

# Regional Labour Market Outlook 2010-2020

## KOOTENAY



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):

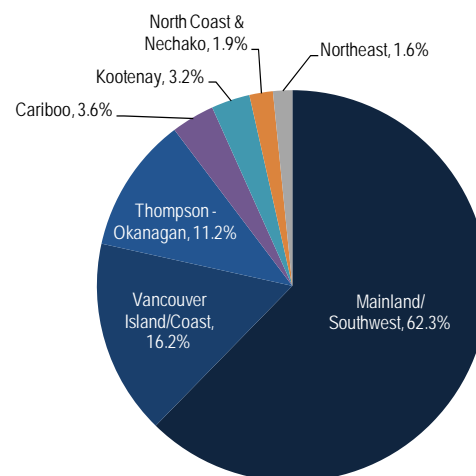
- Employment demand in Kootenay is forecast to grow at an annual average rate of 1.1 per cent between 2010 and 2020, slightly slower compared to B.C.'s demand growth of 1.4 per cent.
- Demand for workers in the region is expected to exceed labour supply starting 2012 and continuing through 2020, with the largest gap occurring between 2013 and 2015.
- Over the 10-year period, *Health Care and Social Assistance* and *Utilities* industries are projected to have the fastest employment growth averaging at 2.7 per cent and 2.9 per cent per year respectively.
- Occupations with the highest expected job openings and labour supply shortage in the region are in *Retail Salespersons and Sales Clerks, Managers in Retail Trade, and Motor Vehicle and Transit Drivers*.
- Similar to most regions in B.C., health-related occupations (i.e., *Nurse Supervisors and Registered Nurses; Physicians, Dentists and Veterinarians, Medical Technologists*) are expected to have the highest growth in employment demand over the 10-year period.

### CURRENT LABOUR MARKET CONDITIONS<sup>1</sup>

Kootenay has an estimated labour force of 78,500 which accounts for 3.2 per cent of the workforce in the province (Figure 1). Its unemployment rate in 2011 was 8.2 per cent, a 1.1 percentage point decrease from 2010. Compared to other regions in B.C., Kootenay's unemployment rate was the second highest, slightly lower than North Coast & Nechako (8.6 per cent) and higher compared to Thompson-Okanagan (7.9 per cent), Vancouver Island/Coast (7.7 per cent), Cariboo (7.6 per cent), Mainland/Southwest (7.3 per cent), and Northeast (4.9 per cent) regions.

Seven out of 10 jobs in Kootenay are in the service-producing sector. Within this sector, jobs in *Retail and Wholesale Trade, Health Care and Social Assistance, and Accommodation and Food Services* industries have the largest

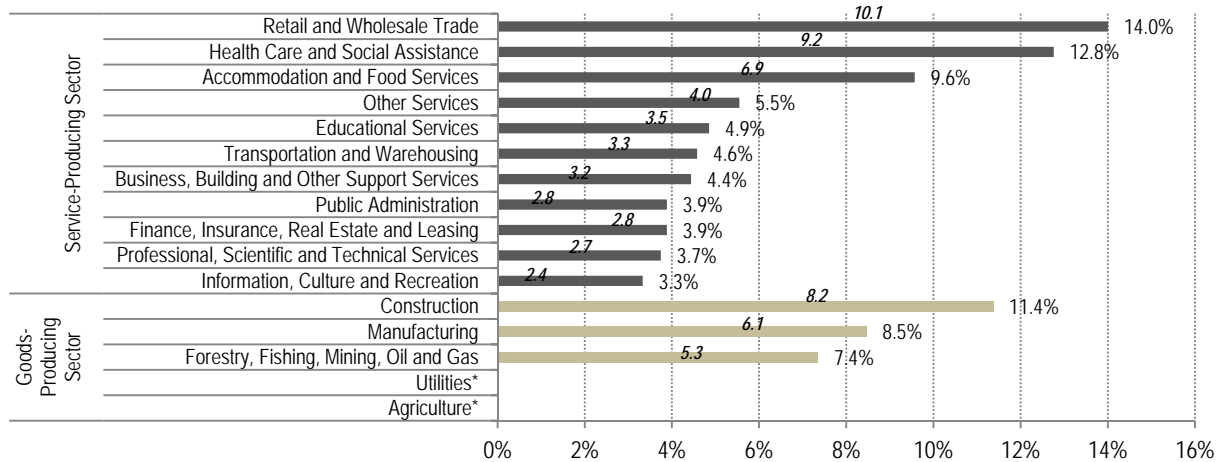
Figure 1. British Columbia's Labour Force by Region (2011)



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

share making up over one third of the employment in the region (Figure 2). For the goods-producing sector, the majority of the jobs come from *Construction, Manufacturing, and Forestry, Fishing, Mining, Oil and Gas* industries. Combined, these three industries account for a further 27 per cent of the jobs in the region. Between 2010 and 2011, employment in Kootenay saw a net increase of about 2,700 jobs. This was mainly driven by increased employment in the *Accommodation and Food Services, Other Services<sup>2</sup>, Transportation and Warehousing, and Construction* industries. For the same period, job losses were observed in *Agriculture, Retail and Wholesale Trade* and *Manufacturing* industries.

