

Highlights from Labour Market Outlook 2018

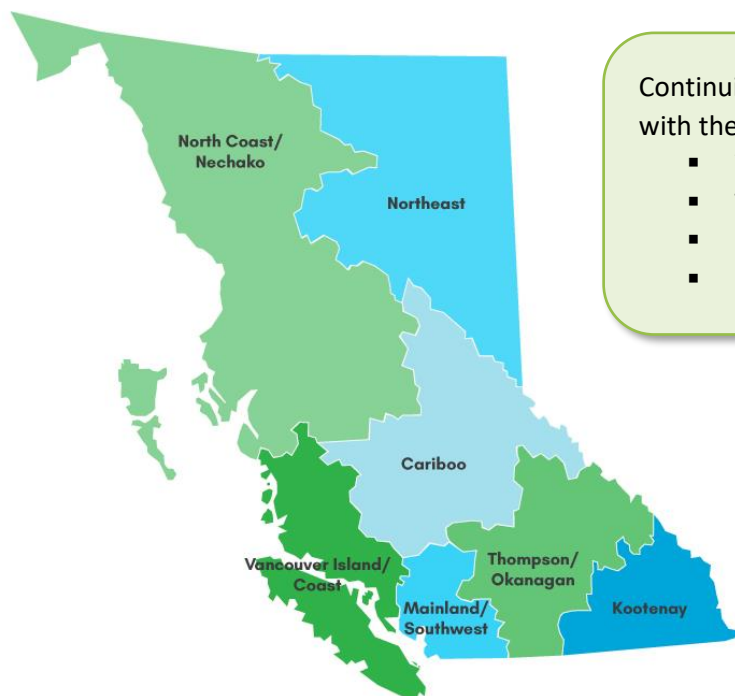
- Continuing Care is expected to be the fastest growing occupation in BC from now until 2028 at 3.5% growth annually—faster than High Tech (3.4%), Film (3.2%), and Ambulatory Health (2.2%)

Industry	Job Openings 2018-2028	Growth (%)
Continuing Care	36,500	3.5%
High Tech	32,700	3.4%
Film	16,500	3.2%
Ambulatory Health	47,400	2.2%

- Half of Job Openings in health Care will be filled by Young People Aged 17 to 19 (48%), while the rest will be filled by Immigrants (16%), People from Other Provinces (19%), and Older People Aged 30+ (18%).
- Registered Nurses, Licensed Practical Nurses, and Health Care Assistants (HCAs) continue to be among the Highest Demand Health Occupations in BC.

Registered Nurse	19,580 Job Openings	Level A Skill	\$39/hr
Licensed Practical Nurse	4,610 Job Openings	Level B Skill	\$30/hr
Health Care Assistants	19,210 Job Openings	Level C Skill	\$21/hr

- While Automation of Work continues to shape our economy, skills used in health care such as “social intelligence, including the ability to effectively negotiate complex social relationships and caring for others or recognizing cultural sensitivities” remain difficult to automate.



Continuing Care is among the industries with the *most job openings* in:

- Vancouver Island
- Thompson-Okanagan
- Kootenay
- Cariboo

Continuing Care is among the *fastest growing* industries in:

