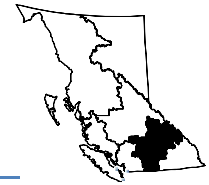


# Regional Labour Market Outlook 2010-2020

## THOMPSON-OKANAGAN



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.

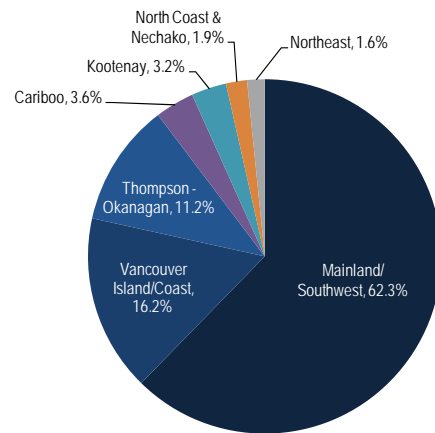
### HIGHLIGHTS (2010-2020):

- Thompson-Okanagan is expected to have modest employment demand growth over the next decade at 1.1 per cent annual average, slightly lower than B.C.'s demand growth of 1.4 per cent.
- Over the next 10 years, the highest employment growth in the region is expected to occur in industries related to *Health Care and Social Assistance, Professional, Scientific and Managerial, Accommodation and Food Services, Agriculture, and Utilities*.
- Shortage in labour supply is projected for the region starting 2014 and will continue towards 2020.
- Occupations with the highest cumulative shortage within the 10-year outlook period are forecast to be in *Retail Salespersons and Sales Clerks, Cleaners, Assisting Occupations in Support of Health Services, and Paralegals, Social Services Workers and Occupations in Education and Religion*.
- Health related occupations such as *Nurse Supervisors and Registered Nurses, Physicians, Dentists and Veterinarians, and Assisting Occupations in Support of Health Services* are expected to have the highest employment demand growth in the region within the next decade.

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

In 2011, the Thompson-Okanagan region has an estimated labour force of 276,400 making it the third largest in the province next to Mainland/Southwest and Vancouver Island/Coast (Figure 1). Its unemployment rate for the same period was 7.9 per cent, slightly higher than the provincial unemployment rate of 7.5 per cent. Compared to other regions in B.C., Thompson-Okanagan's unemployment rate was higher than Vancouver Island/Coast (7.7 per cent), Cariboo (7.6 per cent), Mainland/Southwest (7.3 per cent), and Northeast (4.9 per cent). It was lower compared to North Coast & Nechako (8.6 per cent) and Kootenay (8.2 per cent) regions.

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

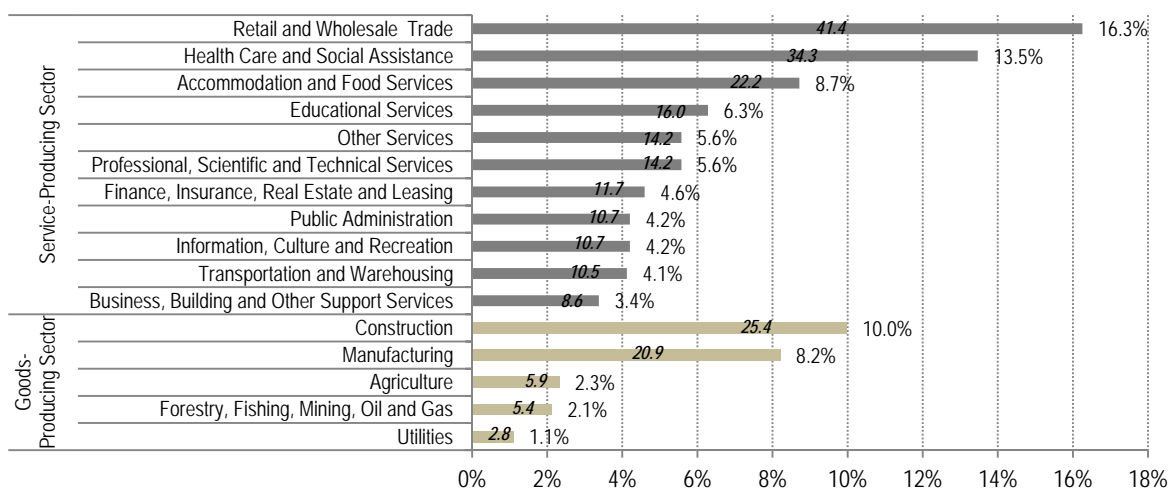


<sup>1</sup> Data source for the figures in this section was the Labour Force Survey (2011), Statistics Canada.

