


LET'S TALK JOBS

SOUTH OKANAGAN | SIMILKAMEEN
LOCAL IMMIGRATION PARTNERSHIP





“New immigrants have a big potential to make a positive contribution to the region. As a community, we need to make sure they have the opportunity to do that as quickly as possible.”

- Employer

This report is a project of the South Okanagan | Similkameen Local Immigration Partnership Council. The Council brings together more than 50 local leaders who are working to reduce the time it takes new immigrants to integrate socially and economically into the region.

Thank you to the new immigrants and employers who contributed their time, knowledge and experience to make this research project possible.



SOUTH OKANAGAN
IMMIGRANT AND
COMMUNITY SERVICES

Funded by:



Immigration, Refugees
and Citizenship Canada

Financé par :

Immigration, Réfugiés
et Citoyenneté Canada

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This research was conducted by James Laurence Group for the South Okanagan | Similkameen Local Immigration Partnership Council.

The Council is led by South Okanagan Immigrant and Community Services, with funding from Immigration, Refugees and Citizenship Canada.

1.0 Introduction

“Canada was my dream country. From childhood I wanted to come and settle here... my dream is fulfilled.”

- New immigrant

Under the guidance of South Okanagan Immigrant and Community Services (SOICS), the South Okanagan | Similkameen Local Immigration Partnership Council (the SOS LIP Council) has been actively working to reduce the time it takes for new immigrants to integrate socially and economically into the SOS region.

Research shows it can take up to fifteen years before a new immigrant is fully integrated into a Canadian community. Integration takes into consideration the time it takes to achieve meaningful employment, become comfortable speaking and writing English, build a social network and contribute to the social and economic vitality of the community.

Full integration provides employers access to valuable resources that can help build strong and resilient workplaces and communities. This is particularly important in the SOS region where 35% of business owners are expected to retire in the next five years, there is a shortage of skilled workers, and research has shown net migration must double to meet labour market demands.

The SOS LIP Council is a collaboration of 50 community leaders from across the region. It was formed in April, 2014 with members from all levels of government, immigrant serving agencies, public institutions, regional employment networks, businesses, local associations and key community stakeholders.

Through facilitated work sessions the LIP Council has developed a shared goal and a strategic plan, and formed three working groups focused on creating and implementing action plans to address the following key conditions for change:

- 1. Attract and sustain newcomers that meet the workforce and business opportunities in the region**
- 2. Ensure programs and networks are in place to support newcomers**
- 3. Increase awareness of what newcomers contribute to the region and what the region can contribute to newcomers**

By conducting surveys and interviews with new immigrants and employers and a review of labour market research that has been completed for the region, this report supports conditions 1 and 3 by helping to build greater understanding of labour market conditions in the SOS region.

2.0 Purpose



“The quicker new immigrants can integrate into the community and workforce, the better.”

- Employer

Attract and sustain newcomers

The purpose of this report is to create a high-level snapshot of employment opportunities in the SOS region and compare those to the skills and qualifications of recent immigrants to the region.

This data will be used as a baseline for the SOS LIP Council to “Attract and sustain newcomers that meet the workforce and business opportunities in the region,” within the context of the overall objective of integrating new immigrants into the SOS workforce more quickly.

3.0 Methodology

Through a review of existing labour market studies, online surveys and in-person interviews, the research team gathered qualitative and quantitative data about employment opportunities and newcomers' skills and qualifications. We emphasized localized information pertinent to the goals and objectives of the LIP Council.

The research, conducted between September and December 2015, was not meant to be a comprehensive labour market review. It was designed to provide an easy-to-use snapshot of the current situation that LIP Council members and the community can use to build a better understanding of labour market conditions related specifically to new immigrants and employers in the SOS region.

The research project is composed of three components: a literature review; a new immigrant survey and interviews; and an employer survey and interviews.





Literature Review

To gain an understanding of the overarching labour market considerations for the region, we conducted a review of regional current labour market studies completed between 2012 and 2015. These studies were provided by LIP Council members and coordinated through SOICS.

From a longer list of potential studies, we identified and created abstracts for eight reports, which best represented current labour market data for the SOS region. The abstracts are attached as Appendix F.

Recognizing that these studies were focused on a region that is broader or slightly different than our focus on the SOS region, we worked to identify findings that were specific to the SOS region. When specific SOS region information was not available, we indicate in the abstract that the finding is for a broader regional study area.

While every attempt was made to conduct a comprehensive review of the available labour market data, our primary focus is to provide an easy-to-use snapshot that will guide planning and decision-making at the LIP Council and working group level. Our abstracts represent a high-level overview of findings relevant to the SOS region and the LIP Council and working group goals.



New Immigrant Survey and Interviews

Survey

Recognizing the goal of the research is to provide a snapshot of labour market conditions affecting new immigrants and employers in the SOS region, we distributed the survey to a small cohort of new immigrants registered with SOICS's Skills Connect for Immigrants Program (Skills Connect). Skills Connect assists new immigrants with finding meaningful employment through skill upgrades.

These surveys were distributed to the cohort by email with an invitation to complete the survey. The invitation described the purpose of the research and the benefits of participation. Recognizing that English is a second language for all participants, every effort was made to create a survey that would be easy to read and complete.

The survey was completed by 16 new immigrants, representing a cross-section of employed and unemployed with a variety of skills and experiences. Surveys were completed online and results were not linked to respondents by name. The invitation is attached as Appendix B.

Interviews

In addition to the surveys, we conducted interviews with five new immigrants, selected from the 16 person cohort. Four interviews were conducted in-person and the fifth was completed by telephone. The interview questions were designed to provide an opportunity for the new immigrants to expand on their answers to the survey questions and provide more detail and a richer understanding of their experience.

Verbatim notes taken from each interview were used to support and validate findings.



Employer Survey and Interviews

Survey

To achieve our goal of providing a snapshot of current conditions, we identified a cohort of 29 SOS region employers from eight industry sectors representing the Thompson Okanagan region's largest employers and adjusted to match the SOS region: Trade – wholesale and retail; Healthcare and social assistance; Accommodation and food services; Manufacturing – general and precision; Construction; Agriculture; Public administration; and Finance, insurance, real estate and leasing.¹

We identified a key individual for each organization from among the ownership, management or human resource teams, depending on the size and nature of the organization, and obtained consent from that individual prior to distributing the survey. We reached out to organizations in each of the identified eight industry sectors and made every effort to include a range of business sizes and market reach in our cohort.

Surveys were distributed to the cohort by email with an invitation to complete the survey. The invitation described the purpose of the research and the benefits of participation.

In most cases, the surveys were completed online and results were not linked to respondents by name. The invitation is attached as Appendix C.

Interviews

In addition to the survey we interviewed six employers to add detail and richness to the survey results. Interview subjects were selected from the 29 person employer cohort and each interview lasted about twenty minutes. One interview was done in-person and the remainder were conducted by telephone.

Verbatim notes taken from each interview were used to support and validate findings.



Background

This research builds on the following information compiled by SOICS and included in the South Okanagan | Similkameen Local Immigration Partnership Strategic Plan:

- It can take up to 15 years for a new immigrant to socially and economically integrate into a Canadian community
- 35% of small business owners in the SOS region plan to retire in the next five years²
- 60% of immigrants work in a professional field that is a lower skilled job from their former experience and education levels
- 20% of new immigrants in the SOS region are unemployed



“Quicker
integration
is really
vital.”

- Employer

4.0 New Immigrant Profile

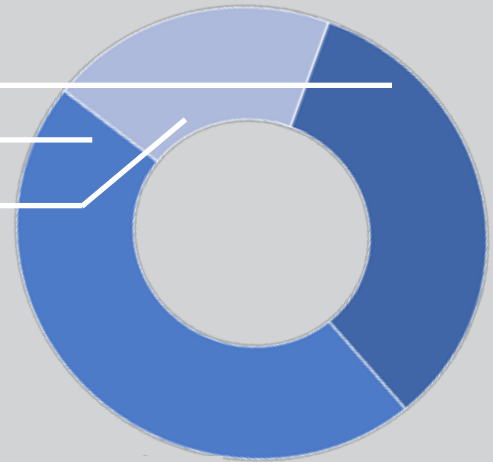
Most of the 16 new immigrants surveyed have been in the SOS region less than 5 years, can speak, read and write English, and are between 26 and 35 years old.