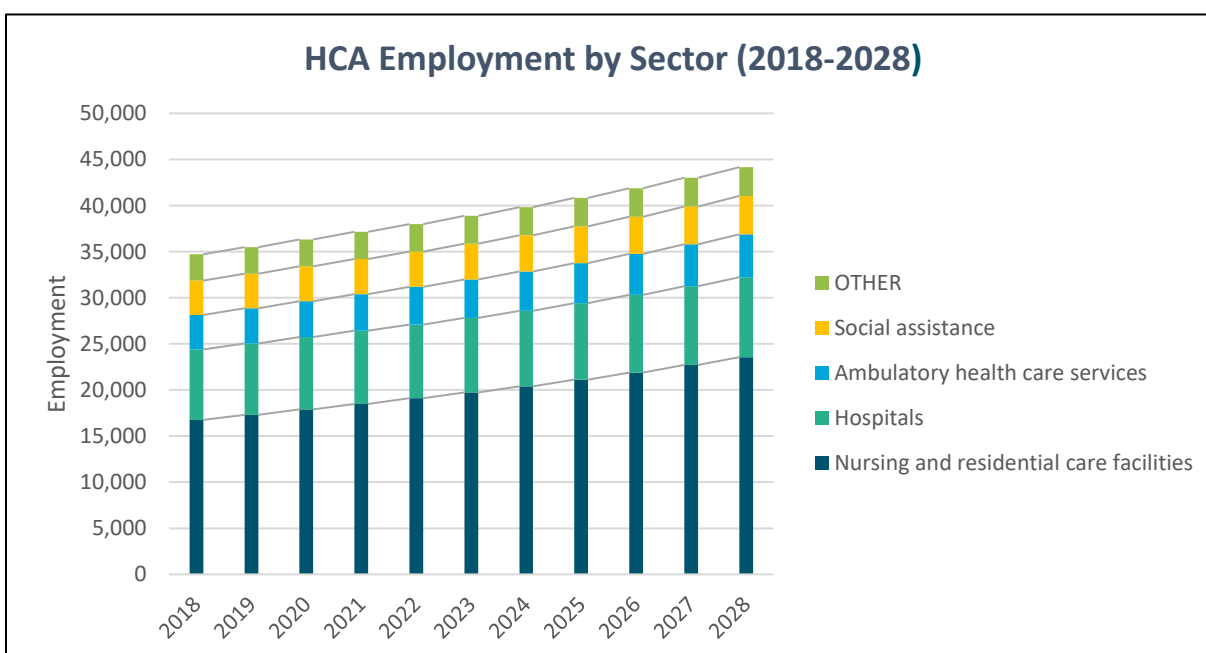
- Vancouver Island
- Mainland -Southwest
- Thompson-Okanagan
- Northeast

Health Care Assistants

- There are 34,717 HCAs employed in BC. Nearly half (48%) are employed in the Long-Term Care sector, followed by Hospitals (22%), Ambulatory Health Care Services (11%), Social Assistance (11%), and Other (8%).

Employment for HCAs by Industry, 2018-2028		
Industry	Employment 2018	Percent (%)
Ambulatory health care services	3,741	11%
Hospitals	7,645	22%
Long Term Care	16,754	48%
Social assistance	3,726	11%
Other	2,851	8%
All industries	34,717	100%

- Health Care Assistants are one of the Ministry of Health’s High Demand Health Occupations.
- There will be 19,214 job openings for HCAs over the next ten years (2018—2028), the majority of which will be in the Long Term Care Sector (11,840—62%), followed by:
 - Hospitals (3,033—16%)
 - Ambulatory Health (1,949—10%)
 - Social Assistance (1,385— 7%)
 - Other (1,007—5%)
- Growth among HCA employment will be strongest in the Long Term Care sector (3.5%), followed by Ambulatory Health Services (2.2%), Hospitals (1.3%), and Social Assistance (1.1%).



- Half of jobs for HCAs in the long term care sector are in the Lower Mainland region (51%), followed by Vancouver Island (23%) and Thompson Okanagan (19%). This follows the population distribution of BC, and this pattern of employment will remain to 2028.
- Employment growth for HCAs will be strong all across BC at 3.5% annually until 2028. Growth will be fastest in the Lower Mainland (4.0%) and North Coast regions (4.0%).

Employment for HCAs in the Long Term Care Sector, 2018-2028			
Region	Employment 2018	Employment 2028	Employment Growth (2018-2028)
Lower Mainland	8,503	12,628	4.0%
Vancouver Island Coast	3,815	5,096	2.9%
North Coast & Nechako	120	177	4.0%
Cariboo	420	540	2.6%
Kootenay	524	708	3.0%
North East	113	155	3.2%
Thompson Okanagan	3,259	4,255	2.7%
All British Columbia	16,754	23,588	3.5%

- A third (33%) of job openings for HCAs are expected to be filled by Young People graduating from public and private post-secondary institutions.
- Another half will be filled by Immigrants (27%) and Migrants from other provinces (23%). The remaining 17% will be filled by older adults switching careers or (re)-entering the labour force.