Three out of four jobs in Thompson-Okanagan 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 account for 38.5 per cent of the region's employment (Figure 2). The goods-producing sector accounts for nearly a quarter of the jobs in the region. Employment in this sector is mostly found in the *Construction* and *Manufacturing* industries. Jobs in these two industries add a further 18.2 per cent of the region's employment.

Between 2010 and 2011, the number of workers employed in the region saw a net decline of approximately 2,500 jobs. While several industries such as *Health Care and Social Assistance*, *Accommodation and Food Services*, *Utilities*, and *Manufacturing* saw modest growth in employment, these were offset by job losses in *Finance, Insurance, Real Estate and Leasing*, *Information, Culture and Recreation*, *Forestry, Fishing, Mining, Oil and Gas*, *Agriculture*, and *Construction* industries.

**Figure 2. Employment Distribution in Thompson-Okanagan 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.

### REGIONAL LABOUR MARKET OUTLOOK<sup>2</sup>

Thompson-Okanagan is forecast to have about 110,320 job openings<sup>3</sup> between 2010 and 2020. Nearly 72 per cent of these openings are due to replacement of retiring workers or deaths, averaging at about 8,000 job openings per year over the 10-year period (Figure 3). Job openings arising from the region's economic expansion on the other hand, average at about 3,700 new openings per year. While job openings due to retirements or deaths are relatively flat across the forecast period, openings coming from economic growth have higher year to year variability and are expected to peak in 2012 (Figure 3). The decline in expansion demand seen in 2011 was mostly

The median age for Thompson-Okanagan region was 45.3 as of July 2011. It is similar to Vancouver Island/Coast and is among the highest in the province. It is also higher than B.C.'s median age of 41.1 years.

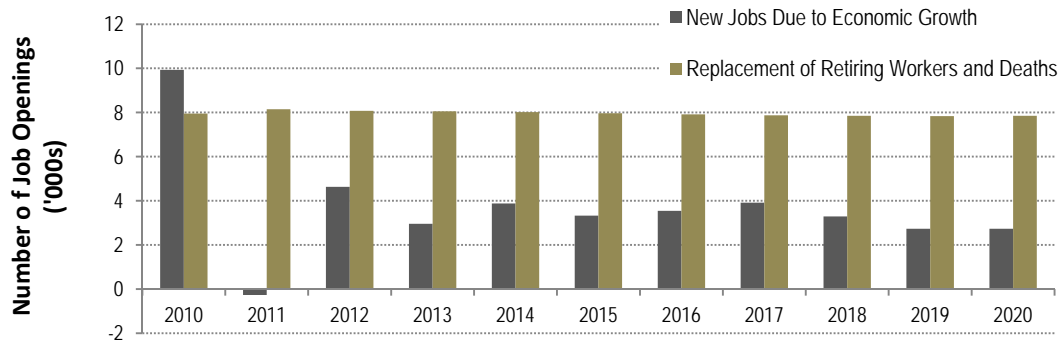
*Source: BC Stats Population Estimates (2011)*

<sup>2</sup> Data source for the forecasts in this section was the B.C. Labour Market Scenario Model (2010 - 2020).

<sup>3</sup> Job openings include employment opportunities coming from economic growth and job vacancies due to retirements or deaths.

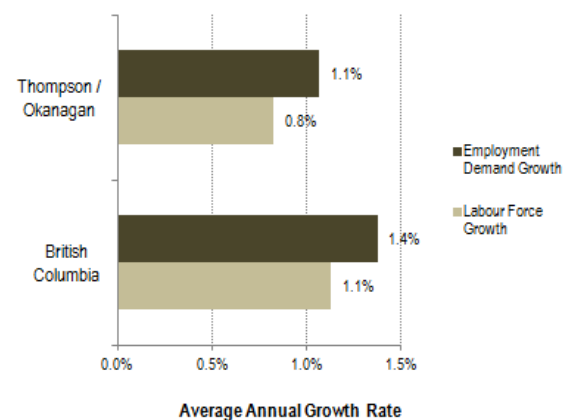
due to the completion of major projects included in the model. Forecasts on openings due to economic growth in the latter half of the decade may also decline as limited information is available for longer term major projects necessitating their exclusion from the model.

