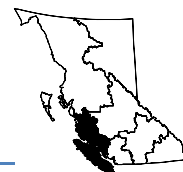


# Regional Labour Market Outlook 2010-2020

## VANCOUVER ISLAND/COAST



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):

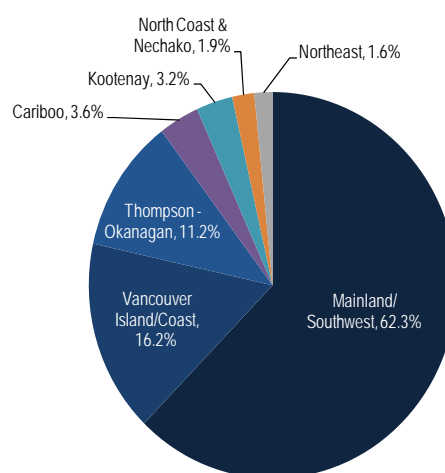
- Over the next decade, Vancouver Island/Coast’s employment demand is forecast to grow at an annual average rate of 0.8 per cent, slower compared to B.C.’s demand growth of 1.4 per cent.
- Shortage in labour supply is forecast in the region starting 2012 and continuing through 2016 after which it is expected to taper off towards more balanced labour market conditions in 2020.
- *Utilities and Health Care and Social Assistance* industries are forecast to have the highest employment growth in the region within the outlook period.
- Shortages in labour supply are predicted in occupations related to *Retail Salespersons and Sales Clerks, Food Counter Attendants, Kitchen Helpers and Related Occupations, and Motor Vehicle and Transit drivers.*
- The highest growth in employment demand in the region within the 10-year period is expected in health-related occupations such as *Nurse Supervisors and Registered Nurses, Optometrists, Chiropractors and Other Health Diagnosing and Treating Professionals, and Physicians, Dentists and Veterinarians.*

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

As of 2011, the Vancouver Island/Coast region had the second largest labour force in the province. With 409,700 workers who are employed or actively looking for jobs, the region accounts for 16.2 per cent of B.C.’s workforce (Figure 1). Its unemployment rate in 2011 was at 7.7 per cent, up from 6.3 per cent in 2010. It is 0.2 percentage points higher than B.C.’s 7.5 per cent unemployment rate. Compared to other regions, Vancouver Island/Coast’s unemployment rate is higher than Cariboo (7.6 per cent), Mainland/Southwest (7.3 per cent), and Northeast (4.9 per cent) and lower than North Coast & Nechako (8.6 per cent), Kootenay (8.2 per cent), and Thompson-Okanagan (7.9 per cent).

Eight out of 10 workers in the region are employed in the service-producing sector. Similar to Mainland/Southwest, North Coast & Nechako, Kootenay, Cariboo, and Thompson-Okanagan regions, the *Retail and Wholesale Trade* and *Health Care and*