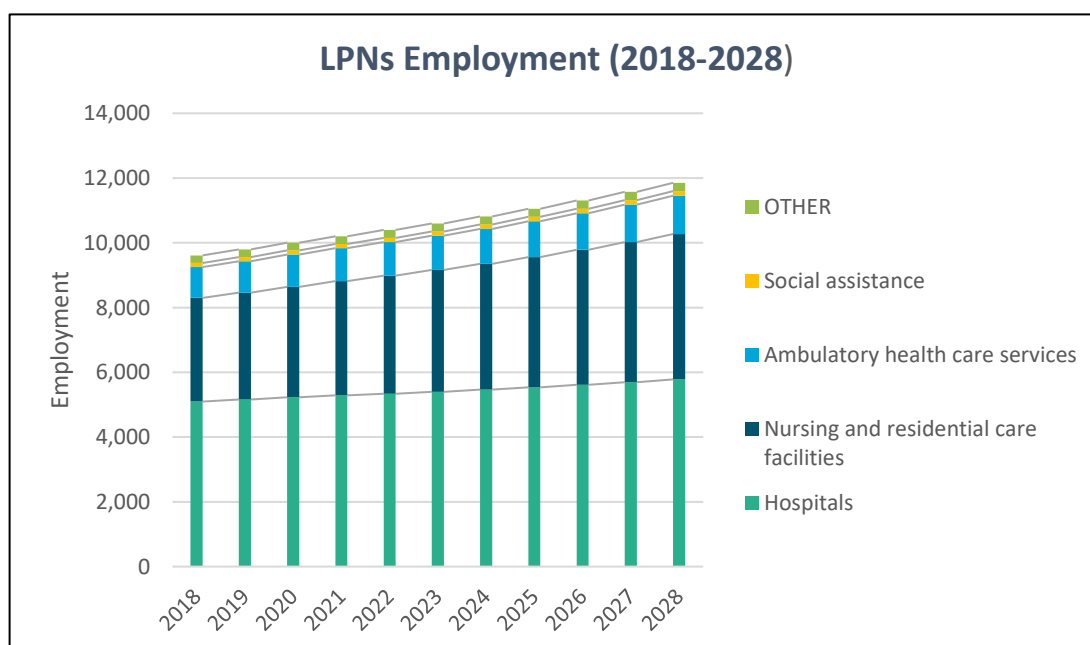
	Young people starting work (17 to 29 years old)		Net In-Migration (All Ages)		Additional supply requirement		Total Additional Supply
	Public Post-secondary & All Trades	Other	Immigrants	Migrants from other provinces	Public Post-secondary & All Trades	Other	
HCA	2,815	3,541	5,165	4,465	3,057	170	19,214
(Percent)	(15%)	(18%)	(27%)	(23%)	(16%)	(1%)	(100%)

Licensed Practical Nurses

- There are 9,612 LPNs employed in BC. Half of LPNs are employed by Hospitals (53%), while another third (33%) are employed in the Long-Term Care Sector, followed by Ambulatory Health Services (10%), Social Assistance (1%), and Other (3%).

Employment for LPNs by Industry, 2018-2028		
Industry	Employment 2018	Percent (%)
Ambulatory health care services	951	10%
Hospitals	5,097	53%
Long Term Care	3,202	33%
Social assistance	126	1%
Other	235	2%
All industries	9612	100%

- Licensed Practical Nurses are one of the Ministry of Health’s High Demand Health Occupations.
- There will be 4,606 job openings for LPNs over the next ten years (2018—2028), the majority of which will be in the Long Term Care Sector (2,416—47%), followed by:
 - Hospitals (1,867—41%)
 - Ambulatory Health (472—10%)
 - Social Assistance (46— 1%)
 - Other (75—2%)
- Growth among LPN employment will be strongest in the Long Term Care sector (3.4%), followed by Ambulatory Health Services (2.2%), Hospitals (1.3%), and Social Assistance (1.3%).



- Half of employment for LPNs in the long term care sector is in the Lower Mainland (49%), followed by Vancouver Island (22%) and Thompson Okanagan (21%). This follows the population distribution of BC, and this pattern of employment will remain to 2028.
- Employment growth for LPNs will be strong all across BC, at 3.4% annually until 2028. Growth will be fastest in the Lower Mainland region (4.0%), as well as the North Coast (4.0%).