Residency in SOS

38% - Less than 2 years

44% - 2 to 5 years

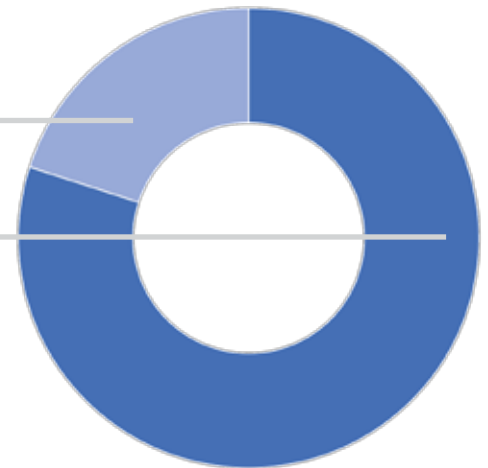
19% - 5 to 10 years



English Proficiency

19% - Can have a conversation in English

81% - Can speak, read, and write English



Age

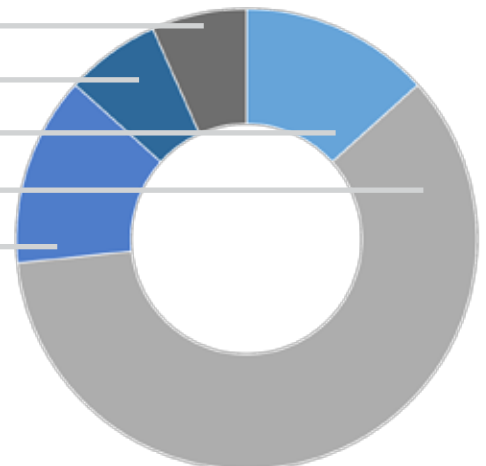
56 to 65 - 6%

46 to 55 - 6%

36 to 45 - 13%

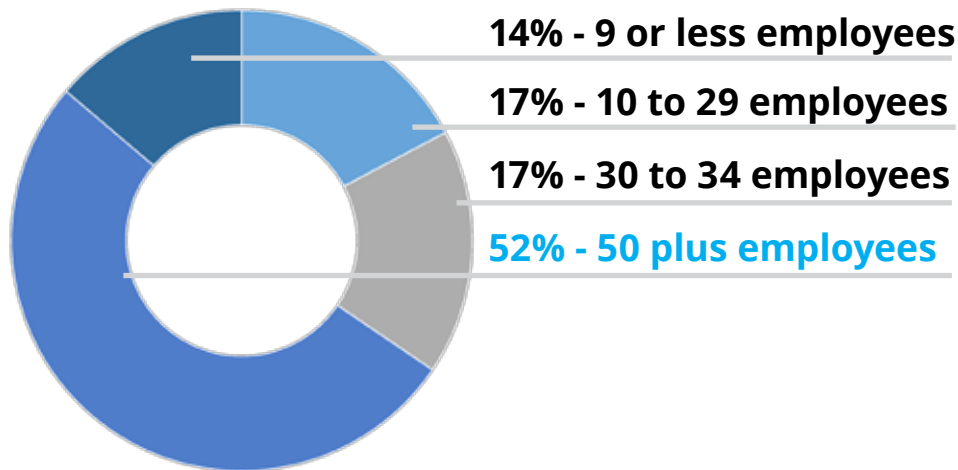
26 to 35 - 63%

18 to 25 - 13%

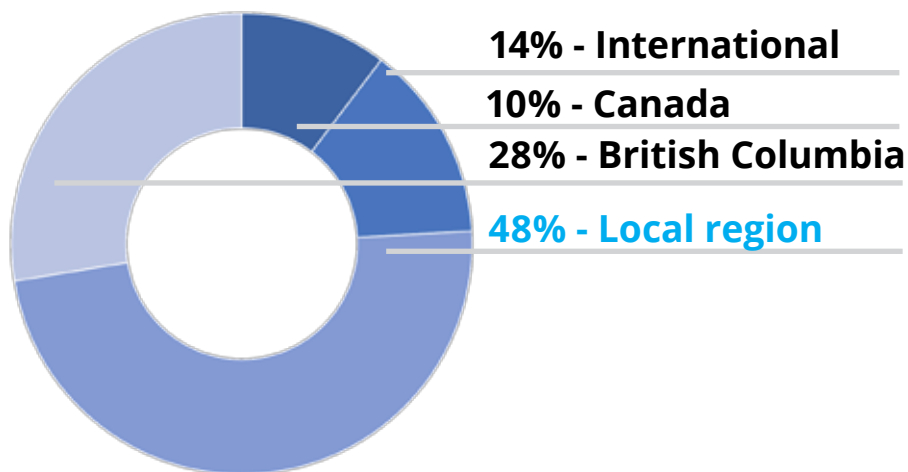


5.0 Employer Profile

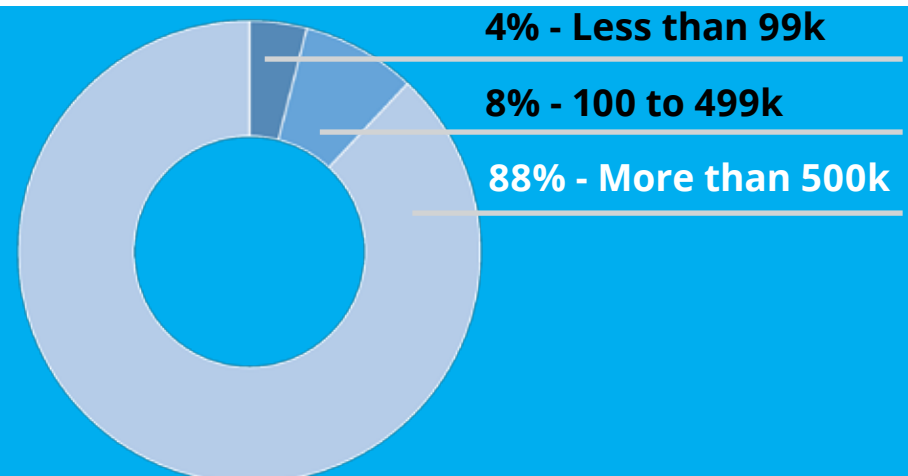
The 29 employers surveyed represent small and larger businesses serving local, provincial, national, and international markets.



Number of employees



Primary market focus



Average annual revenue

6.0 Four Key Themes

Through the literature review, surveys and interviews four key themes emerged:

ONE

The current labour force is not growing fast enough to meet employers' needs for workers

- Many employers are having difficulty filling positions in the SOS region due to a shortage of skilled workers
- 35% of small business owners plan to retire in the next five years
- Net migration must double or triple to meet labour market demands (Migrants from outside BC will be an increasingly important source of new labour)

TWO

New immigrants are an important source of skilled and experienced workers

- Approximately 100 new immigrants move to the region each year
- New immigrants bring work experience in wholesale and retail trade, healthcare and social assistance, public administration, education and other key sectors
- Most new immigrants are well educated; many have graduate and post-graduate degrees

“If a new immigrant can have an impact right away, then everyone in the community benefits.”

- Employer

THREE

Key barriers inhibit the integration of new immigrants into the regional workforce

- Language skills
- Transportation challenges
- Difficulty transferring education, credentials, and experience into the Canadian workplace

FOUR

New immigrants and employers want to be part of the solution

- Workplaces in the SOS region welcome new immigrants
- New immigrants believe the job market in the SOS region welcomes diversity
- Employers have a record of success hiring new immigrants



More than 2/3 of
new hires in the
next six years
will require a
university, college,
or specialty degree

7.0 Findings

7.1 New Immigrant Survey and Interviews

The majority of survey respondents are between 18 and 35 years old and have immigrated to Canada from a variety of countries including Indonesia, South Africa, Jamaica, the Philippines, the United States, Nepal, El Salvador, India and Japan and have been in Canada and the SOS region less than five years. Most reported they were proficient in English, with 81% saying that they could speak, read and write English.



