

# Revelstoke Labour Market Strategy

**GRP Educational Services**

Garry Pendergast and Janet Lemieux

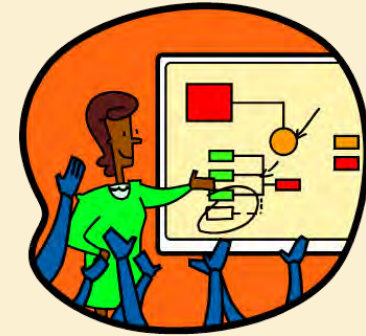


# Scope and Purpose of Labour Market Strategy

- Provide strategies to address current and future labour market needs in Revelstoke.
- Create an action plan with practical strategies which:
  - Assist employers to address identified labour market shortages
  - Identify training and education needs
  - Suggest strategies for addressing these training needs
  - Suggest strategies to attract new employees
  - Suggest strategies to retain employees



# Tools for Gathering Data



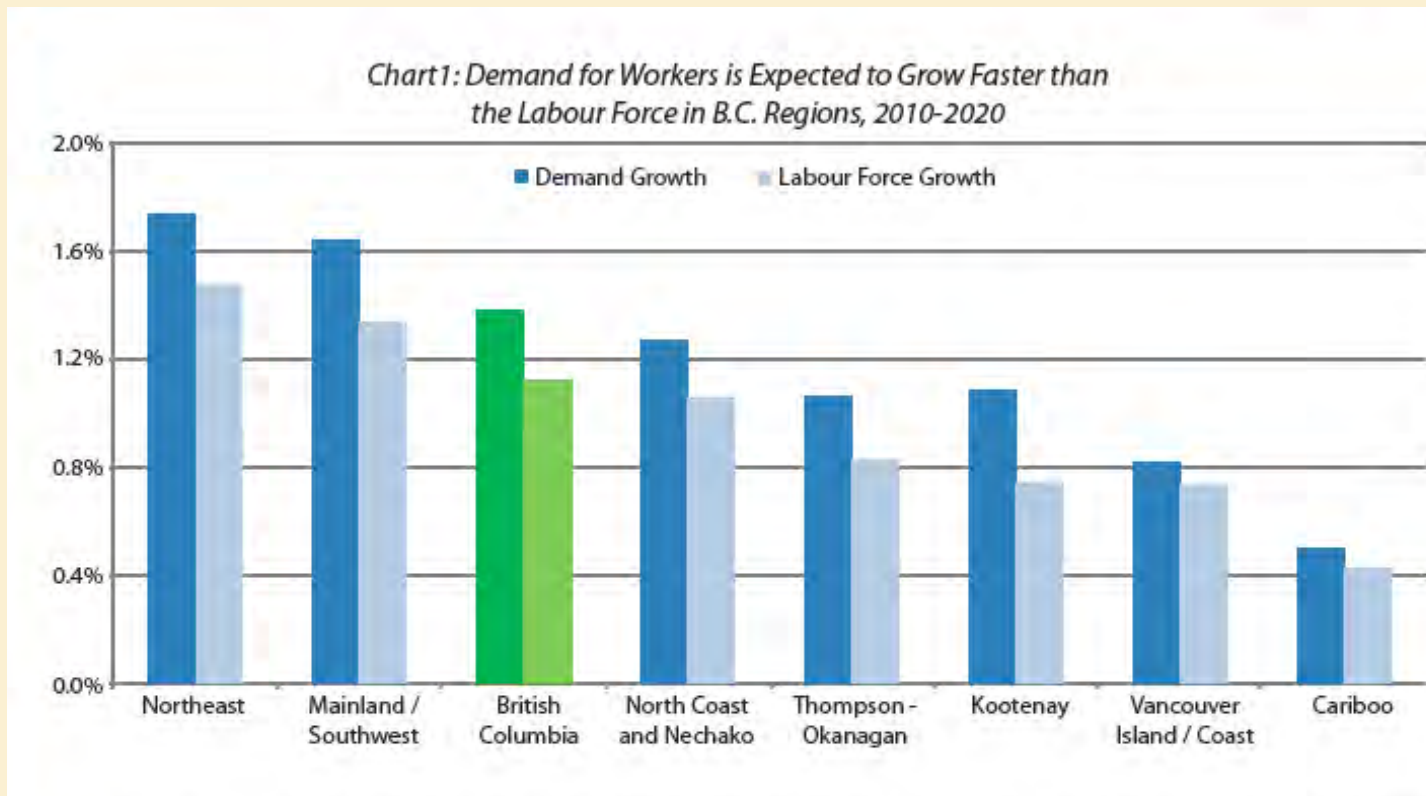
1. Direct contact with employers and face-to-face surveys
2. Presentations to introduce and give final results: i.e. Rotary, Chamber, RLMNC, Community Futures
3. Focus groups, i.e., Retail and Accommodation committees – cancelled for January, Chamber completed.
4. Posting of survey online