**Figure 2. Employment Distribution in Kootenay 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.

### REGIONAL LABOUR MARKET OUTLOOK<sup>3</sup>

Kootenay is forecast to have about 31,200 job openings<sup>4</sup> between 2010 and 2020. Nearly 73 per cent of these openings are due to replacement of retiring workers or deaths while 27 per cent are new jobs created from economic expansion in the region. While job openings due to replacement remain relatively flat across the 10-year period, averaging at about 2,300 openings per year, job openings coming from economic expansion are expected to have more variability (Figure 3). New jobs due to economic growth are forecast to peak within the next three years to 2014 before declining in 2015 to 2018. 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.<sup>5</sup> Overall, economic expansion in the region is projected to create 8,500 new jobs between 2010 and 2020.

*In 2011, the median age in the Kootenay region was 45.2 years, higher than the province's median age of 41.1 years.*

Source: BC Stats Population Estimates (2011)

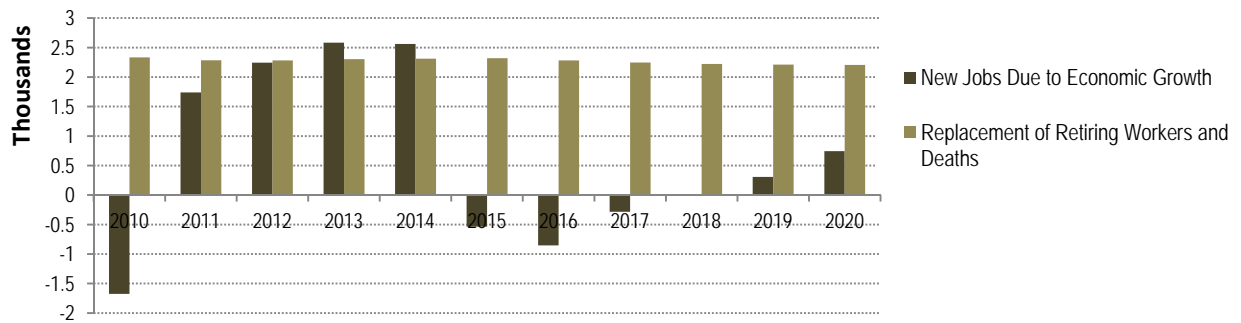
<sup>2</sup> "Other Services" includes Repair and Maintenance; Personal and Laundry Services; Religious, Grant-Making, Civic, and Professional and Similar Organizations; and Private Households.

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

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

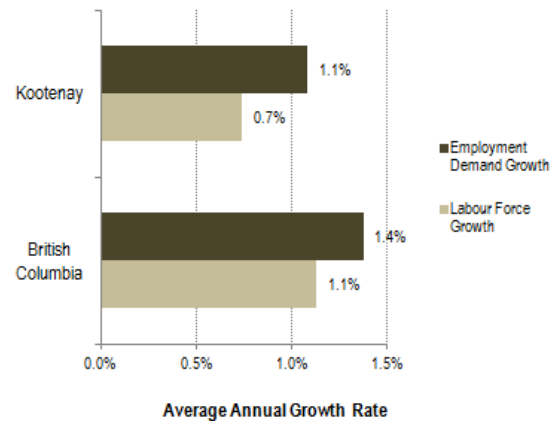
<sup>5</sup> Forecasts of job openings due to economic growth in the latter half of the decade (2016-2020) may decrease as limited information is available for long-term major projects necessitating their exclusion from the model.

