



Metro Vancouver employees, 2019

# Workforce Outlook

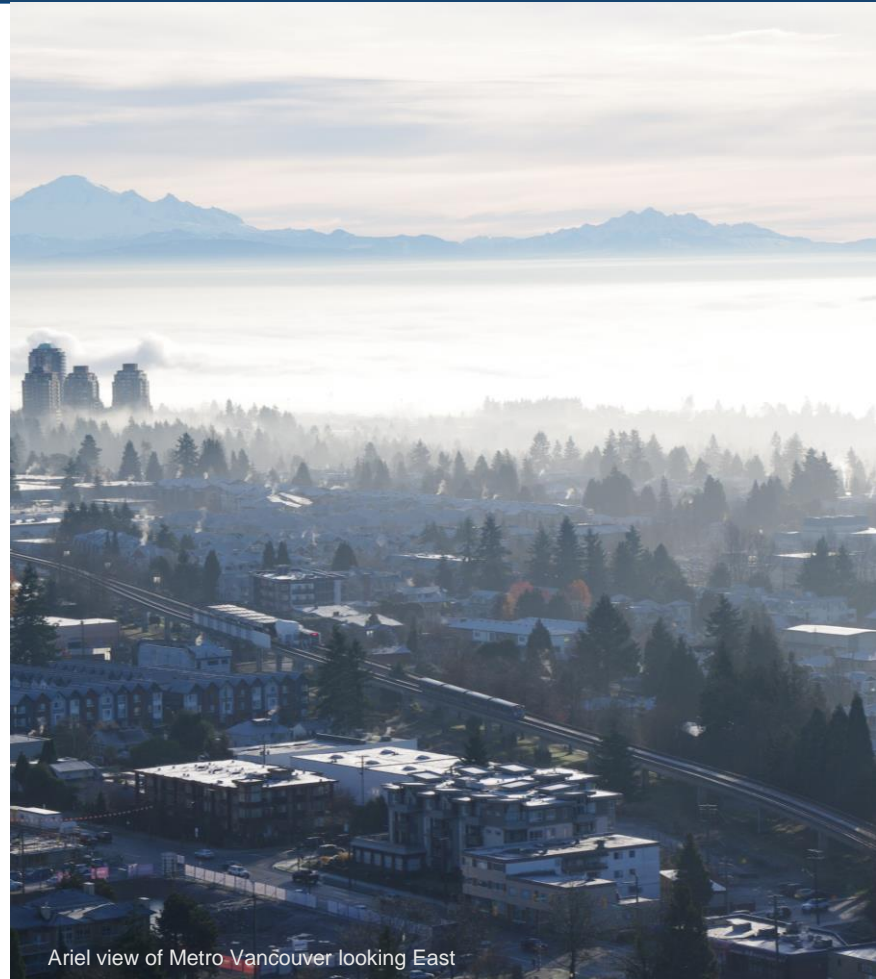
CHALLENGES RECRUITING CERTIFIED FIELD / OPERATIONS STAFF

Tarynne Summers,  
Division Manager, Talent Management & OD

**metrovancouver**

# AGENDA

- Labour Market Trends
- Metro Vancouver's Workforce
  - Overview
  - Trends
- Panel Discussion



Aerial view of Metro Vancouver looking East

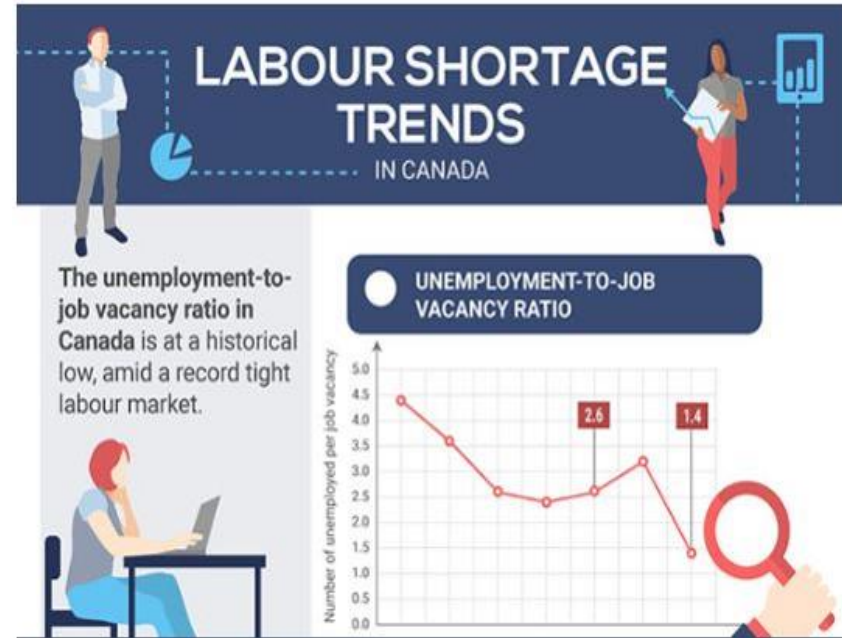
# Part 1: Labour Market Trends



Illustration by Dave Murray as published in the Globe and Mail, December 31, 2021