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



Employment demand in the region is forecast to grow at an average rate of 1.1 per cent annually over the outlook period. This is slightly lower compared to the province's 1.4 per cent employment demand growth. Compared to other B.C. regions, Thompson-Okanagan's demand for workers is expected to grow at a similar rate as Kootenay region (1.1 per cent), lower compared to Northeast (1.7 per cent), Mainland/Southwest (1.6 per cent), and North Coast & Nechako (1.3 per cent) and higher than Vancouver Island/Coast (0.8 per cent) and Cariboo (0.5 per cent).

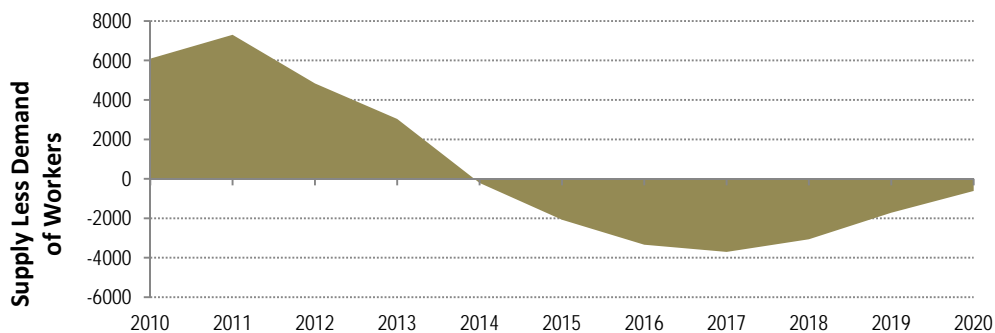
**Figure 4. Labour Supply and Demand Growth Rates for BC and Thompson-Okanagan**



Growth in the region's employment demand is expected to outpace its labour supply growth by 0.3 percentage points within the forecast period.

Due to this, tightening in the region's labour market is expected to occur. More specifically, a shortage of workers is projected for the region starting 2014 and continuing towards 2020 (Figure 5).

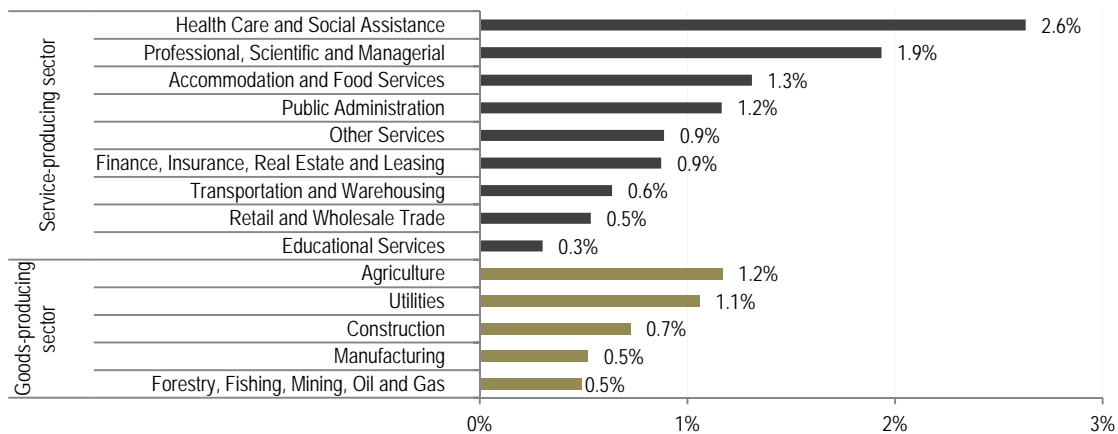
**Figure 5. Excess Supply Outlook, Thompson-Okanagan: 2010-2020**



## INDUSTRY OUTLOOK

The highest employment growth in the region is expected to occur in industries related to *Health Care and Social Assistance* and *Professional, Scientific and Managerial* with projected annual average growth rates of 2.6 per cent and 1.9 per cent respectively between 2010 and 2020 (Figure 6). Within the goods-producing sector, modest job growth is forecast for both *Agriculture* and *Utilities* industries with growth rates averaging between 1.1 and 1.2 per cent per year. While *Construction* and *Manufacturing* industries currently have the largest share of employment in this sector, employment growth within these two industries for the 10-year forecast period are projected at lower growth rates of 0.7 per cent and 0.5 per cent respectively.