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



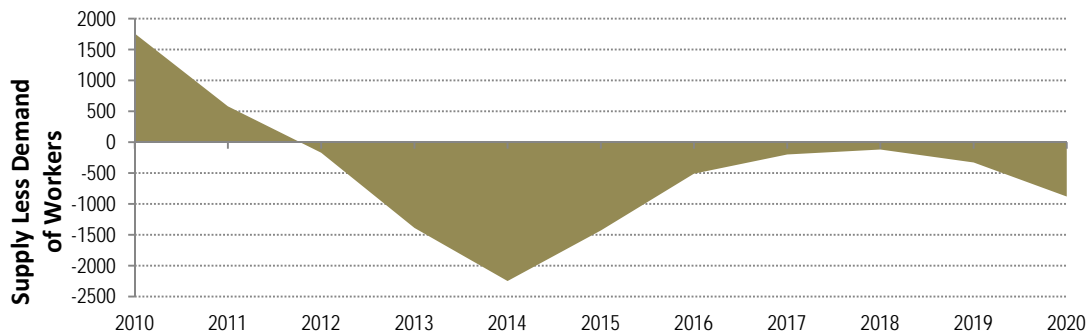
Employment demand in the region is forecast to grow at an annual average rate of 1.1 per cent within the 10-year period. This is slightly slower compared to the province's 1.4 per cent growth (Figure 4). Compared to other B.C. regions, Kootenay's employment demand growth is similar to Thompson-Okanagan (1.1 per cent) and lower than Northeast (1.7 per cent), Mainland Southwest (1.6 per cent), and North Coast & Nechako (1.3 per cent) regions. It is higher compared to Vancouver Island/Coast (0.8 per cent) and Cariboo (0.5 per cent).

**Figure 4. Labour Supply and Demand Growth Rates for BC and Kootenay**



Kootenay's labour force is projected to grow at an average rate of 0.7 per cent annually over the same period. With the demand of workers increasing at a faster rate than labour supply, tightening in the region's labour market is expected within the next decade. A shortage of workers is predicted starting in 2012 and continuing through 2020, with the largest gap occurring between 2013 and 2015 (Figure 5).

**Figure 5. Excess Supply Outlook, Kootenay: 2010-2020**

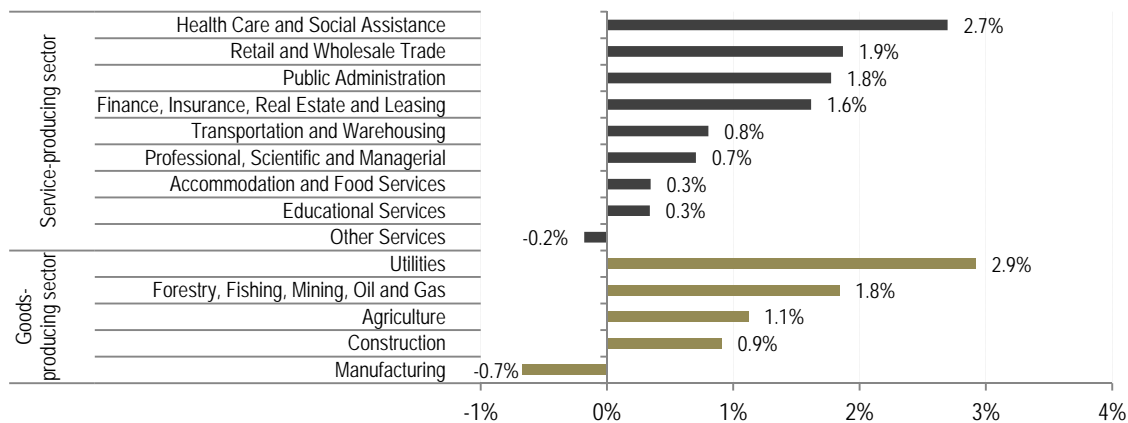


## INDUSTRY EMPLOYMENT OUTLOOK

In the goods-producing sector, the *Utilities* industry is forecast to have the highest employment growth in the region, increasing at an average rate of 2.9 per cent annually over the 10-year period (Figure 6). On the other hand, employment in the *Construction* industry is projected to see slower employment growth, increasing at an annual average rate of 0.9 per cent. Moreover, jobs in *Manufacturing* are forecast to decline at an average rate of 0.7 per cent annually.

In the service-producing sector, medium to high employment growth is forecast in *Health Care and Social Assistance*, *Retail and Wholesale Trade*, *Public Administration*, and *Finance, Insurance, Real Estate and Leasing* industries where growth rates range from 1.6 per cent to 2.7 per cent annually within the outlook period (Figure 6). Employment in the *Accommodation and Food Services* and *Educational Services* industries are expected to grow at a much slower 0.3 per cent annual average rate.

**Figure 6. Industry Annual Average Employment Growth Rates for Kootenay 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. "Other Services" includes "Other Services" as defined in page 2 and Information, Culture and Recreation.