Qualifications

81% of the 16 new immigrants surveyed reported having college degrees or diplomas, and 39% of those with degrees or diplomas reported that they have post-graduate degrees. The respondents who named their area of study identified computer software, hotel management and law.

Most respondents reported having a college degree or diploma. Their areas of study included computer software, hotel management and law.

Most respondents (69%) indicated they had two or more years work experience before coming to Canada. The experience they listed included: chef, government executive, fast food industry supervisor, accountant, nurse, lawyer, marketing and business development professional, secretary, teacher and medical office assistant.

When we surveyed respondents to determine their level of experience in the eight industry sectors representing the Thompson Okanagan region's largest employers, 81% reported having work experience in one or more of the following sectors: Trade – wholesale and retail; Healthcare and social assistance; Accommodation and food services; Agriculture; Public administration; Finance, insurance, real estate and leasing. No respondents indicated they had experience in Manufacturing or Construction.

All respondents indicated they had been involved in transition work since moving to Canada, including language training, employment and settlement services through SOICS or another organization, Canadian accreditation and online training.

Almost all respondents expect to achieve additional training, education or certification in the next five years. These include getting additional degrees, diplomas, designations or certificates to become recognized in Canada as a Red Seal Chef, Licensed Practical Nurse, Certified Public Accountant, real estate appraiser, computer software technologist, medical administrator, bookkeeper, business professional and banker.

Job Search

75% of respondents indicated they are currently employed, with 82% of those who are currently employed indicating they are working in the fields for which they were trained. Those who are working in the field they were trained in reported it took between two and five years to find work in their field. It is important to note that many of those who are working in the same field are not necessarily working at the same level, primarily due to challenges related to achieving Canadian accreditation for degrees and designations from other countries. For example, nurses are often working as residential care aids and accountants may be working as accounting technicians.

56% of our survey respondents indicated they are looking for work. This includes respondents who are currently working but are looking to find a new job that will improve their financial situation or more closely match their skills and experience. 25% of survey respondents indicated they are unemployed and looking for work.*

Many new immigrants who are currently employed are actively looking for a new job that will improve their financial situation or more closely match their skills and experience.

*This may be higher than the new immigrant unemployment rate for the region because our cohort is made up of new immigrants registered with SOICS's Skills Connect for Immigrants Program.

"I have two masters degrees in marketing and an undergrad in Engineering. I have successfully completed online courses at UBC in Project Management since coming to Canada... I am looking for a marketing, business development or general manager position."

- New immigrant

Half of respondents reported that they currently use online sources to find out about job opportunities. The remainder indicated they used newspapers, services such as SOICS or YMCA WorkBC and Okanagan College to find out about work opportunities.

When asked what skills they have that could be transferred from one industry to another, respondents listed the following skills and abilities:

- Speaking more than one language
- Multi-tasking
- Team work
- Analytical
- Good human relations
- Management
- Communications
- Research
- Computer expertise
- Time management
- Sewing
- Cooking
- Hardworking, innovative and efficient

While 63% of respondents indicated they thought volunteering in Canada would help them find work, only one respondent had significant volunteer experience.

56% reported having a spouse (husband, wife or partner) who is currently working in the region. Those with spouses who are not working indicated their spouses were either having difficulty finding work or couldn't work due to timing or personal circumstances.

Perspectives

Based on their work or volunteer experience in Canada, almost all respondents indicated Canadian workplaces are somewhat or very welcoming to new immigrants.

When asked to identify the top three biggest employment difficulties they had experienced in the SOS region, 44% of respondents identified 'speaking English' and 25% identified 'having the right skills and experience' and another 31% reported 'transportation to the worksite' among their top three. A few respondents named 'fitting in' as a difficulty.

I will feel like I belong when...

To help the LIP Council identify next steps, we asked respondents about the importance of mentorship, about their use of online job search tools and to describe the characteristics of belonging in the local community.

81% reported that a mentor in Canada would be helpful, 81% indicated they would use online tools to help them find a job and 25% said they have a LinkedIn profile.

When asked to complete the sentence: "I will feel like I belong in the community when..." answers were fairly evenly split between:

- I am comfortable with the language
- I am involved in the social and/or cultural life of the community
- I have friends in my new community
- I am working at the same level as when I left my home country

"...I will feel like I belong in the community when I am working at the same level as when I left my home country..."

- New immigrant

7.2 Employer Survey and Interviews

Employer Profile

The 29 employers surveyed indicate they expect between 0 and 30 employees to retire in the next five years, which creates an average of 13 retiring employers per organization surveyed.

The majority of respondents (66%) indicated they require employees with specialized certification or training, a post-secondary education or a graduate degree.

Specialized certification or training	35%
Post-secondary education	21%
High school graduation	21%
Graduate degree	10%

In addition, the majority of employers indicated they provide some form of on-the-job training for employees.

66% indicated they are currently experiencing challenges attracting staff for the following key reasons:

- Lack of skilled labour in the region
- Local salaries are not competitive with the rest of the country and cost of living/housing is higher
- Lack of employment for spouses
- Challenges related to maintaining a seasonal or casual workforce

Opportunities

When asked how many new employees they expected to hire in the next year (2016), the next five years, and the next ten years, employers provided the following:

2016	Expected number of new hires* (from 24 responses)	335 - 350
5 years	Projected number of new hires (from 22 responses)	1370- 1530
10 years	Projected number of new hires (from 21 responses)**	2930 - 3380

*These represent full-time positions. One employer has an additional 60 harvest employees that are not included in the 2016 total.

** Some employers indicated the five and ten year numbers are difficult to predict and didn't provide a projection for those periods.

When asked to indicate the number one and number two occupations they were currently seeking to fill, employers reported the following positions:

Industry Sector	Number One	Number Two
Trade - wholesale and retail	Floor installer	Salespersons
Healthcare and social assistance	Care Aids Registered nurses Support workers Early childcare educators Employment advisors Resource area facilitators	Casual backfill Counsellors LPNs
Construction	Skilled workers Estimators Journeyman HVAC Labourers	Carpenters Journeyman plumbers Project managers Water technicians
Manufacturing – general and precision	Brake press operators Electric motor techs Engineering managers Entry level positions Production managers Project managers	Chief financial Officer Electrical designers Engineering technicians Haul truck drivers Inside sales/clerks Supervisors
Accommodation and food services	Sales and Marketing Associates Managers Store clerks	Cashiers Food and beverage supervisors
Finance, insurance, real estate and leasing	Accountants	Accounting students
Public administration	Customer service Development engineers Teachers Education assistants	Fire chief Office staff
Agriculture	Agricultural labourers Research scientists	Managers Orchard workers

More than three quarters (83%) indicated they expected these challenges to continue for the next five to ten years.

41% of respondents expect to fill these positions with people attracted from outside the local area, 21% expect to fill them with the local workforce, 17% expect to fill these positions with new people moving into the area and the remainder expect to fill them with a combination of the above.

When we asked what skills were transferable from one occupation and industry to another, employers listed the following skills:

- Labourer
- Construction trades
- Customer service
- Business administration
- Forklift training
- WHMIS Certification
- Financial and administrative skills
- Child care, housekeeping, food service
- Computer skills (Excel, Office)
- Teamwork and attention to detail
- Communication
- Carpentry
- Electricians/electrical estimators
- Teaching or healthcare experience can apply to trades teaching

A blue-tinted photograph of a person working at a workbench. The person is in the upper left, looking down. In the foreground, a metal clamp with a wooden handle is clamped onto a workbench. The background is blurred, showing what appears to be a workshop or factory setting.