# BC Labour Market Outlook

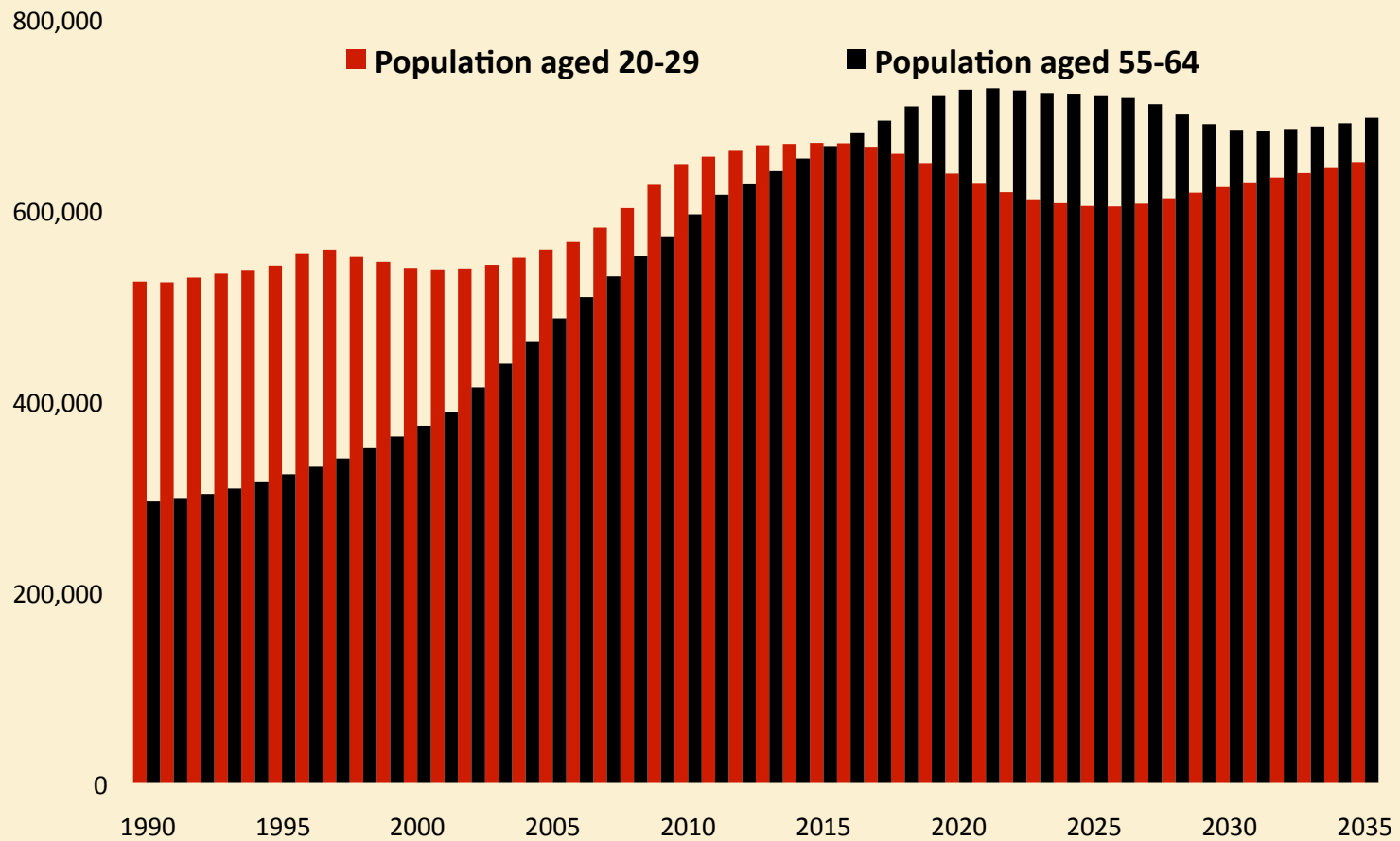
## Labour and Skills Shortage

2012-2022 LABOUR MARKET OUTLOOK-HIGHLIGHTS	
<b>TOTAL JOB OPENINGS</b>	<b>1 MILLION</b>
Openings due to confirmed or planned economic activities	985,100
» Retirements	669,800 (68%)
» Economic Growth	315,400 (32%)
Additional LNG job openings	UP TO 100,000
Job openings requiring post-secondary training	763,400 (78%)
<b>SUPPLY NEEDS</b>	
▶ New entrants	425,320 (45%)
▶ Net in-migration	300,820 (32%)
▶ Other mobility	216,750 (23%)