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

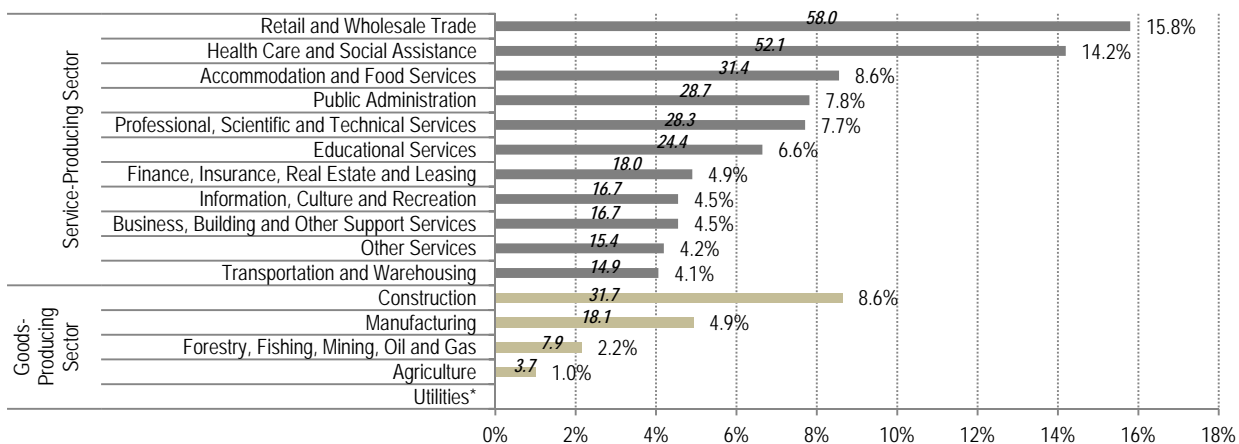


<sup>1</sup> Data source for the figures in this section was the Labour Force Survey (2011), Statistics Canada.

*Social Assistance* industries are the region’s top two sources of employment. Employment within these two industries accounts for 30.0 per cent of the jobs in the region (Figure 2). Moreover, service industries such as *Accommodation and Food Services*, *Public Administration*, *Professional, Scientific and Technical Services*, and *Educational Services* make up an additional 31.0 per cent of the region’s employment. In the goods-producing sector, the *Construction* and *Manufacturing* industries are the top job sources. These two industries account for 8.6 per cent and 4.9 per cent of the region’s employment respectively.

Between 2010 and 2011, overall employment in the region saw a net decline of 16,700 jobs. Employment losses within the *Health Care and Social Assistance* (7,200 jobs), *Retail and Wholesale Trade* (5,400 jobs), *Construction* (4,100 jobs), and *Finance, Insurance, Real Estate and Leasing* (4,100 jobs) industries were the top contributors to this decline. Within the same period however, other industries posted employment gains such as *Accommodation and Food Services* (3,500 jobs), *Information, Culture and Recreation* (2,700 jobs), and *Forestry, Fishing, Mining, Oil and Gas* (2,400 jobs). However the employment gains were not enough to offset the overall job loss in the region.

**Figure 2. Employment Distribution for Vancouver Island/Coast 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>2</sup>

Vancouver Island/Coast is forecast to have about 152,600 job openings<sup>3</sup> between 2010 and 2020. This accounts for 15 per cent of the total job openings in the province within the 10-year outlook. Four out of five of these openings are due to replacement of retiring workers or deaths, which is expected to post an average of 11,800 job openings per year over the next 10 years. The remaining 20 per cent of the openings are new jobs created due to economic growth in the region. While job openings due to retirements or death are predicted to stay relatively flat over the 10-year period, openings arising from economic growth are forecast to increase starting in 2011 (Figure 3). It is expected to decline between 2014 and 2017 before climbing up again in 2018. This decline is mainly due to the completion of most major

In 2011, the median age in the Vancouver Island/Coast region was 45.3, substantially higher than the province’s median age of 41.1 years.

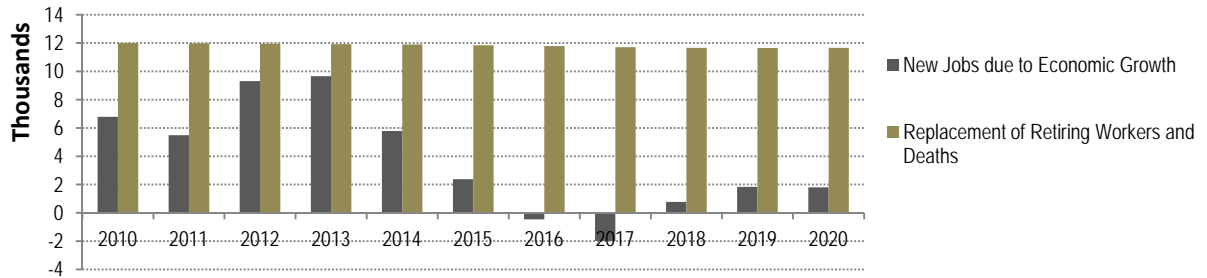
Source: BC Stats Population Estimates (2011)

<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.