# LABOUR SHORTAGE TRENDS

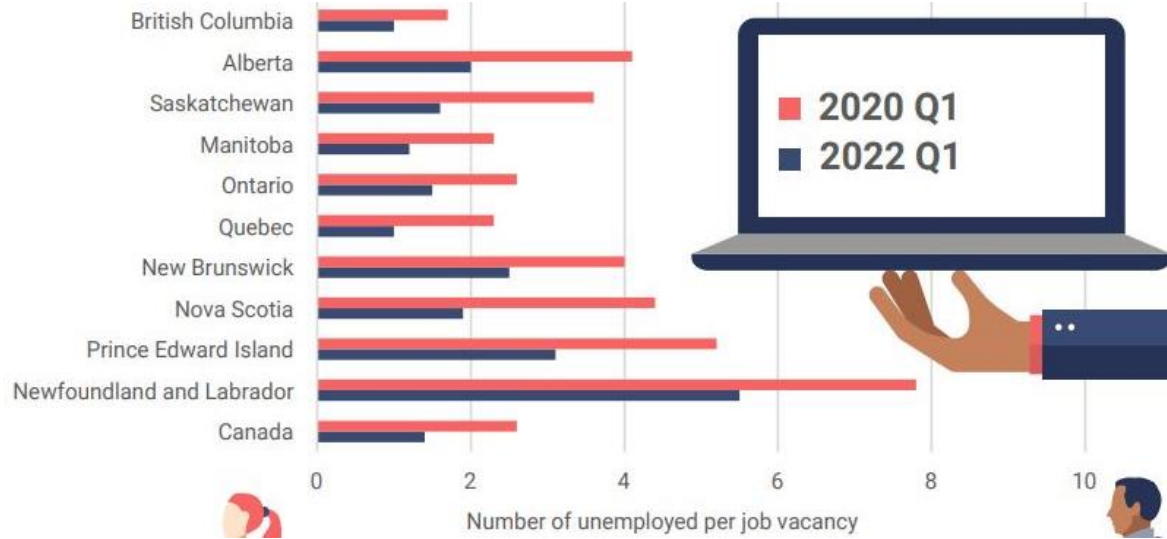
The **unemployment to job vacancy ratio** in Canada is at a historic low, amid a record tight labour market



Source: Statistics Canada, Labour Force Survey and Job Vacancy and Wage Survey

# LABOUR SHORTAGE TRENDS

The **unemployment to job vacancy ratio** has decreased in every province and is lowest in Quebec and British Columbia

