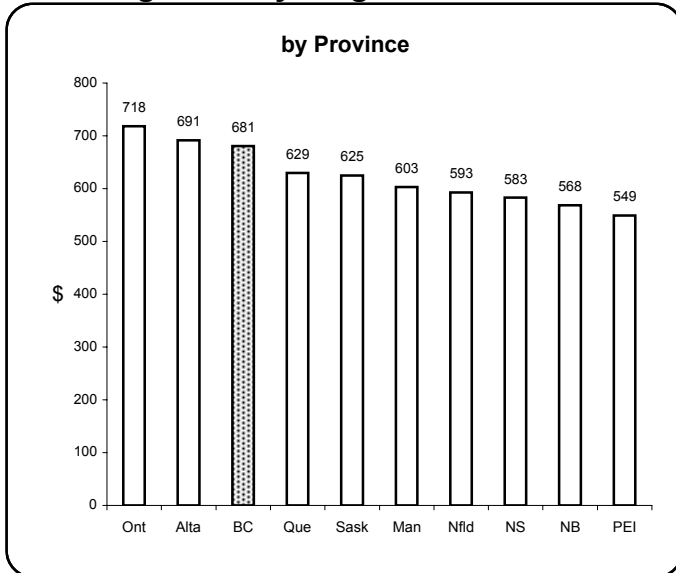
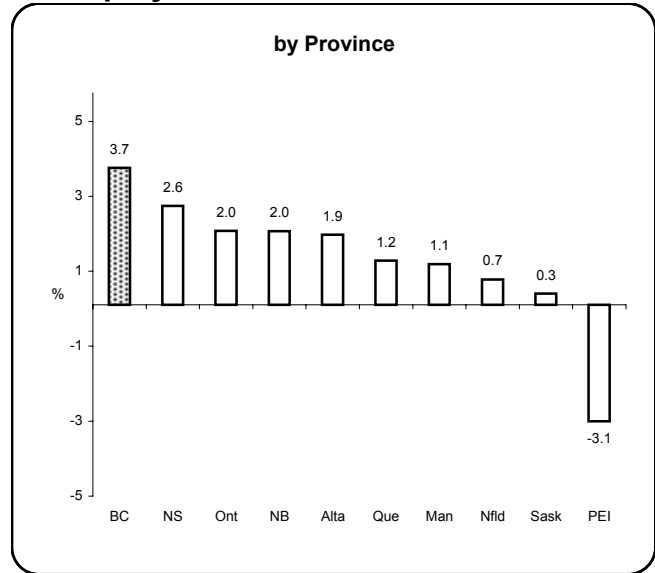


**Earnings & Employment Trends ♦ June 2004**

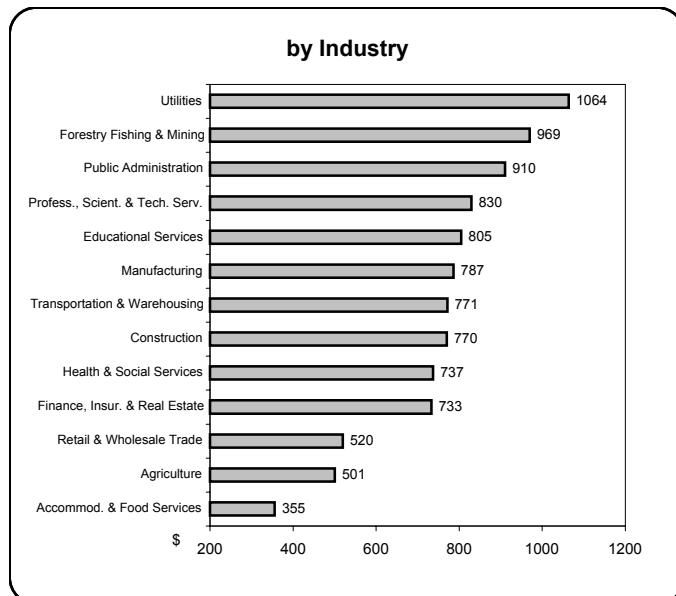
**Average Weekly Wage Rate\* - June 2004**