Employment for LPNs in the Long Term Care Sector, 2018-2028			
Region	Employment 2018	Employment 2028	Employment Growth (2018-2028)
Lower Mainland	1,556	2,311	4.0%
Vancouver Island Coast	720	961	2.9%
North Coast & Nechako	16	24	4.0%
Cariboo	90	116	2.6%
Kootenay	100	135	3.0%
North East	58	80	3.2%
Thompson Okanagan	662	864	2.7%
All British Columbia	3,202	4,491	3.4%

- Half (52%) of job openings for LPNs are expected to be filled by Young People graduating from public and private post-secondary institutions, while another 45% are expected to be older adults (re-)entering the workforce or switching careers.
- Migrants from other provinces will supply another quarter (24%), while immigrants from will only account for one in ten (9%).
- 30% of the labour supply will be lost to workers leaving the LPN occupation.

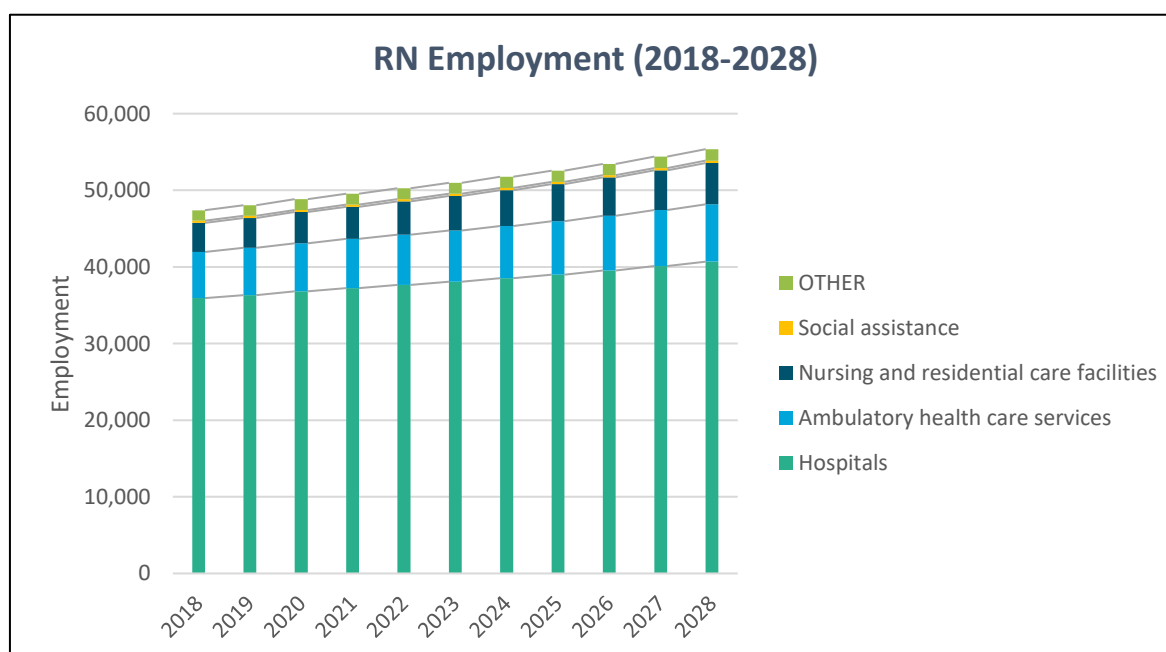
	Young people starting work (17 to 29 years old)		Net In-Migration (All Ages)		Additional supply requirement		Total Additional Supply
	Public Post-secondary & All Trades	Other	Immigrants	Migrants from other provinces	Public Post-secondary & All Trades	Other	
LPN	2,392	-	418	1,100	2,061	-1,366	4,606
(Percent)	52%	0%	9%	24%	45%	-30%	100%

Registered Nurses

- There are 47,396 RNs employed in BC. Three-quarters of RNs are employed by Hospitals (74%), with the remaining quarter employed by Ambulatory Health Services (13%), Long-Term Care (8%), Social Assistance (1%), and Other (3%).