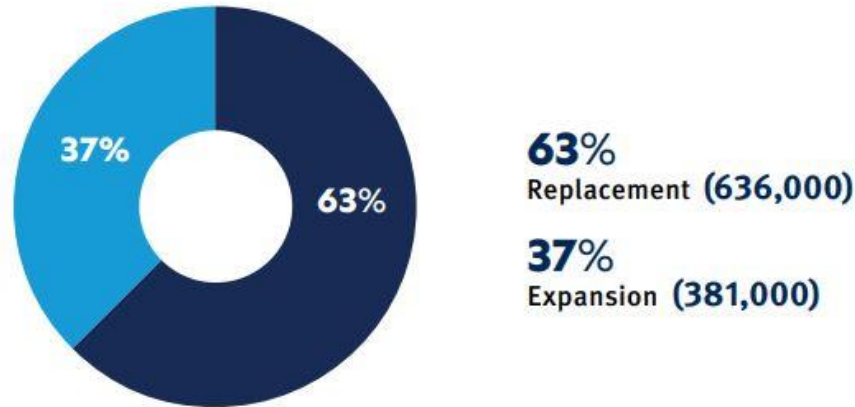


Source: Statistics Canada, Labour Force Survey and Job Vacancy and Wage Survey

# PROJECTED JOB OPENINGS IN BRITISH COLUMBIA

FIGURE 1-1: JOB OPENINGS, B.C., 2022-2032

**Total job openings: 1,017,000**

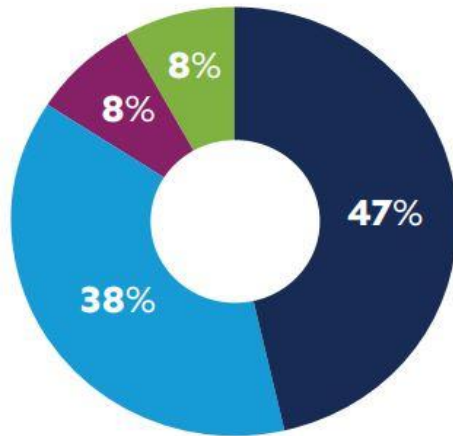


Source: BC Labour Market Outlook, 2022-2032 Forecast

# SOURCES OF NEW LABOUR SUPPLY

FIGURE 1-2: SOURCES OF NEW LABOUR SUPPLY, B.C., 2022-2032

**Supply additions: 1,020,000**



**47%**

Young people starting work **(474,000)**

**38%**

Immigrants **(387,000)**

**8%**

Migrants from other provinces **(78,000)**

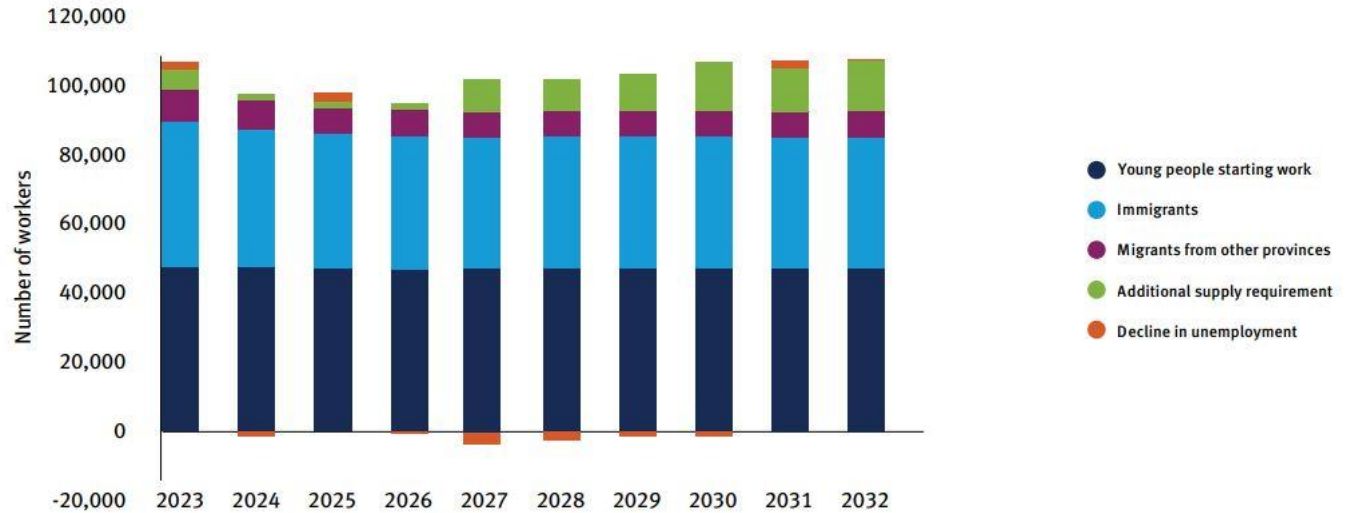
**8%**

Additional supply requirement **(81,500)**

Source: BC Labour Market Outlook, 2022-2032 Forecast

# SOURCES OF NEW LABOUR SUPPLY

FIGURE 2-2: SOURCES OF NEW WORKERS, B.C., 2022-2032, ANNUAL

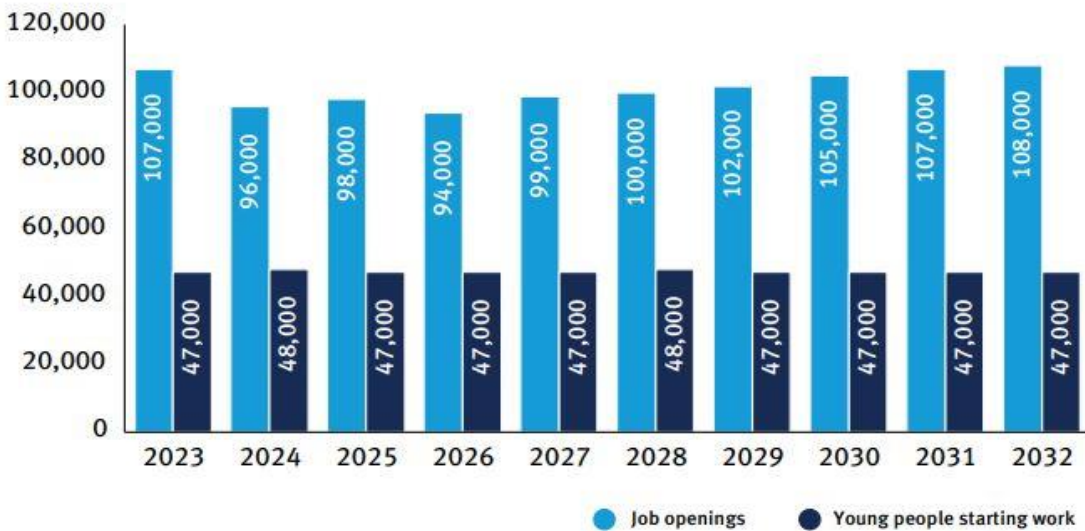


Source: BC Labour Market Outlook, 2022-2032 Forecast



# YOUNG PEOPLE STARTING WORK VS. JOB OPENINGS

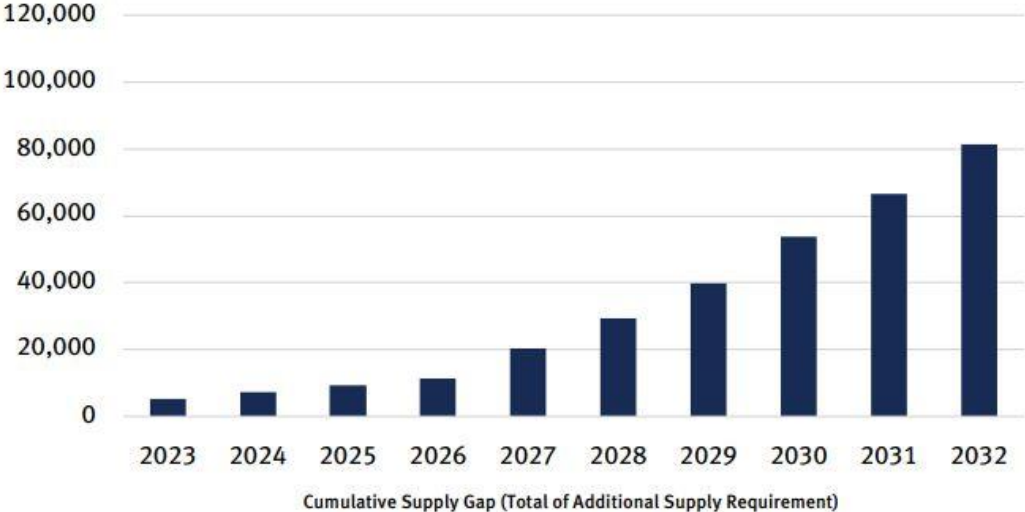
FIGURE 2-3: YOUNG PEOPLE STARTING WORK VS. JOB OPENINGS, B.C., 2022-2032, ANNUAL