# Demand Exceeds Supply for Labour Force

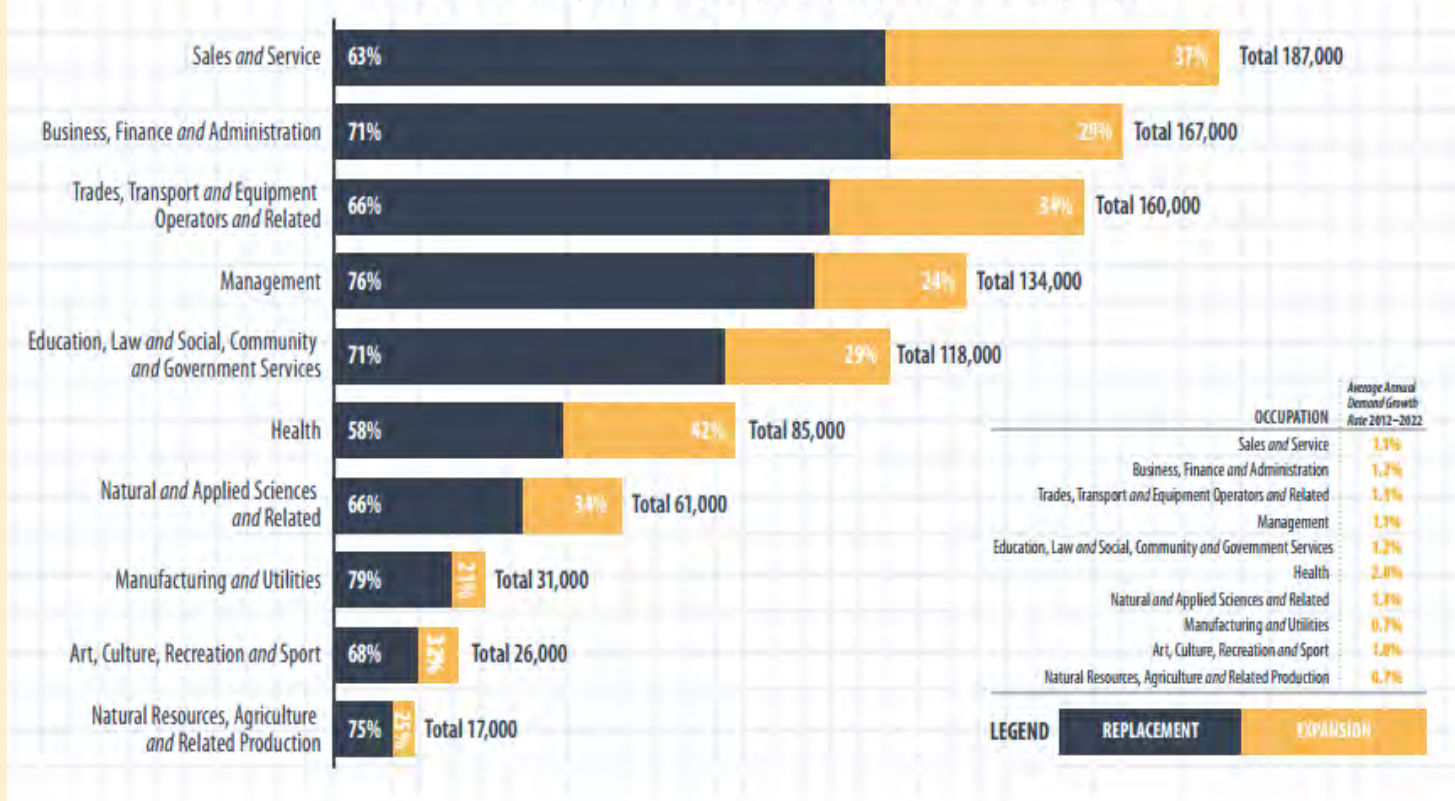


# Population Ageing



# Replacing Retirees

CHART 3: Ten-year total job openings by occupational group



# Job Openings by NOC

## OCCUPATIONS *with the* HIGHEST NUMBER of JOB OPENINGS

SKILL LEVEL	NOC	OCCUPATION	TOTAL PROJECTED JOB OPENINGS TO 2022	WAGE*
<b>A</b>	062	Retail and wholesale trade managers	28,000	\$25.00
	301	Professional occupations in nursing	25,300	\$36.50
	403	Secondary and elementary school teachers and educational counsellors	24,900	\$33.00
<b>B</b>	122	Administrative and regulatory occupations	30,800	\$23.10
	421	Paraprofessional occupations in legal, social, community and education services	23,700	\$20.70
	124	Office administrative assistants – general, legal and medical	21,200	\$21.60
<b>C</b>	642	Retail salespersons	32,000	\$14.00
	751	Motor vehicle and transit drivers	30,300	\$23.40
	141	General office workers	28,400	\$18.00
<b>D</b>	673	Cleaners	31,900	\$17.00
	671	Food counter attendants, kitchen helpers and related support occupations	12,100	\$11.00
	661	Cashiers	11,300	\$11.80