Employment for RNs by Industry, 2018-2028		
Industry	Employment 2018	Percent (%)
Ambulatory health care services	6,022	13%
Hospitals	35,928	76%
Long Term Care	3,799	8%
Social assistance	285	1%
Other	1,362	3%
All industries	47,396	100%

- Registered Nurses are one of the Ministry of Health’s High Demand Health Occupations.
- There will be 19,584 job openings for RNs over the next ten years (2018—2028), the majority of which will be in the Hospitals (13,374—64%), followed by:
 - Ambulatory Health (3,015—15%)
 - Long Term Care (2,650—14%)
 - Social Assistance (102— 1%)
 - Other (443—2%)
- Growth among RN employment will be strongest in the Long Term Care sector (3.6%), followed by Ambulatory Health Services (2.2%), Hospitals (1.3%), and Social Assistance (1.1%).



- Over half of employment for RNs in the long term care sector is in the Lower Mainland (58%), followed by Vancouver Island (23%) and Thompson Okanagan (12%). This follows the population distribution of BC, and this pattern of employment will remain to 2028.
- Employment growth for RNs will be strong all across BC, at 3.6% annually until 2028. Growth will be fastest in the Lower Mainland region (4.0%).

Employment for RNs in the Long Term Care Sector, 2018-2028			
Region	Employment 2018	Employment 2028	Employment Growth (2018-2028)
Lower Mainland	2,187	3,247	4.0%
Vancouver Island Coast	873	1,167	2.9%
Cariboo	102	131	2.6%
Kootenay	115	156	3.0%
North East	51	70	3.2%
Thompson Okanagan	471	614	2.7%
All British Columbia	3,799	5,385	3.6%

- Eight of out ten job openings for RNs are expected to be filled by Young People graduating from public (52%) and private post-secondary institutions (28%), while another 26% are expected to be older adults (re)-entering the workforce.
- Migrants from other provinces will supply another 18%, while immigrants from other countries will only account for one in ten (11%).
- However, 36% of the labour supply will be lost to workers leaving the occupation.

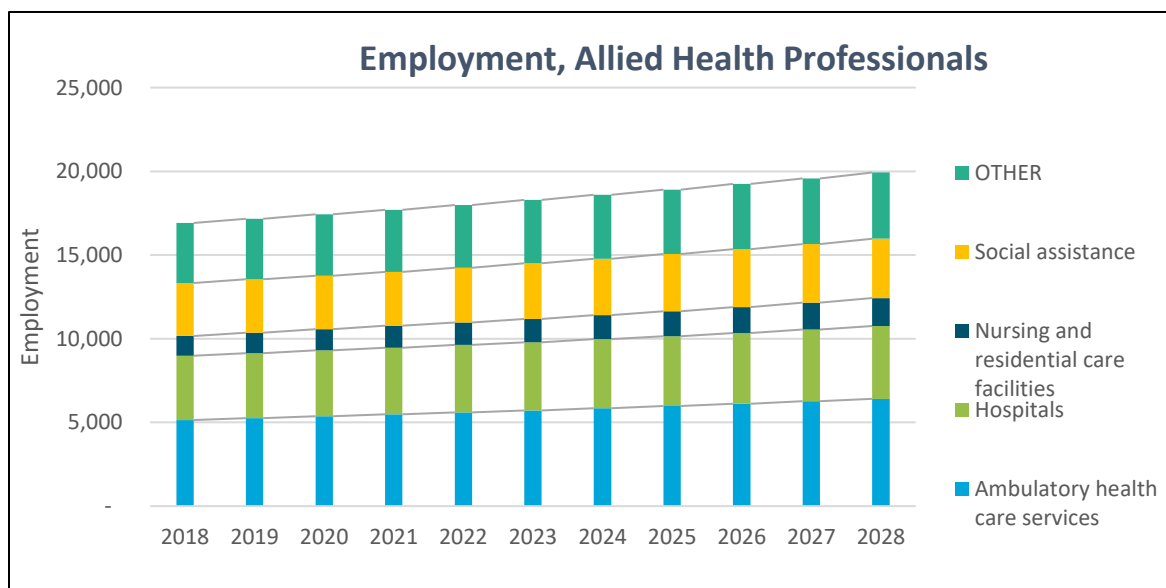
	Young people starting work (17 to 29 years old)		Net In-Migration (All Ages)		Additional supply requirement		Total Additional Supply
	Public Post-secondary & All Trades	Other	Immigrants	Migrants from other provinces	Public Post-secondary & All Trades	Other	
RN	10,252	5,445	2,159	3,596	5,128	-6,995	19,584
(Percent)	52%	28%	11%	18%	26%	-36%	100%