Source: BC Labour Market Outlook, 2022-2032 Forecast

# CUMULATIVE SUPPLY GAP

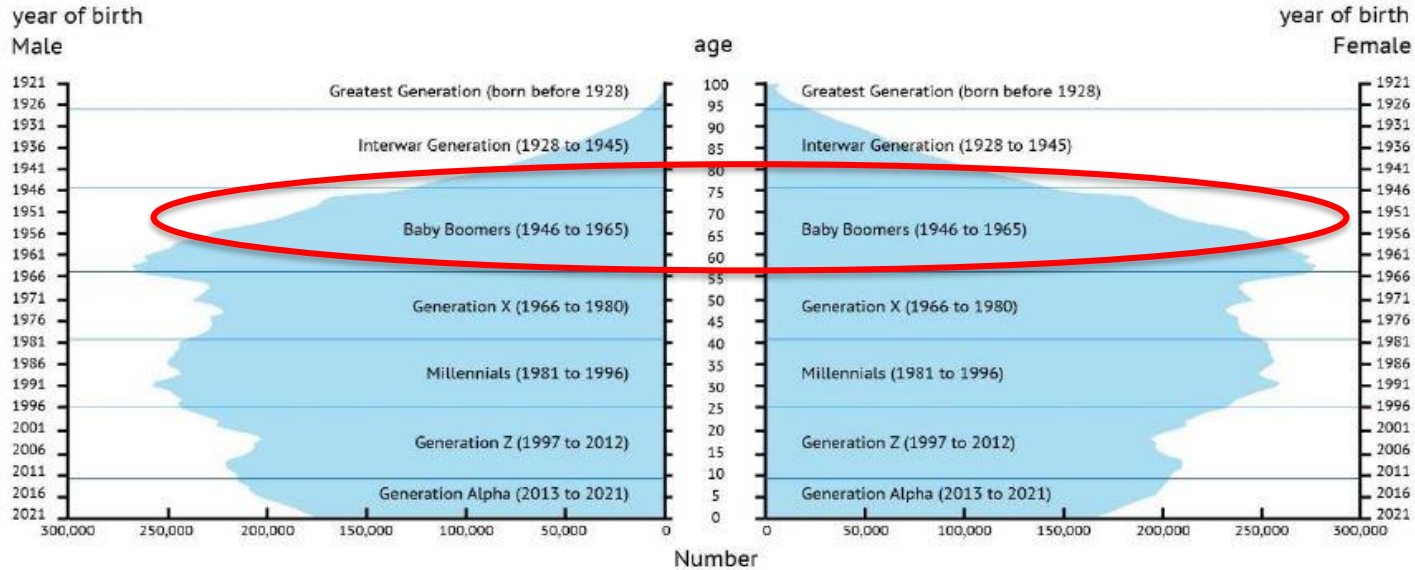
FIGURE 2-4: CUMULATIVE SUPPLY GAP, B.C., 2022-2032, ANNUAL



Source: BC Labour Market Outlook, 2022-2032 Forecast

# UNDERSTANDING THE NATURE OF THE PROBLEM

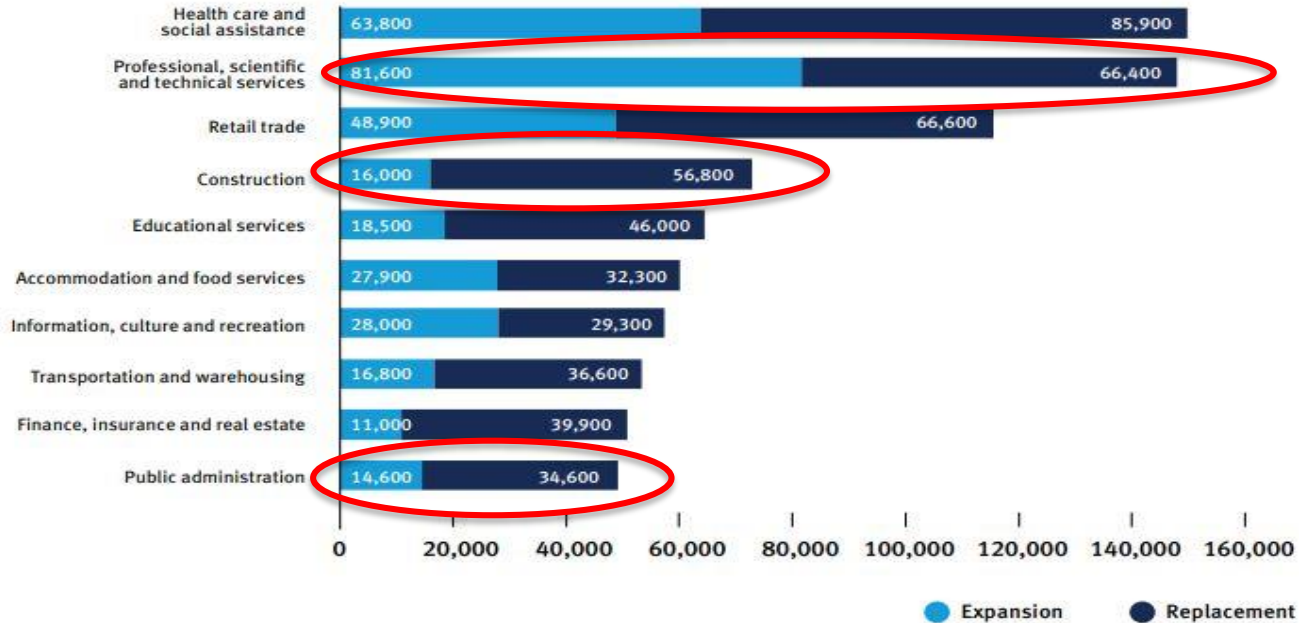
## AGE PYRAMID OF THE CANADIAN POPULATION (2021)




Source(s): Census of Population, 2021 (3901).