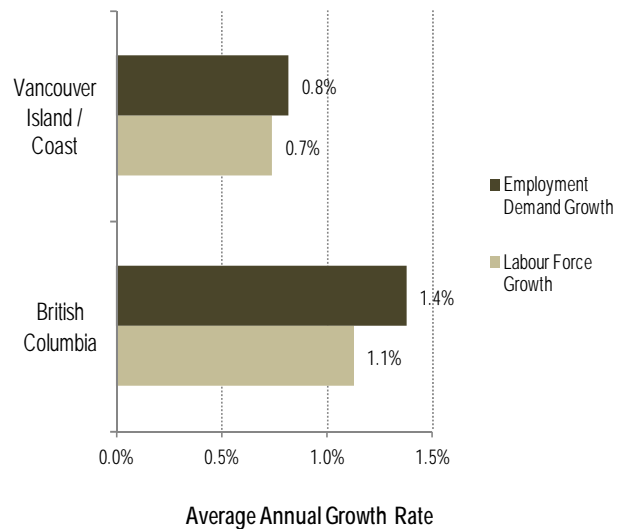
projects incorporated in the forecast coupled with the uncertainty around planned future projects in the region.<sup>4</sup> Overall, with the model taking the major projects into account, economic growth in the Vancouver Island/Coast region is projected to lead to 34,500 job openings over the 10-year period.

**Figure 3. Projected Job Openings by Source, Vancouver Island/Coast (2010-2020)**



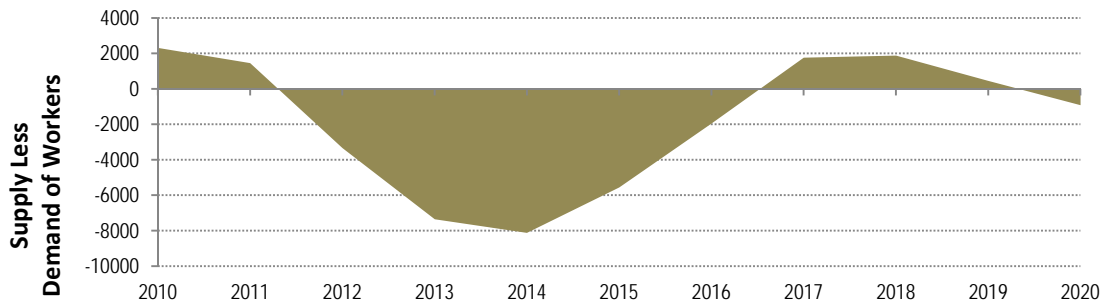
Employment demand in the region is expected to grow at an annual average rate of 0.8 per cent between 2010 and 2020 (Figure 4). This is slower compared to B.C.'s employment demand growth of 1.4 per cent as well as compared to other regions in the province except for Cariboo (0.5 per cent).

**Figure 4. Labour Supply and Demand Growth Rates for BC and Vancouver Island/Coast Region**



On the supply side, Vancouver Island/Coast's labour force is forecast to increase at an average rate of 0.7 per cent annually. With growth in employment demand slightly outpacing supply, tightening in the region's labour market is expected to occur within the 10-year forecast period. More specifically, a shortage of workers is forecast in the region as early as 2012 and expected to continue through 2016, after which it tapers off towards a more balanced labour market by 2020 (Figure 5).