**Employment Growth\* - June 2004**

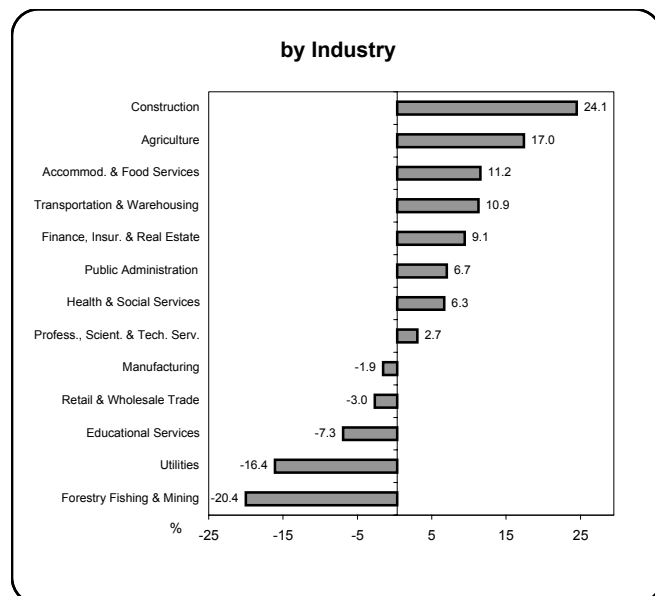


**by Industry**



\* Latest 12 month average

**by Industry**



\* Month over same month previous year (unadjusted)

Prepared by: BC STATS

Source: Statistics Canada Labour Force Survey

**Feature Article: The Expansion of the College and University System in BC:  
The Impact on the Demand for Post Secondary Teachers**

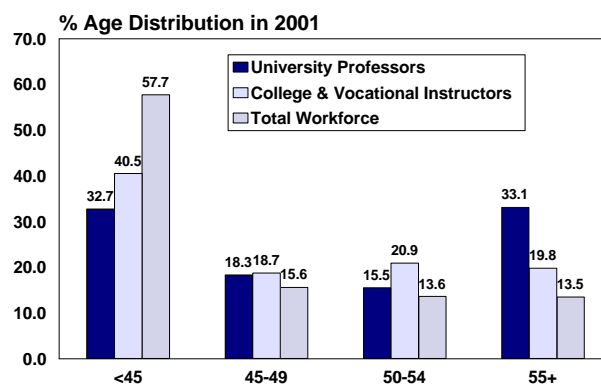
## The Expansion of the College and University System in BC: The Impact on the Demand for Post Secondary Teachers

Over the next 6 years, the public post secondary sector in British Columbia will increase its number of student seats<sup>1</sup> by 25,000. This means that the number of students attending colleges, university-colleges and technical institutes will have increased by approximately 15 per cent by 2010.

More students means more teachers. Currently, the ratio of faculty to students in the public system ranges from approximately 1 for every 13 students in the colleges and one for every 20 students in the universities.<sup>2</sup> A ballpark estimate of the number of additional FTE teachers that will be required to teach the 25,000 additional FTE students ranges from 1,000 to 1,500.

Aside from the larger contingent of teachers required, there will also be teachers retiring who will have to be replaced. It is a well-known fact that the age structure of the BC population, means the labour force is set for a large outflow of retirees in the next 10 years. Post-secondary teachers are no exception, particularly university professors who have one of the oldest age profiles among occupational groups in the province.

*Post secondary teachers are considerably older than the rest of the workforce. In fact, it is likely that almost one of every two University Professors who were working in 2000 will be retired by 2010.*



Source: Statistics Canada, 2001 Census. Includes only those who worked full-time/full year in 2000.