# JOB OPENINGS BY MAJOR INDUSTRY GROUP

FIGURE 4-1: JOB OPENINGS BY MAJOR INDUSTRY GROUP – TOP TEN, B.C., 2022-2032



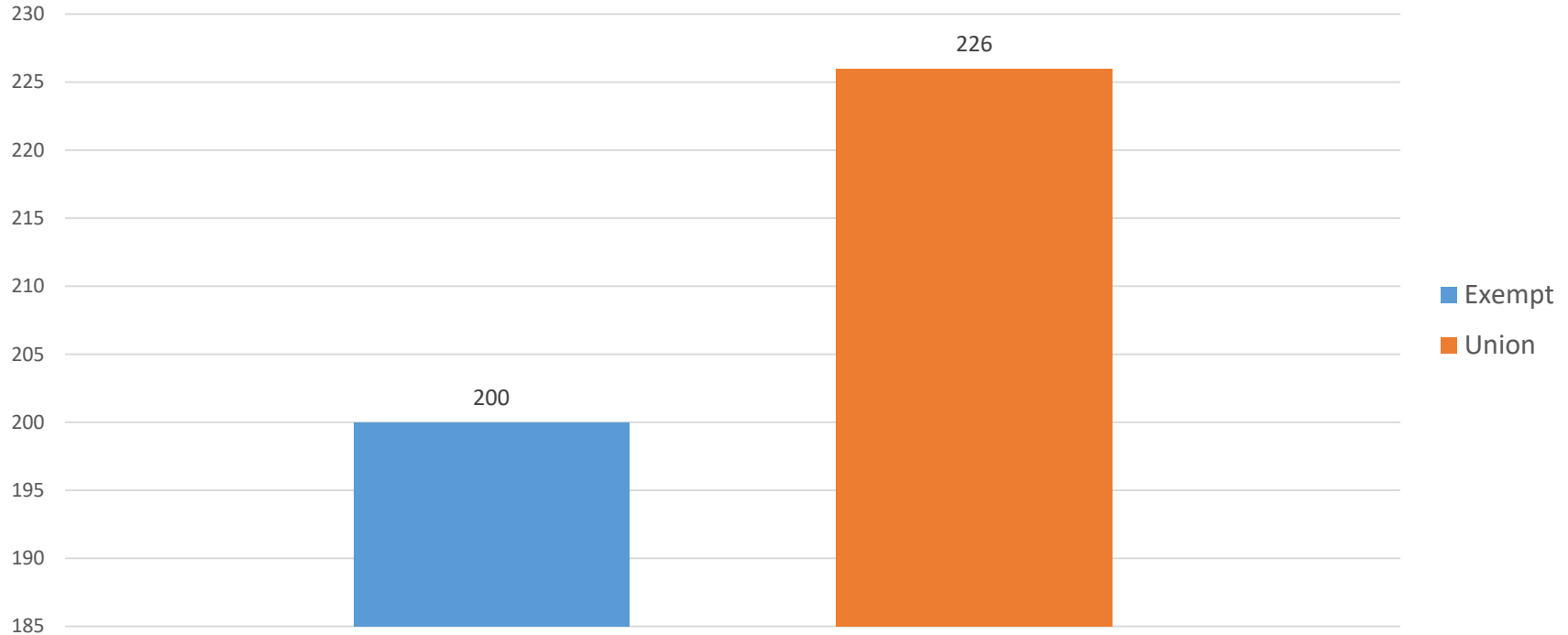
Outlook, 2022-2032 Forecast

An aerial photograph of Vancouver, British Columbia, Canada. The image shows a dense urban landscape with numerous high-rise buildings in the downtown core, surrounded by residential areas. The city is situated on a peninsula, with the Burrard Inlet to the north and the False Creek to the south. In the background, the rugged mountains of the Coast Range are visible under a clear blue sky with scattered clouds. The water in the foreground is dark blue, and a few small boats can be seen. The overall scene is a vibrant and modern cityscape.