**Figure 6. Industry Annual Average Employment Growth Rates for Thompson-Okanagan 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 three-digit National Occupational Classification (NOC) from Human Resources and Skills Development Canada.<sup>4</sup> In Thompson-Okanagan, *Cleaners* and *Retail Salespersons and Sales Clerk* occupations are forecast to have the highest job openings posting at about 3,600 openings between 2010 and 2020 (Table 1). The size of the workers employed in these occupations as of 2010 are also shown in the table. The number of job openings relative to 2010 employment levels gives 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 *Cleaners* as compared to *Retail Salespersons and Sales Clerks*, where both have similar job openings but with the latter having a much higher 2010 employment.

<sup>4</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>

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

Occupations with Highest Job Openings (Skill Level) <sup>5</sup>	Job Openings 2010-2020	2010 Employment
NOC 666 Cleaners (D)	3,690	7,830
NOC 642 Retail Salespersons and Sales Clerks (C)	3,650	12,310
NOC 141 Clerical Occupations, General Office Skills (C)	3,540	6,920
NOC 741 Motor Vehicle and Transit Drivers (C)	3,380	7,920
NOC 315 Nurse Supervisors and Registered Nurses (A)	3,360	4,420
NOC 062 Managers in Retail Trade (O)	3,220	7,360
NOC 421 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c. <sup>6</sup> (B)	3,100	5,590
NOC 341 Assisting Occupations in Support of Health Services (C)	3,080	5,080
NOC 122 Administrative and Regulatory Occupations (B)	2,740	5,410
NOC 414 Secondary and Elementary School Teachers and Educational Counsellors (A)	2,640	6,640

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. For Thompson-Okanagan, occupations with the highest cumulative shortages within the 10-year outlook are forecast to occur in *Retail Salespersons and Sales Clerks, Cleaners, Assisting Occupations in Support of Health Services, and Paralegals, Social Services Workers and Occupations in Education and Religion* (Table 2).

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

Occupations with Highest Cumulative Shortages <sup>7</sup> (Skill Level)	Cumulative Shortage 2010-2020
NOC 642 Retail Salespersons and Sales Clerks (C)	260
NOC 666 Cleaners (D)	220
NOC 341 Assisting Occupations in Support of Health Services (C)	220
NOC 421 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c. (B)	220
NOC 825 Contractors, Operators and Supervisors in Agriculture, Horticulture and Aquaculture (B)	210
NOC 315 Nurse Supervisors and Registered Nurses (A)	200
NOC 141 Clerical Occupations, General Office Skills (C)	200
NOC 727 Carpenters and Cabinetmakers (B)	180
NOC 664 Food Counter Attendants, Kitchen Helpers and Related Occupations (D)	170
NOC 647 Childcare and Home Support Workers (C)	150

<sup>5</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 are provided on-the-job training. Occupations categorized as skill type O refer to management occupations which may vary in education and experience requirements.

<sup>6</sup> Not Elsewhere Classified

<sup>7</sup> 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.

Similar to most regions in B.C., occupations forecast to have the highest growth in employment in the Thompson-Okanagan region over the next decade are mostly health related. Among these, *Nurse Supervisors and Registered Nurses, Physicians, Dentists and Veterinarians, Medical Technologists and Technicians, Therapy and Assessment Professionals, Assisting Occupations in Support of Health Services, and Technical Occupations in Dental Health Care* are expected to post employment growth rates equal to or greater than 2.4 per cent between 2010 and 2020.

**Table 3. Occupations with the Highest Expected Growth in Employment Demand in Thompson-Okanagan, 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)	2.6%	1,340
NOC 311 Physicians, Dentists and Veterinarians (A)	2.6%	420
NOC 321 Medical Technologists and Technicians except Dental Health (B)	2.5%	400
NOC 314 Therapy and Assessment Professionals (A)	2.4%	200
NOC 341 Assisting Occupations in Support of Health Services (C)	2.4%	1,420
NOC 322 Technical Occupations in Dental Health Care (B)	2.4%	120
NOC 323 Other Technical Occupations in Health Care except Dental (B)	2.3%	530
NOC 421 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c. (B)	2.2%	1,400
NOC 411 Judges, Lawyers and Quebec Notaries (A)	1.8%	130
NOC 415 Psychologists, Social Workers, Counsellors, Clergy and Probation Officers (A)	1.7%	490

#### 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).