**Figure 5. Excess Supply Outlook, Vancouver Island/Coast: 2010-2020**

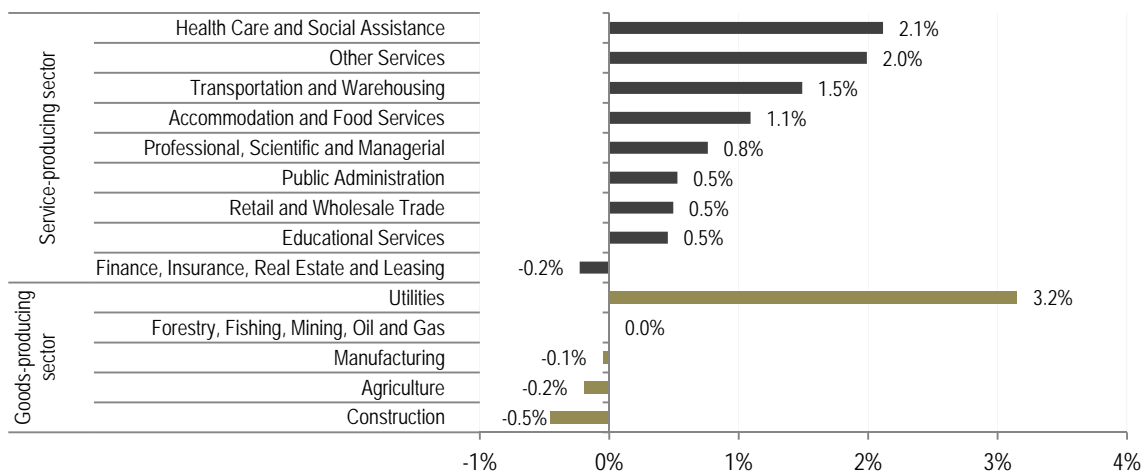


<sup>4</sup> Forecasts of job openings due to economic growth in the latter half of the decade (2016-2020) may decrease as limited information is available for long-term major projects necessitating their exclusion from the model.

### INDUSTRY EMPLOYMENT OUTLOOK

Within the next decade, job growth in the Vancouver Island/Coast region is expected to be driven by increased employment in the *Utilities* industry as well as in *Health Care and Social Assistance*, *Transportation and Warehousing*, and *Other Services*<sup>5</sup> industries (Figure 6). In contrast, some industries are likely to see slower or negative employment growth over the same period. Employment in *Finance, Insurance, Real Estate and Leasing* industry is forecast to decline by an average rate of 0.2 per cent between 2010 and 2020. Other industries in the service-producing sector post positive employment growth ranging from 0.5 per cent to 1.5 per cent on the average. Within the goods-producing sector, *Manufacturing*, *Agriculture*, *Construction*, and *Forestry, Fishing, Mining, Oil and Gas* are projected to either stay flat or shrink by 0.1 per cent to 0.5 per cent over the outlook period.

**Figure 6. Industry Annual Average Employment Growth Rates for Vancouver Island/Coast 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.<sup>6</sup> Occupations related to *Nurse Supervisors and Registered Nurses*, *Retail Salespersons and Sales Clerks*, *Clerical Occupations*, *General Office Skills* and *Paralegals*, *Social Services Workers* and *Occupations in Education and Religion* are projected to have the highest number of job openings ranging from about 5,200 to 6,300 openings over the 10-year period. Details on the occupations with the highest job openings, as well as the size of employed workers within these occupations as of the 2010 base year, are found in Table 1. Some of these occupations, such as *Nurse Supervisors and Registered Nurses*, 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, *Nurse Supervisors and Registered Nurses* 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>5</sup> "Other Services" includes "Other Services" as defined in page 2 and Information, Culture and Recreation.

<sup>6</sup> Occupations in the regional forecasts are examined at the 3 digit level NOC. For more information on NOC, see <http://www30.hrsdc.gc.ca/NOC/English/NOC/2006/Welcome.aspx>