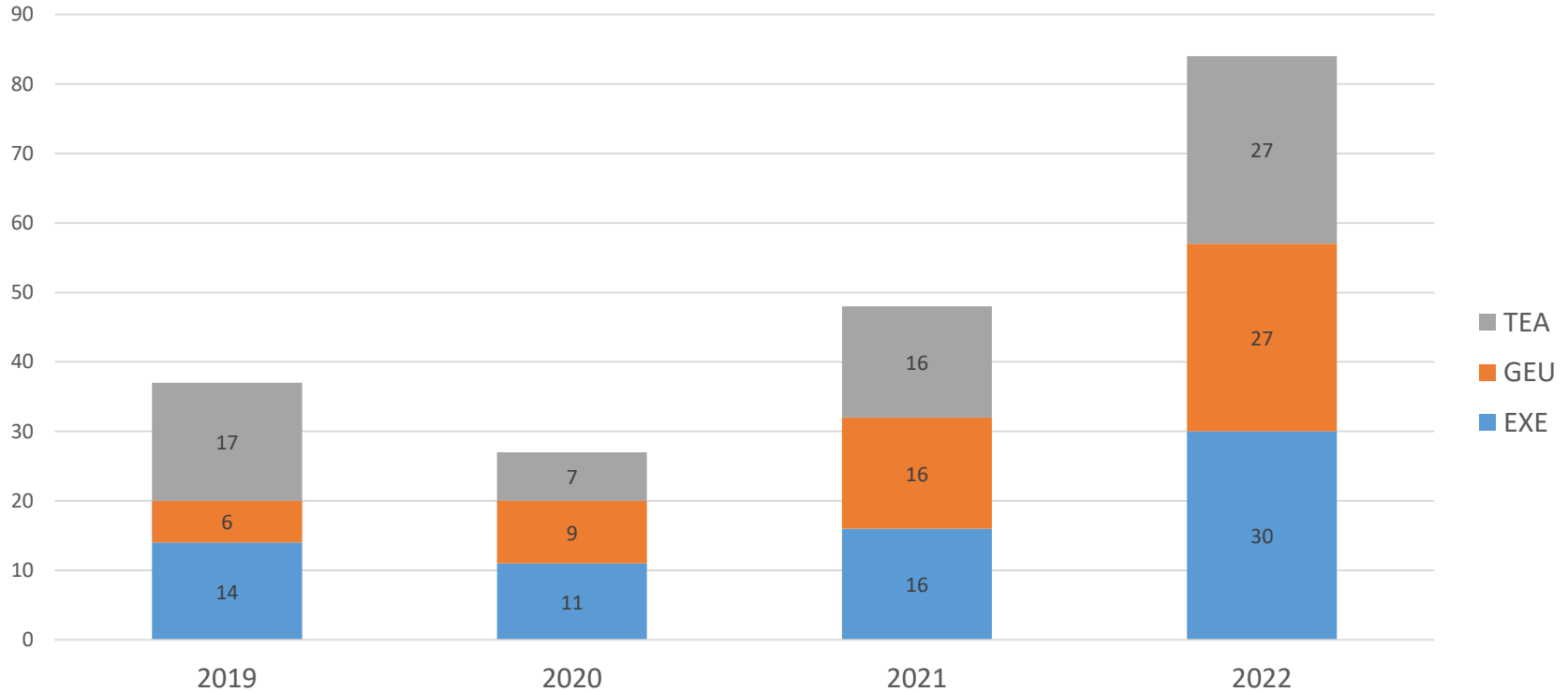
## Part 2: Metro Vancouver's Workforce

# RFT POSITIONS POSTED BY EMPLOYEE GROUP

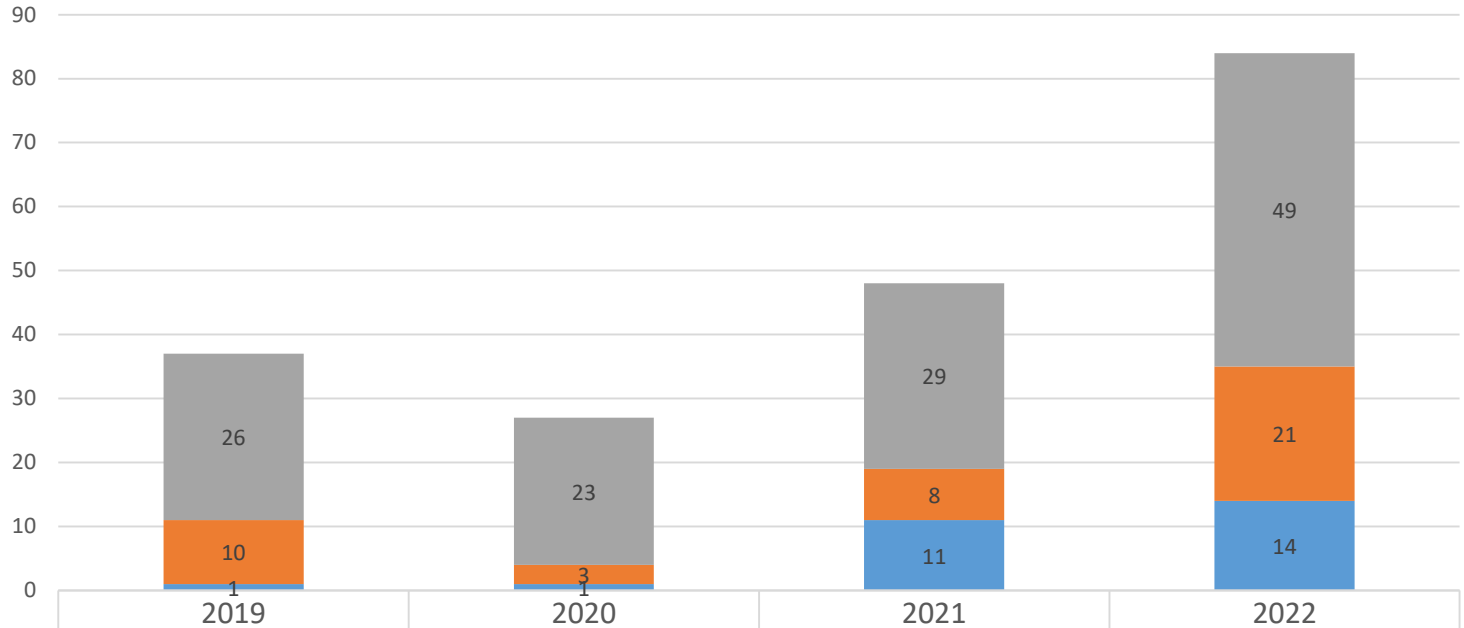
January 1 – December 31, 2022



# TOTAL RESIGNATIONS BY EMPLOYEE GROUP



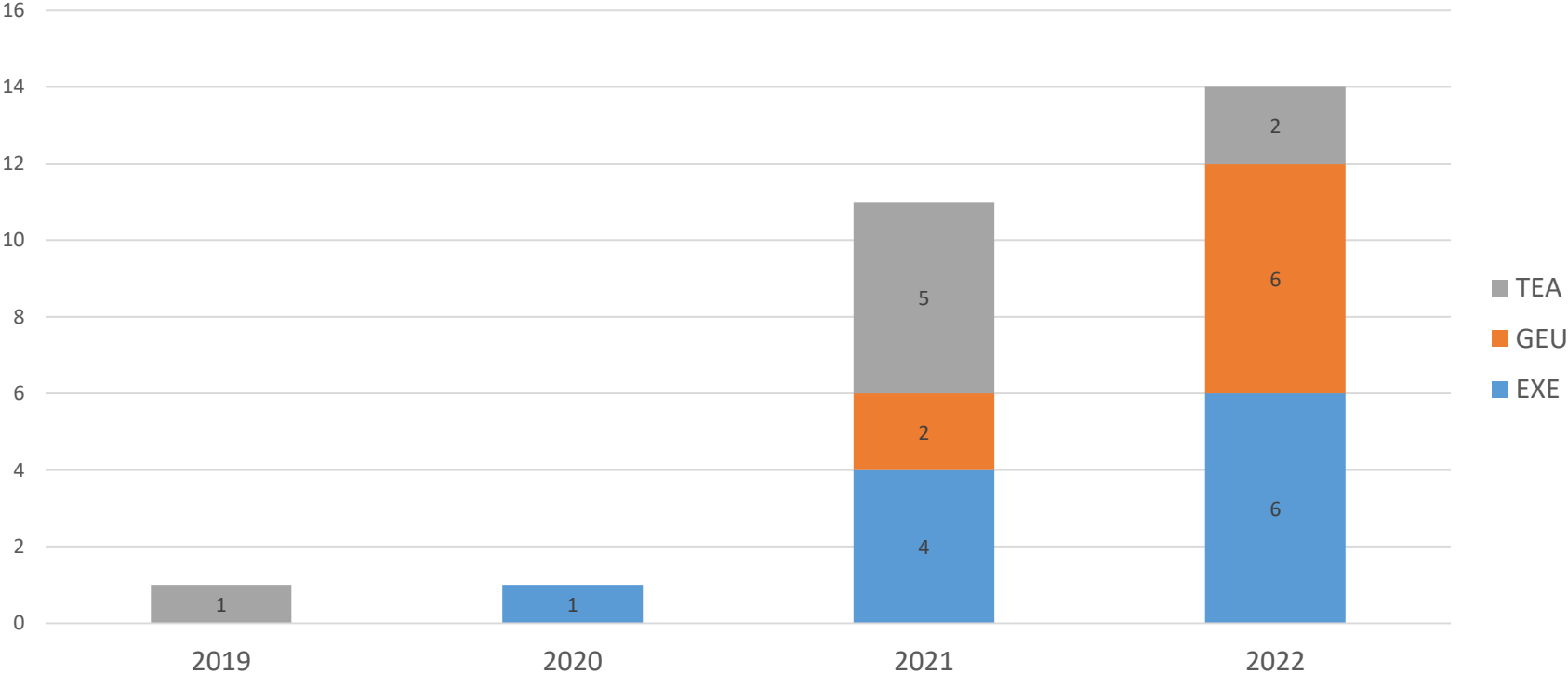
# TOTAL RESIGNATIONS: 2019 - 2022



■ 3+ years	26	23	29	49
■ 1-2 years	10	3	8	21