Allied Health Professionals

- There are 1,177 Allied Health Professionals employed in BC’s Long Term Care Sector, including Physiotherapists, Occupational Therapists, Dietitians and Nutritionists, Social Workers, and Other Occupations in Therapy and Assessment.
- Most Allied Health Professionals are employed in Ambulatory Health Services (30%), and Hospitals (23%), followed by Social Assistance (19%). Only 7% are employed in the Long Term Care Sector.

Employment for Allied Health Professionals by Industry, 2018-2028		
Occupation	Employment 2018	Percent of Occupation (%)
Physiotherapists	69	2%
Occupational Therapists	245	4%
Dietitians and Nutritionists	159	9%
Social Workers	494	7%
Other Occupations in Therapy and Assessment	367	18%
TOTAL	1,177	7%

- However, growth in employment among Allied Health Professionals will be strongest in the Long Term Care Sector at 3.6%, followed by Ambulatory Health Services (2.2%), Hospitals (1.2%) and Social Assistance (2.2%).
- Growth in the long term care sector is strong for all allied health occupations, including:
 - Physiotherapists 3.5%
 - Occupational Therapists 3.6%
 - Dietitians and Nutritionists 3.7%
 - Social Workers 3.5%
 - Other Occupations in Therapy and Assessment 3.7%



- Replacement will be responsible for most job openings for Allied Health Professionals in long term care (59%), while economic expansion will account for the remaining 41%.

Occupation	Expansion	Replacement
Physiotherapists	42%	58%
Occupational Therapists	37%	63%
Dietitians and Nutritionists	36%	64%
Social Workers	36%	64%
Other Therapy and Assessment	70%	30%
All Allied Health	41%	59%

- The vast majority of allied health professionals are expected to be filled by Young People starting work for the first time, either through public or private post-secondary institutions (48%), including:
 - Dieticians & Nutritionists – 40%
 - Physiotherapists – 41%
 - Occupational Therapists – 54%
 - Social Workers – 67%
- One in ten job openings Allied Health Professionals will be filled by immigrants (11%), and another two in ten will be filled by migrants from other provinces (19%).
- The remaining positions will be filled by older adults (re)-entering the workforce or switching careers (25%). However, 28% of Allied Health Care Professionals will also be lost as they leave the occupation.

Occupation	Young people starting work (17 to 29 years old)		Net In-Migration (All Ages)		Additional supply requirement		Total Additional Supply
	Public Post- secondary & All Trades	Other	Immigrants	Migrants from other provinces	Public Post- secondary & All Trades	Other	
All Allied Health	12,690	6,697	3,018	5,055	6,505	-7,524	26,441
(Percent)	(48%)	(25%)	(11%)	(19%)	(25%)	(-28%)	100%

Vancouver Island & Coast

Vancouver Island's Economy

- Vancouver Island is expected to have one of the strongest employment growth rates of all economic regions in BC, at 1.1% annually. This equates to 153,820 job openings over the next ten years. 71 percent will replace retiring workers.
- Approximately 15.7% of BC's workers are employed in the Vancouver Island region, with the unemployment rate in 2017 (5%) just slightly below the BC average.
- Employment in the region remains weighted towards service-based employment.



Seniors Care on Vancouver Island

- Long Term Care will be Vancouver Island's fastest growing industry, at 2.9% annually over the next ten years (2018-2028).
- Long Term Care will also be among the industries with the most job openings in the region at 7,800 positions (2018-2028). 54% of job openings will be due to economic expansion, while the remaining 46% percent will be replacing retiring workers.