66% of employers
indicated they
are experiencing
challenges
attracting staff

Perspectives

41% of respondents indicated they always or frequently take new immigrants into consideration when advertising employment opportunities. The majority of respondents, including the 41%, said their advertising focuses on the skills they require and is not explicitly targeted to the new immigrant population. Some described themselves as equal opportunity employers and one noted that, as a federal government organization, they are required to hire Canadians first and then permanent residents.

Many employers have had success hiring new immigrants. Their success stories include:

- A skilled and dedicated assistant controller (CPA, CGA) who immigrated to Canada from the Philippines
- Two electrical designers and one project manager from Morocco, India and Pakistan, who arrived bringing a wealth of technical experience
- A new Canadian from Tibet working as orchard labour supervisor
- An early childhood educator from the Philippines
- One employee who is going through the citizenship process and another who is working toward permanent residency
- Researchers who have moved to Canada from other countries, were hired as post-doctoral fellows and then received their status as either permanent residents or Canadian citizens

Employers have also experienced challenges hiring new immigrants. These include:

- English proficiency in positions requiring written or verbal communication to customers, suppliers and staff
- Having a clear understanding of the Canadian Electrical Code
- Cultural clashes and cultural nuances
- Navigating the Immigration, Refugees and Citizenship Canada process
- Supporting new immigrants to achieve Canadian accreditation for their degrees and designations

79% of employers described their corporate culture as somewhat or very receptive to integrating new immigrants into the workforce. The remainder indicated they didn't know.

69% of respondents indicated they do not have human resource systems in place to support new immigrants and 76% indicated they do not have cultural awareness programs in place for their workforce. Those companies with cultural awareness programs include:

- Mandatory diversity training for staff every two years
- Provincial government diversity courses
- Informal modeling of a welcoming environment
- Staff representing diverse cultures are encouraged to share culture and practices
- Human resources runs cultural awareness programs for front line staff

According to respondents, the top three barriers to hiring new immigrants into their workforce are shortage of skilled workers, English proficiency and shortage of affordable housing.*

Total list of barriers in order

1. Shortage of skilled workers
2. English proficiency
3. Shortage of affordable housing and high cost of living
4. Cultural fit
5. Employment for spouses and inadequate public transit
6. Canadian education upgrades
7. Process can be overwhelming

When asked how they would describe the education and skill levels of new immigrants, many employers indicated they didn't know. However among those who answered the question, about 80% ranked both education and skill levels fairly low.

In terms of a mentoring program within their organization, responses were split, with 50% seeing a role within their organization and 50% seeing no role. 79% of respondents indicated they see value in an online job registry that could be accessed by new immigrants and employers. 79% said they considered a track record of community volunteer experience a positive attribute for a new immigrant seeking a job with their company. Many cautioned that while volunteering demonstrates a desire to learn and a commitment to community, education, knowledge, experience and ability are still the most important hiring criteria. One respondent said volunteering opportunities need to address customer service and language capacity.

* This may be higher than new immigrant English proficiency for the region because our cohort is made up of new immigrants registered with SOICS's Skills Connect for Immigrants Program.

8.0 Literature Review

To gain an understanding of the labour market context for the region, we conducted a review of eight regional labour market studies completed between 2012 and 2015. The abstracts are included as Appendix F.

Ten key findings:

1. The current labour force is insufficient to meet regional labour force needs
2. Current net migration to the region is required to double or triple to meet labour market demands
3. The labour force is shrinking as the number of retirements is greater than the number of youth entering their working years
4. Employers will require a significant number of 'new' workers in the next six years
5. 2/3 of new hires will require a post-secondary education
6. Employers project their largest training need will be industry/occupation-specific training for managerial, trades/technical/professional and operational employees
7. The occupations expected to grow the fastest in the Thompson Okanagan over the next ten years are:
 - Optometrists, chiropractors and other health diagnosing and treating professionals
 - Professional occupations in nursing
 - Managers in health care
 - Assisting occupations in support of health services
 - Physicians, dentists and veterinarians
8. The ten occupations expected to generate the largest number of new openings in the Thompson Okanagan region are:
 - General office workers, cleaners, motor vehicle and transit drivers, nurses, administrative and regulatory workers, retail salespersons, secondary and elementary school employees, retail and wholesale trade managers, paraprofessional occupations (legal, social, community, education), office administrative assistants (general, legal, and medical)
9. There are 98,300 total projected job openings in the Thompson Okanagan from 2012 to 2022
10. Skills gaps cost the BC economy up to \$4.7 billion in potential revenue and \$616 million in provincial tax revenues annually

1. Central Okanagan Economic Development Commission. Growing in the Okanagan: 2020 Labour Market Outlook. Malatest, July 2014. Page 1

2. Ibid. Page 1

3. Ibid. Page 21

4. Ibid. Page 1

5. Ibid. Page 1

6. Ibid. Page 70

7. WorkBC. British Columbia 2022 Labour Market Outlook. Page 13

8. Urban Matters. Labour Investment Report City of Vernon. March 2015. Page 27

9. WorkBC. British Columbia 2022 Labour Market Outlook. Page 13

10. Urban Matters. Labour Investment Report City of Vernon. March 2015. Page 20



20% of the region's new immigrants are looking for work

9.0 Conclusions

This research confirms and supports labour market studies showing that the labour force in the SOS region is not growing fast enough to meet employers' needs for workers and demonstrates that new immigrants are an important source of skilled and experienced workers.

While key barriers inhibit the integration of new immigrants into the region's workforce, new immigrants and employers exhibit a willingness to work together to be part of the solution.

The research indicates there may be a significant gap between the actual and the perceived skills and experience of new immigrants. This may be an important area for the SOS LIP Council to address as it moves its programs forward. The research also shows both employers and new immigrants see value in an online job registry that could help match new immigrants to employment opportunities.

Please note that this research provides a snapshot of current conditions based on a review of eight labour market research reports, and surveys and interviews with cohorts of new immigrants and employers. This snapshot needs to be considered within the context of Canada's evolving immigration policies.







Appendices

Appendix A

Endnotes

1. R.A. Malatest and Associates Ltd., Growing in the Okanagan: 2020 Labour Market Outlook, Central Okanagan Economic Development Commission, 2014
2. Catalyst to Commerce in Penticton, Penticton and Wine Country Chamber of Commerce, 2014

Resources

Studies (Abstracts included in Appendix F)

1. Okanagan Young Professionals Collective, Is the Grass Greener Outside the Okanagan Valley, Central Okanagan Economic Development Commission, 2013
2. Roslyn Kunin and Associates Inc., Regional Tourism and Hospitality Industry Labour Demand and Supply Projects Final Report - Thompson Okanagan, Go2, 2013
3. R.A. Malatest and Associates Ltd., Growing in the Okanagan: 2020 Labour Market Outlook, Central Okanagan Economic Development Commission, 2014
4. Urban Matters, Labour Investment Report: City of Vernon, Immigration, Refugees and Citizenship Canada, 2015
5. YMCA of Okanagan, YMCA of Okanagan-Penticton Catchment Area 51: Community and Employer Partnership Plan 2015, 2014
6. Redthirteen Communications and Okanagan Economic Development Society, Okanagan Valley Economic Profile 2013, 2013
7. WorkBC, British Columbia 2022 Labour Market Outlook, Ministry of Jobs, Tourism and Skills Training and Responsible for Labour, 2012
8. R.A. Malatest and Associates Ltd., Growing in the Okanagan: 2020 Labour Market South Okanagan Tables, Central Okanagan Economic Development Commission, 2014

Websites and Sources Reviewed

1. NewtoBC (www.newtobc.ca)
2. Urban Library Settlement Partnership Program (www.newtobc.ca/about)
3. BC Labour Market Snapshots (<https://www.workbc.ca/Statistics/Labour-Market/Labour-Market-Snapshots.aspx>)
4. Vancouver Immigrant Partnership Survey (<http://www.vancouverimmigrationpartnership.ca/knowledge-research/vancouver-immigrant-survey>)
5. BC Stats (www.bcstats.gov.bc.ca)
6. Canadian Labour Market and Skills Researcher Network (<http://www.clsrn.econ.ubc.ca/home.php>)
7. Employment and Social Development Canada, Survival to Success: Transforming Immigrant Outcomes (http://www.esdc.gc.ca/eng/jobs/credential_recognition/consultations/index.shtml)
8. Immigration Settlement Services and Gaps in CIC's Western Region (<https://www.brandonu.ca/rdi/publications/immigration-services-and-gaps>)
9. The Research Universities' Council of BC, BC Labour Market Profile, 2013
10. BC Stats, College Region 13 - Okanagan Statistical Profile, 2011
11. Our Okanagan, Okanagan Valley Regional Profile

Appendix B

New Immigrant Participant Invite

Let's Talk Jobs



[Take our survey now!](#)

We want to hear from you!