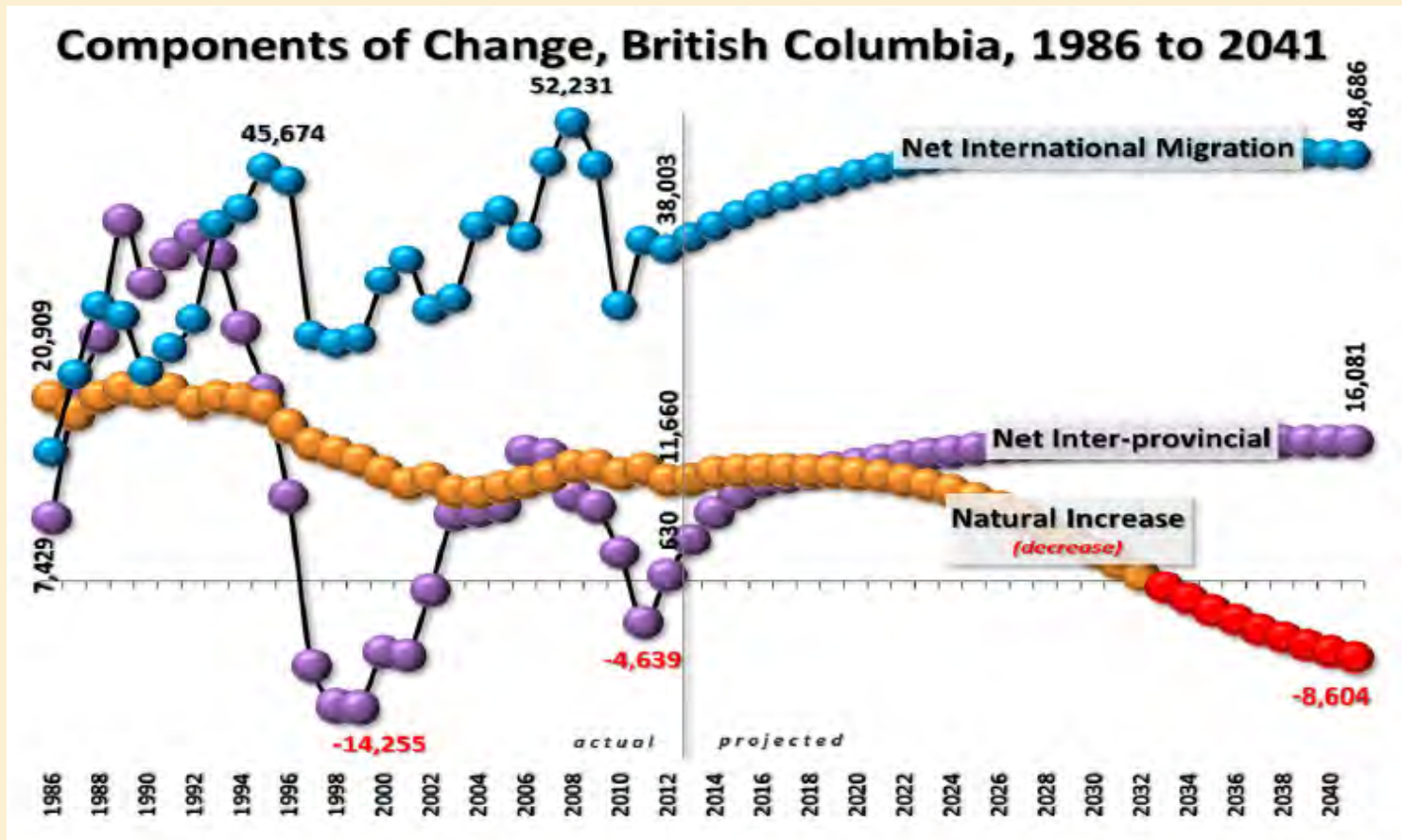
\*2013 BC Median Hourly Wage



# Where do the workers come from?

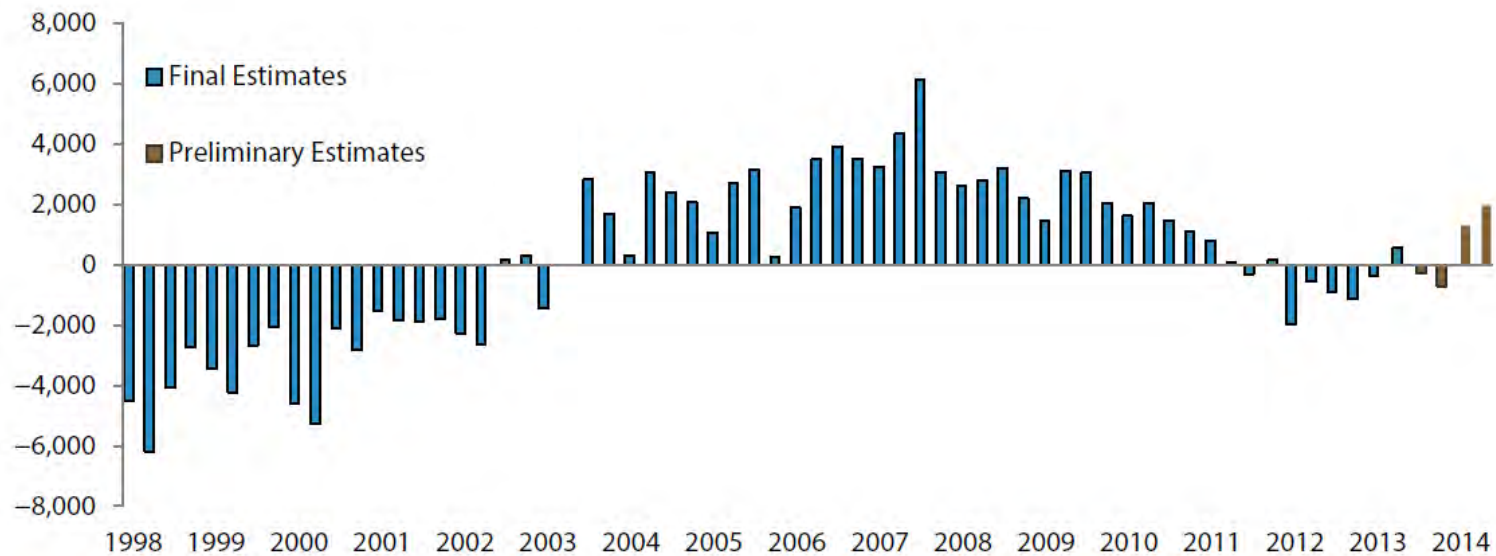
- Underutilized workers:
  - Women
  - Aboriginal
  - Older Workers
  - Persons with disabilities
  - Youth
- International migrants
- Interprovincial migrants