## OCCUPATIONAL OUTLOOK

The *B.C. Labour Market Scenario Model* categorizes occupations based on the 2006 National Occupational Classification (NOC) from Human Resources and Skills Development Canada.<sup>6</sup> In the Kootenay region, four occupations, namely, *Retail Salespersons and Sales Clerks*, *Managers in Retail Trade*, *Motor Vehicle and Transit Drivers* and *Cleaners* are projected to have the highest job openings and cumulative shortages<sup>7</sup> over the 10-year period (Tables 1 and 2).

Some of these occupations such as *Managers in Retail Trade* have high job openings relative to their 2010 employment. This may indicate potential hiring challenges in the future where anticipated labour market pressures are greater. For example, *Managers in Retail Trade* may have higher hiring challenges compared to *Retail Salespersons and Sales Clerks* as the ratio of projected job openings over its 2010 employment size is higher.

<sup>6</sup> 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>

<sup>7</sup> Cumulative shortage is the difference between total job openings and new job seekers (new entrants, net immigration and other net in-mobility) over the 10-year period (2010 to 2020).

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

Occupations with Highest Job Openings (Skill Level) <sup>8</sup>	Job Openings 2010-2020	2010 Employment
NOC 642 Retail Salespersons and Sales Clerks (C)	1,590	3,550
NOC 062 Managers in Retail Trade (O)	1,130	1,890
NOC 741 Motor Vehicle and Transit Drivers (C)	1,060	2,240
NOC 666 Cleaners (D)	1,040	2,370
NOC 315 Nurse Supervisors and Registered Nurses (A)	880	1,210
NOC 341 Assisting Occupations in Support of Health Services (C)	860	1,430
NOC 141 Clerical Occupations, General Office Skills (C)	860	1,590
NOC 421 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c. <sup>9</sup> (B)	840	1,540
NOC 742 Heavy Equipment Operators (C)	730	1,440
NOC 124 Secretaries, Recorders and Transcriptionists (B)	690	1,260

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. In addition to the earlier four occupations, other occupations in which job openings are forecast to be higher than the number of job seekers are *Carpenters and Cabinetmakers*, *Assisting Occupations in Support of Health Services*, *Contractors*, *Operators and Supervisors in Agriculture, Horticulture and Aquaculture*, and *Cashiers*. Shortages within these occupations, however, are low ranging from 70 to 80 workers over the 10-year period.

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

Occupations with Highest Cumulative Shortages (Skill Level)	Cumulative Shortage 2010-2020
NOC 642 Retail Salespersons and Sales Clerks (C)	180
NOC 741 Motor Vehicle and Transit Drivers (C)	110
NOC 062 Managers in Retail Trade (O)	90
NOC 666 Cleaners (D)	80
NOC 727 Carpenters and Cabinetmakers (B)	80
NOC 341 Assisting Occupations in Support of Health Services (C)	80
NOC 825 Contractors, Operators and Supervisors in Agriculture, Horticulture and Aquaculture (B)	80
NOC 661 Cashiers (D)	80
NOC 662 Other Sales and Related Occupations (D)	70
NOC 421 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c. (B)	70

<sup>8</sup> 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.

<sup>9</sup> Not Elsewhere Classified

Similar to most regions in B.C., health-related occupations are forecast to have the fastest employment growth in Kootenay. Occupations such as *Nurse Supervisors and Registered Nurses, Physicians, Dentists and Veterinarians, Medical Technologists, and Other Assisting Occupations in Support of Health Services* are projected to see average demand growth ranging from 2.5 per cent to 2.7 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 size of the occupational group in the base year (2010). For example, while a 2.7 per cent employment growth rate for *Physicians, Dentists and Veterinarians* translates to a demand of 120 new jobs, a slightly lower growth rate such as that of *Assisting Occupations in Support of Health Services* (2.6 per cent) translates to an increase in demand of 440 new jobs within the same period.

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

Occupations with Highest Employment Demand Growth (Skill Level)	Average Annual Employment Demand Growth Rate (%)	Growth in Employment Demand (# of new jobs)
NOC 315 Nurse Supervisors and Registered Nurses (A)	2.7%	390
NOC 311 Physicians, Dentists and Veterinarians (A)	2.7%	120
NOC 341 Assisting Occupations in Support of Health Services (C)	2.6%	440
NOC 321 Medical Technologists and Technicians except Dental Health (B)	2.5%	100
NOC 421 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c. (B)	2.1%	370
NOC 323 Other Technical Occupations in Health Care except Dental (B)	1.9%	170
NOC 662 Other Sales and Related Occupations (D)	1.8%	280
NOC 141 Clerical Occupations, General Office Skills (C)	1.7%	300
NOC 661 Cashiers (D)	1.7%	280
NOC 062 Managers in Retail Trade (O)	1.7%	350

**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](mailto:workbcinformation@gov.bc.ca).