Are you having trouble finding the job you need to settle in your new community?

Are your skills not matching up with potential job opportunities?

What is your experience?

For the first time ever, more than 50 community leaders have come together to look at ways to match the skills of new immigrants to the needs of local companies.

Called the Local Immigration Partnership Council, the group has been working together for more than a year with the support of South Okanagan Immigrant and Community Services and Citizenship and Immigration Canada.

Now it's time to hear from you.

Let us know what's working for you and what isn't. Your experience will help shape the future of your community and your region.

As we all move forward together, we can benefit new immigrants and build a stronger community.

We appreciate you taking the time to complete the survey. You may complete it in less time, but we suggest you set aside 20 minutes.

We'll be sure to share the results with you.

Sincerely,

Nora Hunt-Haft

Local Immigration Partnership
South Okanagan Immigrant and Community Services
(250) 809-9987
norahh@soics.ca

South Okanagan Immigrant and Community Services (Penticton & District Multicultural Society) is dedicated to building a community based upon mutual respect and the full participation of all people of all backgrounds through education, advocacy and community programs.



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and Citizenship Canada

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Immigration, Réfugiés
et Citoyenneté Canada

Appendix C

Employer Participant Invite

Let's Talk Jobs



Take our survey now!

We want to hear from you!

Are you having difficulty finding the employees you need to build a strong and competitive business? Can you hire the specialized skills required to meet the needs of your customers and clients? With growing concerns about a shortage of skilled workers across BC, it is critical that we all have a clear picture of what the situation looks like right here at home.

What is your experience?

For the first time ever, more than 50 community leaders have come together to look at ways to match the skills of new Canadians to the workplace requirements of local businesses and organizations. Called the Local Immigration Partnership Council, the group has been working together for more than a year with the support of the South Okanagan Immigrant and Community Services Society and Citizenship and Immigration Canada.

Now it's time to hear from you.

Let us know what's working for you and what isn't. Your insight will help shape the future of your community and your region. And as we all move forward together, we can build stronger and more resilient businesses and organizations.

We appreciate you taking the time to complete the survey. You may complete it in less time, but we suggest you set aside 15 minutes.

We'll be sure to share the results with you.

Sincerely,

Nora Hunt-Haft

Local Immigration Partnership
South Okanagan Immigrant & Community Services
(250) 809-9987
norahh@soics.ca

South Okanagan Immigrant & Community Services (Penticton & District Multicultural Society) is dedicated to building a community based upon mutual respect and the full participation of all people of all backgrounds through education, advocacy and community programs



SOUTH OKANAGAN
IMMIGRANT AND
COMMUNITY SERVICES



Funded by:
Immigration, Refugees
and Citizenship Canada

Financé par :
Immigration, Réfugiés
et Citoyenneté Canada


Appendix D

Infographic


Let's talk **jobs**

Many employers in our region are having difficulty finding workers with the skills and experience they need. Many workers, including new immigrants, are having a hard time finding jobs that match their skills and experience. So we started asking questions. This is what we learned through conversations, surveys and labour market studies.


The labour force is not growing fast enough to meet employers' needs for workers




New immigrants are an important source of skilled and experienced workers




35% of small business owners plan to retire in the next **5 YEARS**




Net migration must **DOUBLE** in order to meet labour market demands




Wholesale and retail trade is hiring the most people, followed by health care and social assistance, construction, manufacturing, accommodation and food services, and education




About **100** new immigrants move to the region each year




20% of the region's new immigrants are looking for work




New immigrants bring **work experience** in wholesale and retail trade, health care and social assistance, public administration, education and other key sectors




Ultrasound technicians, residential care aids, specialty nurses, millwrights, scientists, teachers and project managers are among the **jobs that are most difficult to fill**




2/3 of all new hires over the next **6 years** will require university or college degrees or specialized certificates



Most immigrants are **well-educated**, and many have graduate and post-graduate degrees




New immigrants bring experience as nurses, lawyers, teachers, chefs, accountants and more



It can take **2 years** or more for a new immigrant to find meaningful employment

Barriers include:

- Language Transportation
- Difficulty transferring education, credentials and experience into the Canadian workplace



The words new immigrants use to **describe their experience** in our region

Exciting

Beautiful

Magnificent

Not easy

This research is a project of the South Okanagan | Similkameen (SOS) Local Immigration Partnership (LIP) Council. The Council brings together more than 50 local leaders who are working to reduce the time it takes new immigrants to integrate socially and economically into the SOS region. The LIP Council is supported by South Okanagan Immigrant and Community Services and Immigration, Refugees and Citizenship Canada.



**SOUTH OKANAGAN
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Immigration, Réfugiés
et Citoyenneté Canada

This independent research project was conducted by James Laurence Group, December, 2015

Appendix E

LIP Council Members

Andrew Jakubeit	Mayor	City of Penticton
Sue McKortoff	Mayor	Town of Osoyoos
Petra Veintimilla	Councillor	Town of Oliver
Jason Weibe	Councillor	Town of Keremeos
Frank Armitage	Mayor	Town of Princeton
Peter Waterman	Mayor	Town of Summerland
Mark Pendergraft	Board Chair	Regional District Okanagan Similkameen
Timothy Lezard	Councillor	Penticton Indian Band
Kurt Lozinski	Staff Sergeant	RCMP
Jules Hall	Director of Development Services	City of Penticton
Heather Buzzell	Chief Librarian	City of Penticton
Lisa Danby	CIHS Manager	Interior Health
John Johnston	VP People & Clinical Services	Interior Health
Donna Lomas	Regional Dean South Okanagan Similkameen	Okanagan College
Wayne Hakanson	Government Agent	Penticton Regional Operations Service BC
Bev Young	Superintendent	School District No. 53
Wendy Hyer	Superintendent	School District No. 67
John Powell	Client Support	Regional District of Okanagan Similkameen
Colleen Pennington	Economic Development Officer	City of Penticton
Gail Scott	Managing Director	Destination Osoyoos
Larry Olson	Regional Mgr Economic Development	Ministry of Jobs, Tourism and Skills Training
Kerri Milton	Executive Director	Downtown Penticton Association
Frank Conci	President	Penticton Industrial Development Association
Mary-Ellen Heidt	Manager	Community Futures Development Corporation
Denise Blashko	Board Director	South Okanagan Chamber of Commerce
Rylan Hernberg	Board Director	Penticton & Wine Country Chamber of Commerce
Christine Petkau	Executive Director	Summerland Chamber of Commerce
Paulo Araujo	Regional Manager	Valley First Credit Union
Jacqui Lloyd	Health & Safety Coordinator	Moduline Industries
Jim Charles	Transportation Sales	Berry & Smith Trucking Ltd.
Sandy Whitty	Community Manager	The Hamlets at Penticton
Dr. Kenna MacKenzie	Associate Director	Pacific Agri-Food Research Centre
Vincent Virk	Vice-President	Pallas Group
Lorraine Renyard	Agency Coordinator	South Okanagan Victim Assistance Society
Tanya Behardien	Executive Director	Penticton & District Community Resources Society
Debbie Scarborough	Executive Director	South Okanagan Women in Need Society
Michelle Turner	Director	Penticton & Area Access Society
Wendy Weisner	Director	SOS Volunteer Centre
Aaron McRann	Executive Director	Community Foundation
Eileen Oliver-Bauer	Administrator	Lower Similkameen Community Services Society
Melanie Guza	Site Coordinator	Open Door Group
Robert Bryce	Area Manager	YMCA WorkBC Employment Services Centre
Michou Szabo	Program Development Manager	YMCA WorkBC Employment Services Centre