Careers in Seniors Care on Vancouver Island

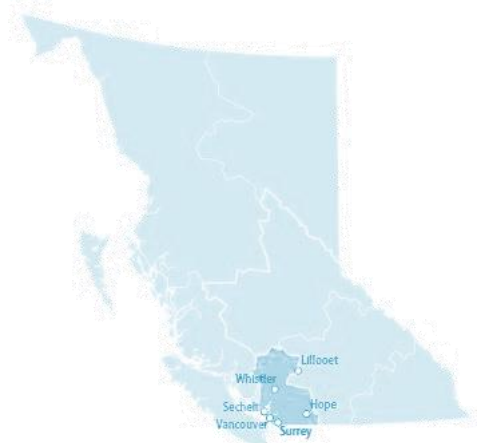
- Careers in Long Term Care will experience strong annual growth in the next decade on the Island, including for RNs, LPNs HCAs, and Allied Health Professionals, with most positions growing at 2.9% annually.
- The occupations with the most new positions in the sector will be Licensed Practical Nurses (1,281), Registered Nurses (294) and Health Care Assistants (241).

Occupation	Employment 2018	Employment 2028	Annual Growth Rate (2018-2028)
Registered Nurses	873	1,167	2.9%
Licensed Practical Nurses	3,815	5,096	2.9%
Health Care Assistants	720	961	2.9%
Physiotherapists	123	141	1.3%
Occupational Therapists	-	-	-
Dietitians & Nutritionists	28	37	2.9%
Social Workers	119	159	2.9%

The Lower Mainland

The Lower Mainland's Economy

- The Lower-Mainland region will be one of BC's fastest growing regions at 1.2% growth annually.
- Over the next 10 years, a total of 588,470 job openings are anticipated. About two-thirds of these job openings are needed to replace existing workers, with the remaining one-third due to economic growth.
- As of 2017, the unemployment rate is the lowest of all regions in BC at 4.6 percent.



Seniors Care on the Lower Mainland

- Long Term Care will be the Lower Mainland region's fastest growing industry, at 3.5% annually over the next ten years (2018-2028).
- Employment in Long Term Care will increase to 39,336 by 2028, creating 12,859 job openings due to economic expansion.

Careers in Seniors Care in the Lower Mainland

- Careers in Long Term Care will experience strong growth in the next decade, particularly for Nurses, HCAs, and Allied Health Professionals, with occupations growing at 4.0% annually.
- The occupations with the most new positions in the sector will be Health Care Assistants (4,125), Registered Nurses (1,060), and Licensed Practical Nurses (755).

Occupation	Employment 2018	Employment 2028	Annual Growth Rate (2018-2028)
Registered Nurses	2,187	3,247	4.0%
Licensed Practical Nurses	1,556	2,311	4.0%
Health Care Assistants	8,503	12,628	4.0%
Physiotherapists	39	59	4.0%
Occupational Therapists	59	88	4.0%
Dietitians & Nutritionists	105	156	4.0%
Social Workers	250	371	4.0%

Thompson-Okanagan

The Thompson-Okanagan's Economy

- While Thompson-Okanagan is home to 10 percent of BC workers, it is believed that many find employment in other regions in the province and in Alberta. The unemployment rate is relatively high at 7.1 percent, sitting above the BC average of 5.1 percent.
- Over the next ten years, a total of 91,190 job openings are anticipated in the region, at a rate of 0.7 percent annually. 79 percent will be needed to replace retirees and 21 percent will be due to economic growth.



Seniors Care in the Thompson-Okanagan

- Long Term Care will be the Thompson-Okanagan region's fastest growing industries, at 2.7% annually over the next ten years (2018-2028).
- Employment in Long Term Care will increase to 12,034 by 2028, creating 2,816 job openings due to economic expansion.

Careers in Seniors Care in the Thompson-Okanagan

- Careers in Long Term Care will experience strong growth in the next decade, particularly for Nurses, HCAs, and Allied Health Professionals, with occupations growing at 2.7% annually.
- The occupations with the most new positions in the sector will be Health Care Assistants (996), Licensed Practical Nurses (202) and Registered Nurses (143).

Occupation	Employment 2018	Employment 2028	Annual Growth Rate (2018-2028)
Registered Nurses	471	614	2.7%
Licensed Practical Nurses	662	864	2.7%
Health Care Assistants	3,259	4,255	2.7%
Physiotherapists	16	21	2.7%
Occupational Therapists	16	21	2.7%
Dietitians & Nutritionists	16	21	2.7%
Social Workers	88	115	2.7%