at the 3 digit level NOC (2006). For more information on NOC (2006), see <http://www30.hrsdc.gc.ca/NOC/English/NOC/2006/Welcome.aspx>

Table 1. Occupations with the Highest Expected Job Openings in Cariboo, 2010-2020

Occupations with Highest Job Openings (Skill Level) ⁸	Job Openings 2010-2020	2010 Employment
NOC 741 Motor Vehicle and Transit Drivers (C)	1,360	3,880
NOC 421 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c. ⁹ (B)	1,160	2,110
NOC 666 Cleaners (D)	1,140	2,560
NOC 414 Secondary and Elementary School Teachers and Educational Counsellors (A)	1,080	2,430
NOC 315 Nurse Supervisors and Registered Nurses (A)	1,060	1,400
NOC 141 Clerical Occupations, General Office Skills (C)	1,040	2,150
NOC 647 Childcare and Home Support Workers (C)	870	1,560
NOC 341 Assisting Occupations in Support of Health Services (C)	800	1,310
NOC 731 Machinery and Transportation Equipment Mechanics except Motor Vehicle (B)	740	1,910
NOC 122 Administrative and Regulatory Occupations (B)	640	1,410

Cumulative shortages occur when the projected number of job openings exceeds the supply of workers coming from new entrants, net in-migration and other net in-mobility sources over the forecast period. Occupations with the largest labour shortages over the 10-year period in the region are expected in *Paralegals, Social Services Workers and Occupations in Education and Religion, Food Counter Attendants, Kitchen Helpers and Related Occupations, and Nurse Supervisors and Registered Nurses*. These shortages however are not likely to be critical as they range from 50 to 60 workers over the 10-year period.

Table 2. Occupations with the Highest Expected Shortages in Cariboo, 2010-2020

Occupations with Highest Cumulative Shortages ¹⁰ (Skill Level)	Cumulative Shortage 2010-2020
NOC 421 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c. (B)	60
NOC 664 Food Counter Attendants, Kitchen Helpers and Related Occupations (D)	50
NOC 315 Nurse Supervisors and Registered Nurses (A)	50
NOC 666 Cleaners (D)	40
NOC 341 Assisting Occupations in Support of Health Services (C)	40
NOC 645 Occupations in Food and Beverage Service (C)	40
NOC 624 Chefs and Cooks (B)	40
NOC 141 Clerical Occupations, General Office Skills (C)	40
NOC 647 Childcare and Home Support Workers (C)	30
NOC 861 Primary Production Labourers (D)	20

⁸ Occupations classified as skill level A usually require university education; skill level B usually require college education or apprenticeship training; skill level C usually require secondary school and/or occupation specific training; and skill level D usually require on-the-job training. Occupations categorized as skill type O refer to management occupations which may vary in education and experience requirements.

⁹ Not Elsewhere Classified

¹⁰ Cumulative shortage over the outlook period is the difference between total job openings and new job seekers (which includes new entrants, net in-migration and other net in-mobility) from 2010 to 2020.

Occupations with the fastest employment demand growth over the 10-year period are expected to occur mostly in health-related occupations such as *Nurse Supervisors and Registered Nurses, Physicians, Dentists and Veterinarians*, and *Assisting Occupations in Support of Health Services*. Average demand growth rates in these occupations range from 2.6 per cent to 2.9 per cent annually.

Growth in employment demand represents the increase in the number of jobs from 2010 to 2020. Occupations with similar growth rates may differ in the number of new jobs depending on the employment level of each occupation in the region. For example, while a 2.7 per cent increase in *Physicians, Dentists and Veterinarians* translates to a growth in employment demand of 130 workers between 2010 and 2020, a slightly slower growth rate of 2.6 per cent for *Assisting Occupations in Support of Health Services* translates to 400 new jobs (Table 3) as there are more employed workers in this occupational group in 2010.

Table 3. Occupations with the Highest Expected Growth in Employment Demand in Cariboo, 2010-2020

Occupations with Highest Employment Demand Growth (Skill Level)	Annual Average Employment Demand Growth Rate (%)	Growth in Employment Demand (# of new jobs)
NOC 315 Nurse Supervisors and Registered Nurses (A)	2.9%	470
NOC 311 Physicians, Dentists and Veterinarians (A)	2.7%	130
NOC 341 Assisting Occupations in Support of Health Services (C)	2.6%	400
NOC 421 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c. (B)	2.4%	580
NOC 323 Other Technical Occupations in Health Care except Dental (B)	2.4%	170
NOC 645 Occupations in Food and Beverage Service (C)	2.3%	320
NOC 063 Managers in Food Service and Accommodation (O)	2.3%	170
NOC 664 Food Counter Attendants, Kitchen Helpers and Related Occupations (D)	2.3%	400
NOC 415 Psychologists, Social Workers, Counsellors, Clergy and Probation Officers (A)	2.2%	210
NOC 624 Chefs and Cooks (B)	2.2%	320

USEFUL LINKS

More information related to jobs, careers, and labour market statistics are available at <http://www.workbc.ca/> and <http://www.bcjobtrendtracker.ca/lmf/>. If you have any questions about the information in this report, please email workbcinformation@gov.bc.ca.