Tomoko Abe	Nurse	Newcomer
Jessica Madinabeitia	Business Owner	Newcomer
Martina Mosna	Manager	Newcomer
Tahira Saeed	Program Manager	South Okanagan Immigrant & Community Services
Corrine Janow	Community Connections Coordinator	South Okanagan Immigrant & Community Services
Gurtej Kang	Settlement	South Okanagan Immigrant & Community Services
Jean Makosz	Board of Directors - Chair	South Okanagan Immigrant & Community Services
Helen Greaves	Board of Directors - Chair LIP Council	South Okanagan Immigrant & Community Services
Nora Hunt-Haft	LIP Coordinator	South Okanagan Immigrant & Community Services
Richard Cannings	Ex Officio Member	Member of Parliament
Dan Ashton	Ex Officio Member	MLA Penticton, Summerland, Naramata, Peachland
Linda Larson	Ex Officio Member	MLA Boundary Similkameen

Appendix F

Abstracts

Abstract 1: Is the Grass Greener Outside the Okanagan Valley

Report Name:	Is the Grass Greener Outside the Okanagan Valley
Date:	December 2013
Author:	Okanagan Young Professionals Collective
Commissioned by:	Central Okanagan Economic Development Commission
Region:	Central Okanagan
Report Period:	Survey conducted in 2013

1.0 Brief Description

This document reports on an Okanagan Young Professionals Collective survey of post-secondary students and recent graduates. The survey was designed to prioritize key factors influencing decision-making about whether to stay in the Central Okanagan after graduation. The key factors respondents were asked to prioritize were: employment potential, salary expectations, cost of living/housing and cultural and social activities.

2.0 Key Findings

Current

- The survey showed “employment potential” was the most significant factor in determining whether post-secondary students and recent graduates would stay in the Central Okanagan after graduation
 - The additional factors (salary expectations, cost of living/housing, and cultural and social activities) varied in significance depending on the specific survey question
- While most current students indicated they would like to stay in the Okanagan, more than half of recent graduates said they had left or are leaving due to a perceived lack of career prospects
- The majority of survey respondents indicated they perceived a lack of entry level opportunities in their field and limited growth and advancement opportunities in the Central Okanagan
- Students and recent graduates indicated a desire for a post graduate intern program that would give students the opportunity to gain entry level experience in their desired career path
 - The report determined that this program could potentially encourage students and recent graduates to stay in the Central Okanagan

Highlights

- | Specific to the SOS region | Okanagan region |
|---|--|
| <ul style="list-style-type: none">• No stats specific to the SOS region were provided | <ul style="list-style-type: none">• 33.8% of students and 63.4% of alumni respondents said they left or are leaving the Central Okanagan due to a perceived lack of job and career prospects• 63% of students said they “probably to definitely” want to stay in the Okanagan |

Projections

Outside the scope of the report.

3.0 Recommendations

- To encourage students and recent graduates to stay in the Okanagan, the report recommended:
 - Developing a strategy to identify jobs that are currently filled without using public channels
 - Promoting the low cost of living and housing in the Okanagan, relative to larger centers

Abstract 2: Regional Tourism and Hospitality Industry Labour Demand and Supply Projections Final Report

Report Name:	Regional Tourism and Hospitality Industry Labour Demand and Supply Projections Final Report – Thompson Okanagan Region
Date:	May 8, 2013
Author:	Roslyn Kunin and Associates Inc. (RKA, Inc)
Commissioned by:	Go2, BC's tourism human resource association
Region:	Thompson Okanagan
Report Period:	2010 to 2020

1.0 Brief Description

This report provides an analysis of the labour demand and supply projections for the Thompson Okanagan region tourism and hospitality industry. The stated objective of this report is to fine-tune labour market projections for tourism related industries and occupations in BC.

The report focused on three key areas: labour demand projections by industry and occupation; labour supply projections by industry and occupation; and supply and demand imbalances. The data provided in this report was generated through secondary research supplemented by stakeholder interviews.

2.0 Key Findings**Current**

- The tourism and hospitality sector generates a significant number of full-year jobs for employers to fill (about 680 openings per year)
- A total of 550 jobs per year are expected as a result of labour demand due to increased economic activities
- The accommodation, food and beverage service industry and the recreation and entertainment industries are expected to generate the largest share of the labour shortages
- Bartenders, security guards, landscaping and ground maintenance labourers, janitors, caretakers and building superintendents, and airline sales and service agents are expected to experience the most severe shortages

Highlights**Specific to the SOS region**

- No stats specific to the SOS region were provided

Okanagan region

- 6,860 full-year jobs may become available in the region as employers seek replacement for those who will leave the workforce due to retirement or death
- Between 2010 and 2020 an additional 5,500 new full-year jobs are expected to be generated in the region as a result of increased tourism activities
- Labour surpluses existed in 2010, 2011, 2012 and are expected in 2013
- Shortages are expected in 2014 and will last through 2020

Projections

- Overall growth in the tourism and hospitality sector in the Thompson Okanagan region is projected to grow at an average rate of 1.6% per year between 2010 and 2020
- Employment in the accommodation industry and food and beverage services industry subsets are expected to grow faster than the sector average
- Employment in transportation, recreation and entertainment is expected to grow much more slowly than the sector average
- The ten occupations expected to generate the largest number of *new openings* are:
 - Food counter attendants and kitchen helpers, food and beverage servers, cooks, light duty cleaners, restaurant and food service managers, cashiers, chefs, hotel front desk clerks, bartenders, accommodation services managers
- The ten occupations expected to generate the largest number of *replacement openings* are:
 - Food counter attendants and kitchen helpers, food and beverage servers, cooks, light duty cleaners, hotel front desk clerks, bus drivers, cashiers

3.0 Recommendations

Outside the scope of the report.

Abstract 3: Growing in the Okanagan: 2020 Labour Market Outlook

Report Name:	Growing in the Okanagan: 2020 Labour Market Outlook
Date:	June 16, 2014
Author:	R.A Malatest and Associates Ltd.
Commissioned by:	Central Okanagan Economic Development Commission (An agency of the Regional District of Central Okanagan)
Region:	Okanagan region – specific attention to the North, Central and Okanagan-Similkameen Regional Districts
Report Period:	2014 to 2020

1.0 Brief Description

This report details the key findings of the Labour Market Study completed for the Okanagan region, with specific attention to the North, Central and South Okanagan-Similkameen (SOS) Regional Districts. The research includes an analysis of the range of human resource issues facing the region, including an assessment of labour supply and demand, regional recruitment and retention issues, and training needs.

The majority of the statistics, projections and recommendations in this report are focused on the Okanagan region as a whole, but there is data on the SOS region.