# The Hoped For Immigration Effect



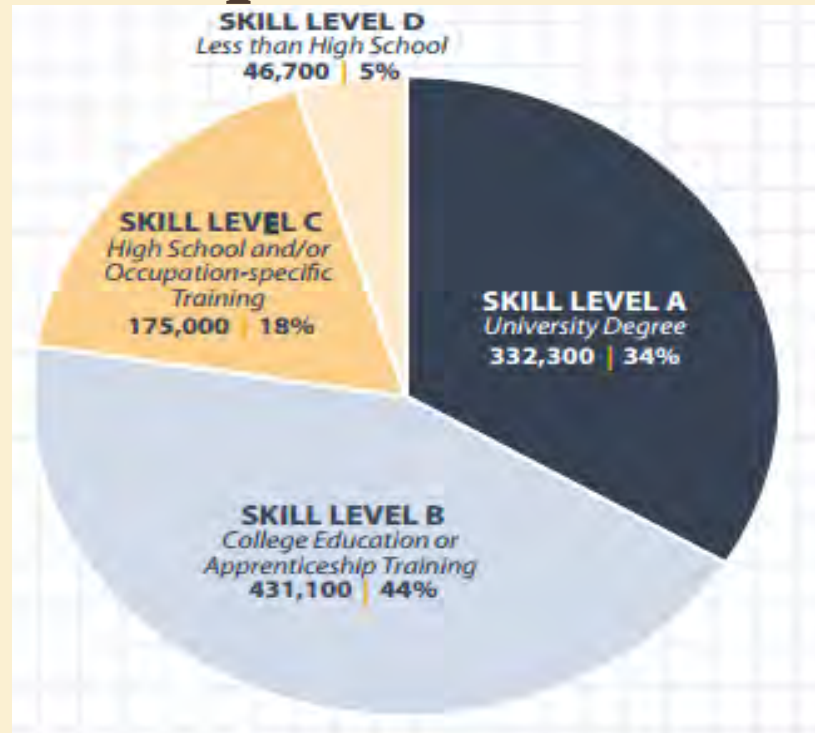
# Interprovincial migration

**B.C. NET INTERPROVINCIAL MIGRATION BY QUARTER, Q1 1998 TO Q2 2014**



[Source: Statistics Canada. Table 051-0017 Interprovincial migrants, Canada, provinces and territories. CANSIM. Last updated September 8, 2014.]

# Training and Skills requirements



SKILL LEVEL	DEFINITION
<b>A</b>	University Degree
<b>B</b>	College Education or Apprenticeship Training
<b>C</b>	High School and/or Occupation-specific Training
<b>D</b>	Less than High School

# Who do we need Info from?



# Time Required to Complete Survey



# Information Needed for Survey

- Workforce Composition
  - Position Type – F/T, F/T seasonal , P/T, Temporary Seasonal (Winter/Summer), Casual and Contractor
  - Demographic info in years– 15 -24, 25 to 44, 45 to 54, 55 to 64, 65+
  - Education Level - < than High School, High School Grad plus occupational training, College education or Apprenticeship, University Degree +
  - Job Titles using National Occupation Categories to identify job positions' demands, wages, and education requirements

# Information Needed for Survey

- Attraction and retention strategies
  - Indirect costs – eg., social events, service recognition, flexible work hrs
  - Direct costs – eg., extended health, dental, pension, subsidies, perks
  - Training and support services – eg., in house training, tuition subsidies
- **Underutilized** workers
  - Aboriginal identity
  - Developmental or physical disabilities
  - Immigrant/ Foreign workers
- Education or Training needs
  - Training needs
  - Access to training (modes, times, places)





# Methods to Complete Survey

## 1. Face to face survey completion

- Take a business card
- Provide contact info including email address on sign up sheet
- Provide possible date and time for Garry or Janet to interview you  
Or
- Email Janet and Garry with a possible date and time to meet.
- Review survey to prepare for session

## 2. Complete survey online by:

- Going to this link OR
- Going to the Revelstoke Chamber of Commerce Facebook page and find link to survey

# Progress to Date

Surveys completed: 56

Companies booked: 11

Companies with forms: 18

Goal to cover good sampling of all sectors with emphasis on companies with larger pool of employees

# Be Part of the “Revelstoke Solution”

Any questions?

Contact either:

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Or

Janet 250 814 8535

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