■ Less than 1 year	1	1	11	14

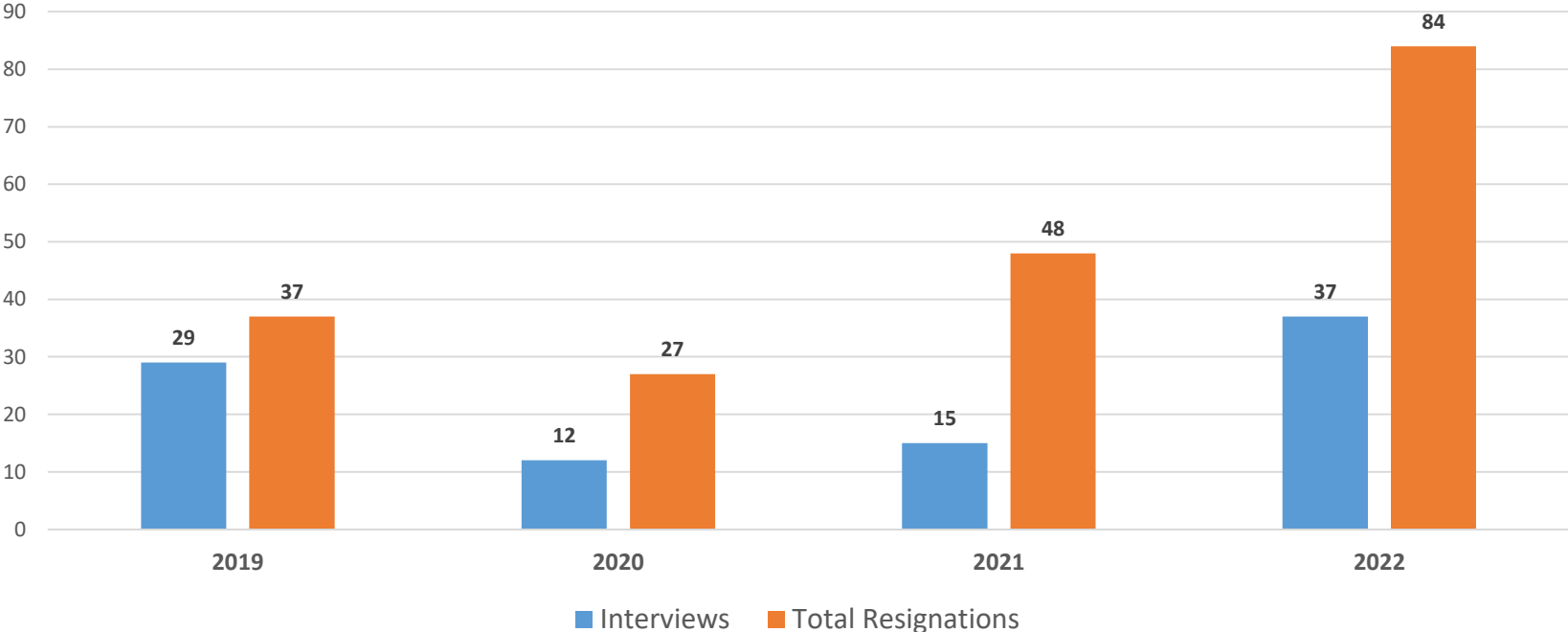


# RESIGNATIONS BY EMPLOYEE GROUP < 1 YEAR



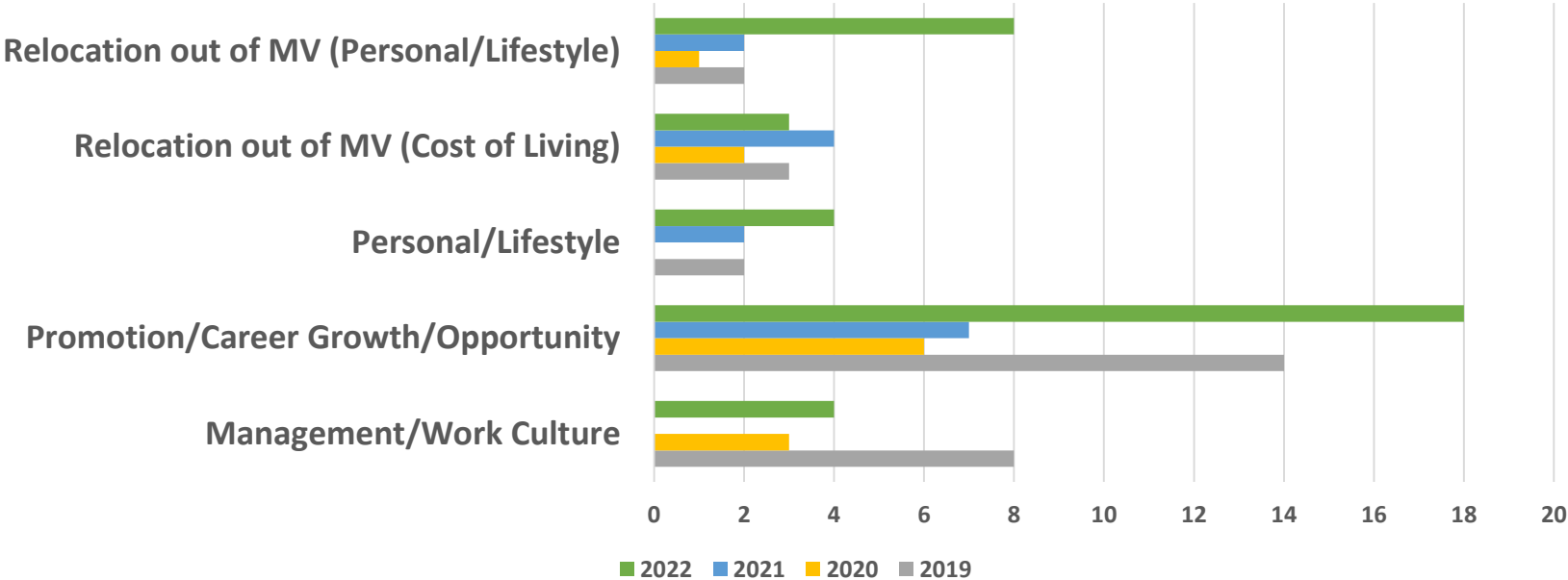
# RESIGNATION EXIT INTERVIEWS

Resignations & Resignation Exit Interviews: 2019-2022



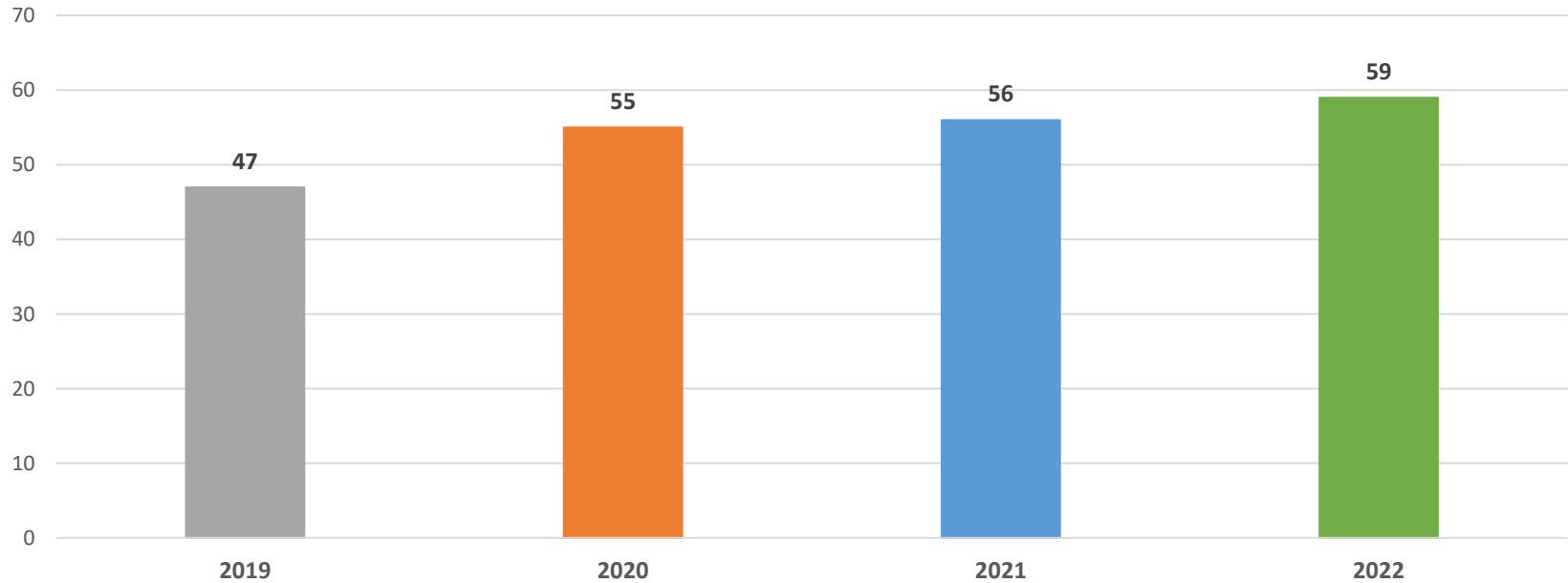
# RESIGNATION EXIT INTERVIEW THEMES

Resignation Exit Interview Themes: 2019 - 2022



# TOTAL RETIREMENTS

Total Retirements: 2019 - 2022



# ANNUAL AND YEAR TO DATE TURNOVER STATS

	Dec 31,2019	Dec 31,2020	Dec 31,2021	Dec 31, 2022
<b>Total Resignations</b>	37	27	49	84
<b>Total Retirements</b>	47	55	56	59
<b>Total Voluntary Turnover</b>	84	82	105	143
<b>% Voluntary Turnover</b>	5.8%	5.5%	6.7%	8.5%



Seymour Falls Dam

# Panel Discussion & Questions

**metro**vancouver