2.0 Key Findings

Current

- The current labour force growth is insufficient to meet regional labour force needs
 - Current net migration to the region is required to double or triple to meet labour market demands
- There is a need for more workers in general and a need to ensure workers have the necessary skill sets to meet occupational requirements
- The labour force in the region is shrinking as the number of retirements is greater than the number of youth entering their working years
- Employers will require significant numbers of “new” workers in the next six years
- Employers rely heavily on the local labour force for workers
- The majority of employers do not have an HR plan or succession plan

Highlights

Specific to the SOS region

- The 2011 unemployment rate was 9.1% (up to 3% lower in summer)
- The SOS Region labour supply and demand gap projected to be 6,209 workers from 2014-2020
- 2015 labour force projected at 30,471
- 2020 labour force projected at 32,187 (up 6.9% from 2014)
- Only 16% of the employment from capital projects will be in the SOS region

Okanagan region

- The 2013 unemployment rate was 7.1% (up to 3% lower in summer)
- In 2013, the region’s largest industry was trade, which accounted for 16.7% of all employment, followed by health care and social assistance (12.2%) and construction (9.9%)
- By 2020 total new hires required for the region are estimated to be in excess of 75,000
- Over the next six years, more than two-thirds of new hires will require post-secondary education –

-
- the region will require between 37,796 and 50,345 individuals with advanced education
- Almost half (47%) of current residents do not have education or training beyond high school
 - Only one-third of employees report having an HR strategy to address their workforce; only two-fifths report having a succession plan
 - Occupations with the highest growth outlook are those with technical and professional specialties
 - Capital projects represent about 9,000 workers between 2014 and 2016; these jobs include skilled tradespersons, project managers, general laborers, support staff
 - Retail salesperson and sales clerks are the most difficult to hire occupations

Projections

- From 2014 to 2020 a significant number of new hires will require a post-secondary education
- The ability of the local labour force to fill job vacancies is limited
- Employers will require a significant number of “new” workers in the next six years
- Employers project their largest training need will be industry/occupation-specific training for managerial, trades/technical/professional, and operational employees

3.0 Recommendations

In order to meet the skills gaps and labour shortages projected, the report recommends the Okanagan region:

- Maintain a formal group to oversee human resource issues in the region
- Improve training through:
 - Developing and fostering a means for employers to communicate their training needs to training bodies
 - Developing a regional labour force training committee
 - Developing employer training programs to assist in business growth and planning
 - Increasing basic skills training to prepare the unemployed for skill upgrading
- Develop economic development strategies for each area in the Okanagan region, as well as the region
- Consider targeted recruitment/attraction strategies
- Collect labour market data annually
- Develop a strategy to attract recent graduates of BC post-secondary institutions
- Develop strategies to assist the innovation and emerging high tech industries in the Okanagan region

Abstract 4: Labour Investment Report: City of Vernon

Report Name:	Labour Investment Report: City of Vernon
Date:	March 2015
Author:	Urban Matters
Commissioned by:	Citizenship and Immigration Canada
Region:	City of Vernon
Report Period:	Unavailable

1.0 Brief Description

This report provides a detailed analysis of the City of Vernon’s labour market, investment and business opportunities. This report is part of a larger effort to provide the City of Vernon decision-makers with a thorough context and foundation for which the City can begin preparing a comprehensive settlement strategy.

While focusing on the City of Vernon, this report also provides significant data and insights into the labour market in British Columbia and the Thompson Okanagan, at times narrowing focus to the South Okanagan-Similkameen (SOS) region.

2.0 Key Findings

Current

- Skills gaps cost the BC economy up to \$4.7 billion in potential revenue and \$616 million in provincial tax revenues annually
- From 2006 to 2011 67% of immigration to BC was by people holding Professional and Managerial skillsets while 36% of job openings in that time frame were for Professionals and Managers
- From 2006 to 2011 21% of immigration to BC was by people holding skilled and technical skillsets while 42% of job openings in that time frame were for skilled and technical skillsets
- Some federally managed economic immigration programs have resulted in immigration flows that are not aligned with regional skills needs

Highlights

Specific to the SOS Region

- The 2011 Population was 80,742
- The 2025 population is projected to be 88,423

Okanagan region

- There are 98,300 total projected job openings in the Thompson Okanagan from 2012 to 2022
- Over the next ten years the occupations expected to grow the fastest in the Thompson Okanagan are:
 - Optometrists, chiropractors and other health diagnosing and treating professionals
 - Professional occupations in nursing
 - Managers in health care
 - Assisting occupations in support of health services
 - Physicians, dentists and veterinarians

Projections

- Recent economic forecasts suggest BC is about to experience the fallout of a global economic downturn
 - This downturn will disproportionately impact regions and countries heavily dependent on commodity production/resource extraction
- Farmland, hillsides and greenfield areas in the City of Vernon and surrounding area are expected to experience substantial pressure to increase residential and commercial development
- The labour force in the Thompson Okanagan is expected to grow by 18.5% over the next six years, however current population growth and migration levels are insufficient to cover this growth

3.0 Recommendations

- The largest issue is matching skills with jobs
- BC employers' greatest needs are for employees with university degrees, college diplomas and certificates
- BC employers are most interested in graduates of business and management, computer and information sciences, communications, engineering and electronics programs
- Workers will need to learn and adapt to new job opportunities, innovate, and build businesses that can manage in a totally different economic environment

Abstract 5: YMCA of Okanagan – Penticton Catchment Area 51: Community and Employer Partnership Plan 2015/16

Report Name:	YMCA of Okanagan – Penticton Catchment Area 51: Community and Employer Partnership Plan 2015/16
Date:	Unavailable
Author:	YMCA of Okanagan
Commissioned by:	YMCA of Okanagan
Region:	Penticton Catchment Area 51 (Includes: Penticton, Summerland, Princeton, Keremeos)
Report Period:	Planning document for 2015/16

1.0 Brief Description

This document provides high level objectives as well as detailed plans on how the YMCA of Okanagan will manage the skills gap and labour shortage in the region by increasing employment opportunities, providing training and services that will reduce the impact of the upcoming labour shortage and skills gap, and reducing barriers to employment.

2.0 Key Findings

Current

- Currently, the Penticton skilled labour force is attracted to Northern BC and Northern Alberta, posing a threat to industry, manufacturing, health care, hospitality and tourism
- Princeton has reported a shortage of certified plumbers and the sawmill has difficulty filling skilled trade positions such as millwrights and heavy duty mechanics
- The BC Labour market priorities for 2014/15 are:
 - Invest in training to better align British Columbians with sustainable job opportunities to meet employer needs
 - Continue to develop strategies to engage all British Columbians, including underrepresented groups
 - Continue to partner with local communities and organizations to further develop and increase community based partnerships across the province
 - Enhance WorkBC program support through continued improvement of research and innovation, measurement, and reporting capabilities

Highlights

Specific to the SOS region

- Most EI claimants in the Penticton, Summerland and surrounding areas are between 25 and 54 years old
- An estimated 25% of Penticton’s population is over 65
- The South Okanagan-Similkameen (SOS) region has 130 wineries, an estimated 1.5 million visitors per year, 41 hotels, and 85 manufacturing companies
- Princeton based Copper Mountain Mine is in year 5 of a 15 year operation and is expected to shut down operations by 2025
- Princeton has a Basin Coal Mine, a large sawmill, and a wood pellet plant

Okanagan region

- The Thompson Okanagan unemployment rate is approximately 6.3%

Projections

- National reforms to the Temporary Foreign Worker Program could reduce the number of available seasonal workers in the SOS region as seasonal sectors rely on this program to fill their labour needs
- With the lay-offs in Northern BC and Alberta, Penticton may be well positioned to re-attract local skilled labour as the uncertainty of northern work increases

3.0 Recommendations

- Be proactive in identifying upcoming changes in labour market, such as layoffs, shutdowns, quick growth and work with key stakeholders to ensure WorkBC staff is available and equipped to assist
- Address the need for a younger workforce through having a presence in the local school district and youth focused organizations

Abstract 6: Okanagan Valley Economic Profile 2013

Report Name:	Okanagan Valley Economic Profile 2013
Date:	2013
Author:	Redthirteen Communications and Okanagan Valley Economic Development Society
Commissioned by:	Okanagan Valley Economic Development Society
Region:	Okanagan Valley – specifically North, Central, and South Okanagan-Similkameen
Report Period:	Unavailable

1.0 Brief Description

This regional profile provides detailed statistics and analysis on the economic status of the Okanagan Valley, focusing on the North Okanagan, Central Okanagan, and South Okanagan-Similkameen (SOS) regions.