The age groupings in the chart above show that 67 per cent of professors and 59 per cent of college instructors in 2001 will be over the age of 54, by 2011. Not all of them will have retired by then but most likely all those who were in the age group 55+ and two-thirds of those aged 50-54 in 2001 will be retired 10 years later. This translates to a very conservative estimate of 45 per cent of the 3,275 full-time/full-year professors in 2000 (1,500) and 30 per cent of the 5,630 comparable college instructors (1,700) will have to be replaced. This along with the expansion-induced 1,000 to 1,500 new faculty, will result in approximately 4,500 full-time jobs in the post-secondary teaching profession opening up over the next 6 years. This means new job opportunities in the profession represent approximately one-half the current existing jobs.

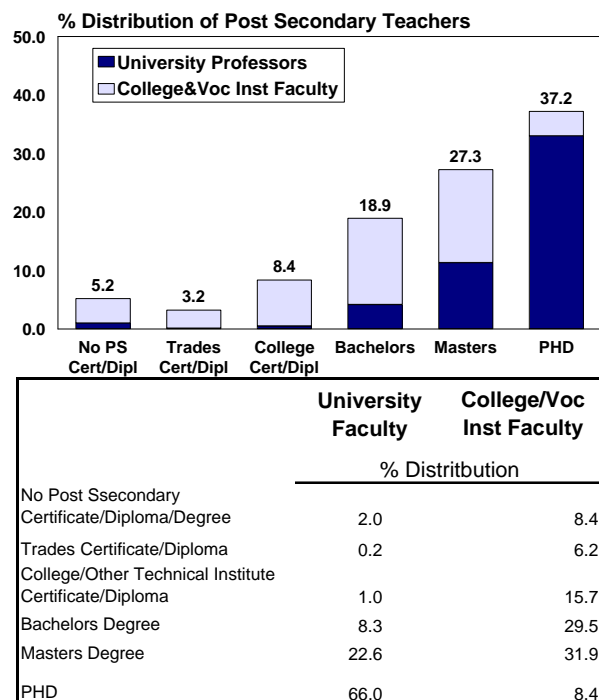
The faculties of the universities and colleges are very highly skilled and most

<sup>1</sup> Full-time Equivalent (FTE) Students

<sup>2</sup> FTE Students divided by FTE Faculty

have very impressive academic qualifications.

Profile of the Education Qualifications of BC's Post-Secondary Teachers



Source: Statistics Canada, 2001 Census

Nine out of 10 university professors have a post-bachelor degree and 7 out of 10 college teachers have at least a bachelors degree. Among those without a university degree teaching in the colleges many are likely in the trades and applied programs where practical experience is often accepted, or even preferred, over academic qualifications. This also holds true, to some extent, at the university level, for example in the creative arts.

So there will be considerable job opportunities opening up for highly qualified individuals in teaching at the college and university level. There does not seem to be any imminent danger of shortages of qualified persons who potentially could step into these jobs. One manpower source is the many post-secondary faculty who are not full

time/full-year teachers, particularly in the college system. Census data show an additional 1,780 teachers at the university level and 6,355 at the college level who were not working full-time/full-year in 2000.<sup>3</sup>

There are also many unemployed or under-employed highly educated persons. In 2003, the Labour Force Survey showed that 6.8 per cent of persons with Bachelor degrees were unemployed and 3.9 per cent of those with Masters or PHD's. As well, the BC University Student Outcomes survey, produced by The University President's Council, shows that among the class who graduated with a Bachelors degree in 2000, 5.8 per cent were unemployed in 2002 and among those who had a job, 28 per cent were working in a job that was not very related, or not at all related, to their Bachelors degree. Some portion of that 28 per cent is likely under-employed and could potentially use their skills in a college teaching capacity.

At the university level, where faculty usually require a PHD the National Graduate Survey, produced by Statistics Canada noted a Canadian unemployment rate among 2000 grads of 5 per cent for Masters and 6 per cent for PHD's in 2002.

In short, the new job opportunities on the horizon for the highly educated in the province will be most welcome.

<sup>3</sup> Census numbers are backed up by human resource administrative data from the colleges and universities.