**Table 1. Occupations with the Highest Expected Job Openings in Vancouver Island/Coast, 2010-2020**

Occupations with Highest Job Openings (Skill Level <sup>7</sup> )	Job Openings 2010-2020	2010 Employment
NOC 315 Nurse Supervisors and Registered Nurses (A)	6,330	9,810
NOC 642 Retail Salespersons and Sales Clerks (C)	5,360	20,280
NOC 141 Clerical Occupations, General Office Skills (C)	5,240	11,930
NOC 421 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c. <sup>8</sup> (B)	5,200	10,640
NOC 666 Cleaners (D)	5,100	11,450
NOC 062 Managers in Retail Trade (O)	4,590	10,570
NOC 647 Childcare and Home Support Workers (C)	4,380	8,600
NOC 741 Motor Vehicle and Transit Drivers (C)	4,230	8,760
NOC 341 Assisting Occupations in Support of Health Services (C)	4,200	8,170
NOC 122 Administrative and Regulatory Occupations (B)	3,850	8,710

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 highest cumulative shortages within the 10-year period are in *Retail Salespersons and Sales Clerks, Food Counter Attendants, Kitchen Helpers and Related Occupations, Occupations in Food and Beverage Service, Motor Vehicle and Transit Drivers, and Chefs and Cooks* (Table 2). Shortages within these occupations range from 150 to 240 workers over the 10-year period. While most of these occupations usually require secondary school or occupation specific training, occupations such as *Chefs and Cooks, Managers in Retail Trade* and *Managers in Food and Accommodation* typically require college education or apprenticeship training.

**Table 2. Occupations with the Highest Expected Shortages in Vancouver Island/Coast, 2010-2020**

Occupations with Highest Cumulative Shortages <sup>9</sup> (Skill Level)	Cumulative Shortage 2010-2020
NOC 642 Retail Salespersons and Sales Clerks (C)	240
NOC 664 Food Counter Attendants, Kitchen Helpers and Related Occupations (D)	180
NOC 645 Occupations in Food and Beverage Service (C)	170
NOC 741 Motor Vehicle and Transit Drivers (C)	160
NOC 624 Chefs and Cooks (B)	150
NOC 062 Managers in Retail Trade (O)	130
NOC 666 Cleaners (D)	120
NOC 661 Cashiers (D)	110
NOC 063 Managers in Food Service and Accommodation (O)	100
NOC 861 Primary Production Labourers (D)	80

Consistent with the projected employment growth in the *Health Care and Social Assistance* industry, occupations with the highest employment growth in the region over the next decade are mostly

<sup>7</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>8</sup> Not Elsewhere Classified

<sup>9</sup> Cumulative shortage is the difference between total job openings and new job seekers (new entrants, net in-migration and other net in-mobility) over the 10-year period (2010 to 2020).

found in health-related occupations. Among these, *Nurse Supervisors and Registered Nurses and Optometrists, Chiropractors and Other Health Diagnosing and Treating Professionals* are forecast to have the highest growth averaging at 2.1 per cent annually (Table 3). Other health occupations whose demand growths are forecast between 1.8 per cent and 2.0 per cent annually include *Therapy and Assessment Professionals, Medical Technologists and Technicians, Assisting Occupations in Support of Health Services, and Paralegals, Social Workers and Occupations in Education and Religion*.

**Table 3. Occupations with the Highest Expected Growth in Employment Demand in Vancouver Island/Coast, 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)	2.1%	2,320
NOC 312 Optometrists, Chiropractors and Other Health Diagnosing and Treating Professionals (A)	2.1%	130
NOC 311 Physicians, Dentists and Veterinarians (A)	2.0%	770
NOC 314 Therapy and Assessment Professionals (A)	2.0%	340
NOC 627 Technical Occupations in Personal Service (B)	2.0%	600
NOC 323 Other Technical Occupations in Health Care except Dental (B)	2.0%	860
NOC 341 Assisting Occupations in Support of Health Services (C)	2.0%	1,820
NOC 321 Medical Technologists and Technicians except Dental Health (B)	1.9%	570
NOC 421 Paralegals, Social Services Workers and Occupations in Education and Religion, n.e.c. (B)	1.8%	2,170
NOC 415 Psychologists, Social Workers, Counsellors, Clergy and Probation Officers (A)	1.8%	870

#### 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).