2.0 Key Findings**Current**

- The SOS region’s economy is primarily agriculture and tourism based and the manufacturing sector is an important and growing sector
- Technology is one of the most rapidly emerging economic sectors in the Okanagan Valley
 - Metabridge Conference, Accelerate Okanagan, data centres and potential clean energy companies are opportunity creators in the Okanagan Valley
- Participation in the labour force by Okanagan Valley residents is around 3.5% lower than the average participation rate for BC
- There is a higher proportion of trade certifications and other non-university qualifications in the Okanagan Valley than in BC as a whole
- A higher proportion of trades make up the labour force of the Okanagan Valley than in BC as a whole

Highlights**Specific to the SOS region**

- The 2011 the SOS region population was 80,742
- The 2011 the SOS region median age was 53.2
- The 2013 farm operator average age was 55.8
- Education levels of residents 25+ in Penticton are:
 - 16.6% - university certificate or degree
 - 20.2% - college/CEGEP/non-university certificate or diploma
 - 79.4% - certificate/diploma/degree (Based on 32,900 residents)
- 20.6% residents 25+ in Penticton have no certificate, diploma or degree

Okanagan region

- The 2011 Okanagan Valley population was 352,931
- The 2011 Okanagan Valley median age was 46.8 (BC median age was 41.9)
- The 2013 farm operator average age was 56.6
- Education levels of residents 25+ are:
 - 19.2% - university certificate or degree
 - 20.7% - college/CEGEP/non-university certificate or diploma
 - 82.6% - certificate, diploma or degree
- 17.4% of residents 25+ have no certificate, diploma or degree

Projections

- Projected that by 2036 the SOS region population will be 92,671
- Projected that the 2036 the SOS region population will include 5,800 people aged 18 to 24, 18,600 aged 25 to 44, and 24,400 aged 45 to 64

3.0 Recommendations

Outside the scope of the report.

Abstract 7: BC 2022 Labour Market Outlook

Report Name:	British Columbia 2022 Labour Market Outlook
Date:	2012
Author:	WorkBC
Commissioned by:	Ministry of Jobs, Tourism, and Skills Training and Responsible for Labour
Region:	British Columbia
Report Period:	2012 to 2022

1.0 Brief Description

This labour market outlook provides labour market demand and supply trends for British Columbia from 2012 to 2022. It is separated into two scenarios, one that does not incorporate potential LNG projects and one that incorporates these projects. The information provided in this abstract focuses on the scenario that does not include the potential LNG projects. As a result, all statistics and information provided reflect a labour market outlook without LNG projects.

2.0 Key Findings**Current**

The labour market outlook focused solely on trends and projections and did not provide current data.

Highlights**Specific to the SOS region**

- No statistics specific to the SOS region were provided

Okanagan region

- There will be 98,300 total job openings from 2012 to 2022
 - 80% to replace retiring workers
 - 20% due to economic expansion
- The employment rate is slightly above the provincial average
- Labour force participation is lower than the provincial participation rate
- Labour supply will not meet demand in 2012 and from 2017 to 2022, with peak shortage in 2019 (-5,900)
- The five occupations projected to expand fastest are:
 - Optometrists, chiropractors and other health diagnosing and treating professionals
 - Professional occupations in nursing
 - Managers in health care
 - Assisting occupations in support of health services
 - Physicians, dentists and veterinarians
- The largest industries by employment are:
 - Retail and Wholesale Trade
 - Health Care and Social Assistance
 - Construction
 - Accommodation and Food Services

Projections

- From 2012 to 2022 there will be 985,100 total job openings in BC
 - 763,400 of these job openings will require post-secondary training
 - 44% expected to require college diploma or trade certificate
 - 34% expected to require university degree
- The three occupations with the most expected job openings are:
 - Sales and Service Occupations (187,000 openings)
 - Business, Finance and Administration Occupations (167,000)
 - Trades, Transport and Equipment Operators and Related Occupations (160,000)
- From 2012 to 2022 demand for workers is expected to out-grow the labour force by 42,250 workers
- The population of BC is expected to continue to age and the number of new entrants from within BC that join the workforce for the first time is expected to decline slightly from 2012 to 2022
- Migrants from outside the province will be an increasingly important source of new labour supply
 - Migrants to BC (out of province and out of country) are expected to fill one third of the total projected job openings in BC to 2022

3.0 Recommendations

Outside the scope of the report.

Abstract 8: Growing in the Okanagan: 2020 Labour Market Outlook South Okanagan Tables

Report Name:	Growing in the Okanagan: 2020 Labour Market Outlook South Okanagan Tables
Date:	October, 2014
Author:	R.A Malatest and Associates Ltd.
Commissioned by:	Central Okanagan Economic Development Commission (An agency of the Regional District of Central Okanagan)
Region:	Okanagan region and Okanagan-Similkameen region
Report Period:	2014 to 2020

1.0 Brief Description

This series of tables details the key findings of a Labour Market Study survey completed for the Okanagan region, with specific attention to the differences between employers in the Okanagan-Similkameen region compared to the rest of the Okanagan. The survey captured workforce demographics in the regions and identified metrics related to recruitment and retention of employees.

The survey compiled data from 629 employers (including 207 employers in the Okanagan-Similkameen region) in the Okanagan region and presents the collected data in a series of tables. The survey data was supplemented by data from Stats Canada and other government sources.

2.0 Key Findings

Current

- Top eight difficult to hire occupations in the Okanagan-Similkameen region, as identified by surveyed employers:
 - General farm workers, computer programmers and interactive media developers, cooks, technical sales specialists, user support technicians, retail salespersons and sales
 - clerks, automotive service technicians, other financial officers
- The vacancy rate for Managerial Occupations, Trades/Technical/Professional Occupations, and Operational Occupations is slightly lower in the Okanagan-Similkameen region than the rest of the Okanagan region
- The local workforce was identified as the most important source of employees by employers in the Okanagan-Similkameen region as well as the Okanagan region as a whole
- The industry training system, or apprenticeship program, was identified as an important employee source by employers in the Okanagan-Similkameen
- Okanagan region employers indicated this is an important source of employees, but to a lesser extent

Highlights

Specific to the SOS region

- The vacancy rate was estimated to be 4.5% (average)
- Top five sources of labour ordered in rank of importance:
 1. Local workforce
 2. Other companies
 3. Post-secondary system – college
 4. Industry training system (apprenticeships)
 5. Post-secondary system – university; Secondary school system (tie)

Okanagan region

- The vacancy rate was estimated to be 5.4% (average)
- Top five sources of labour ordered in rank of importance:
 1. Local workforce
 2. Other companies
 3. Post-secondary system – college
 4. Post-secondary system – university
 5. Secondary school system

Projections

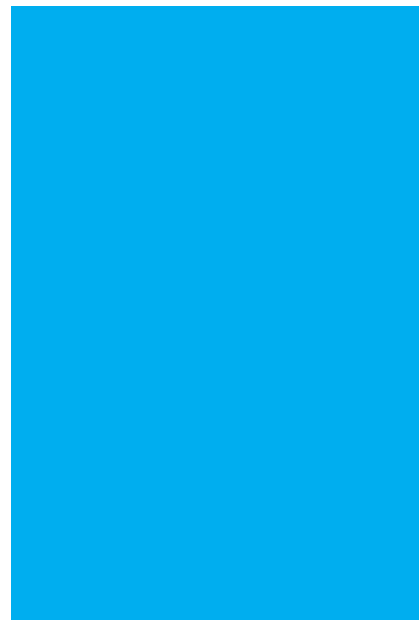
- Employers within and outside the Okanagan-Similkameen are both generally optimistic regarding future company performance

3.0 Recommendations

Outside the scope of the report.

The Okanagan-Similkameen region extends from Summerland to Osoyoos; including the communities of Princeton, Keremeos, and Oliver. This is the same geographic area included in the LIP Council's South Okanagan-Similkameen region.

ⁱ Study indicated that low level of employer agreement on difficult to hire occupations prevents a meaningful comparison of importance of specific occupations.





**SOUTH OKANAGAN
IMMIGRANT AND
COMMUNITY SERVICES**

For more information please contact:

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Let's talk  jobs