
Labour Force Statistics ♦ October 2000

HIGHLIGHTS

- **BC seasonally adjusted employment increased by 4,900 in October from September.** Comparing the average of the first 10 months of 2000 with the same period in 1999, there has been an increase of 42,000 in employment and a decrease of 23,500 in estimated unemployed persons.
- **All of the employment rise in BC in October from September was in full-time work, which now stands at its highest level.** Average employment for January to October 2000 shows an increase of 53,800 full-time workers and a decrease of 11,000 part-time workers compared to the same period in 1999.
- **The BC seasonally adjusted youth unemployment rate stood at 15.7 per cent in October, down from 15.9 per cent in September.** Men and women aged 25+ had unemployment rates in October of 6.2 and 6.1 per cent, respectively.
- **Seasonally adjusted employment in October for Canada overall grew by a modest 0.1 per cent.** Increases in employment in October from September were seen primarily in Ontario, Alberta and British Columbia, but were partly offset by employment losses in Quebec.

Selected Statistics (SA)*	Oct. 2000	Sept. 2000	Oct. 1999
BC Unemployment Rate	7.7%	7.7%	7.7%
Canada Unemployment Rate	6.9%	6.8%	7.1%
BC Help Wanted Index (1996=100)	151.0	145.0	137.0
BC Employment - Monthly Change	0.3%	0.6%	-
BC Labour Force - Monthly Change	0.2%	0.4%	-
BC Participation Rate	65.3%	65.3%	64.4%

* Unless otherwise indicated, all labour force variables are seasonally adjusted.

Labour Force Statistics is a joint compilation and review by BC STATS of the Ministry of Finance and Corporate Relations and the Youth and Labour Market Services Branch of the Ministry of Advanced Education, Training and Technology of the results of the monthly Labour Force Survey conducted by Statistics Canada. For more information, call BC STATS (250) 387-0327 or YLMS (250) 952-6776.

Labour Market Demand in British Columbia - 1998 to 2008

Introduction . . . Projections of future labour market demand has become an increasingly important area of interest for labour market analysts and human resource planners in the public and private sectors. The federal Department of Human Resources Development Canada, in cooperation with the provinces, has developed and maintains the Canadian Occupational Projection System (COPS) Demand Model. The Demand Model provides projections ten years into the future, based on different possible macroeconomic scenarios, of employment demand for 497 detailed occupational unit groups and 67 industry categories. These projections are available at a national and provincial level, and are the product of a rigorous quantitative framework and consultative exercise. It is important to note they are not the official BC Government labour market forecasts, but rather are information useful in assisting human resource and career planning. The BC Government, through the Youth and Labour Market Services Branch of the Ministry of Advanced Education, Training and Technology is BC's representative in the COPS partnership.

This article looks at some selected employment projections for BC to the year 2008 using the most recent version of the COPS Demand Model.

Industry Employment Projections . . . The current COPS Demand Model provides a projection of new and replacement jobs from 1998 to 2008. A total of about 689,000 new and replacement jobs are projected over this period in BC. About 56 per cent of employment openings are due to replacement needs.

Figure 1 provides an overview of projected employment demand between 1998 and 2008. The chart lists BC's major industrial sectors in terms of overall employment openings. The chart further denotes net new openings due to growth, and openings expected due to the need to replace retiring workers.

The industry with the largest share of new and replacement jobs is the combined Retail and

Structure of the COPS Demand Model . . .

The quantitative model has several components. First, estimates of industry employment are produced using a large macroeconomic model developed by Infometrica and checked through a consultative process. Information taken from the 1996 Census provides the base employment data for the model with updated industry data from the Labour Force Survey.

The second step involves allocating the employment by industry estimates among various occupational categories. This is done by means of an occupation by industry employment matrix based on Census and LFS data. This coefficient matrix is changed annually based on a projection of the changing occupation mix within industries. While assuring model consistency, the resulting matrices are subject to "bottom up" adjustment through a further consultative process in which the detailed occupational projections are reviewed.

Once the projection of demand for each occupation is determined, the projections for attrition by occupation are developed. Attrition in the COPS Demand Model is the number of employment openings that arise due to retirement or death. The estimates of attrition rates are provided from a related Occupation and Age Distribution Model.

*The COPS Demand Model is used to produce occupational employment projections on a provincial and national level. They are used as a key source of information for producing the publication **Work Futures, British Columbia's Occupational Outlooks**, a joint BC and federal government publication which provides detailed information on 181 occupational groups. The profiles include a description of the occupation, education and training required, working conditions and future employment prospects to the year 2008.*

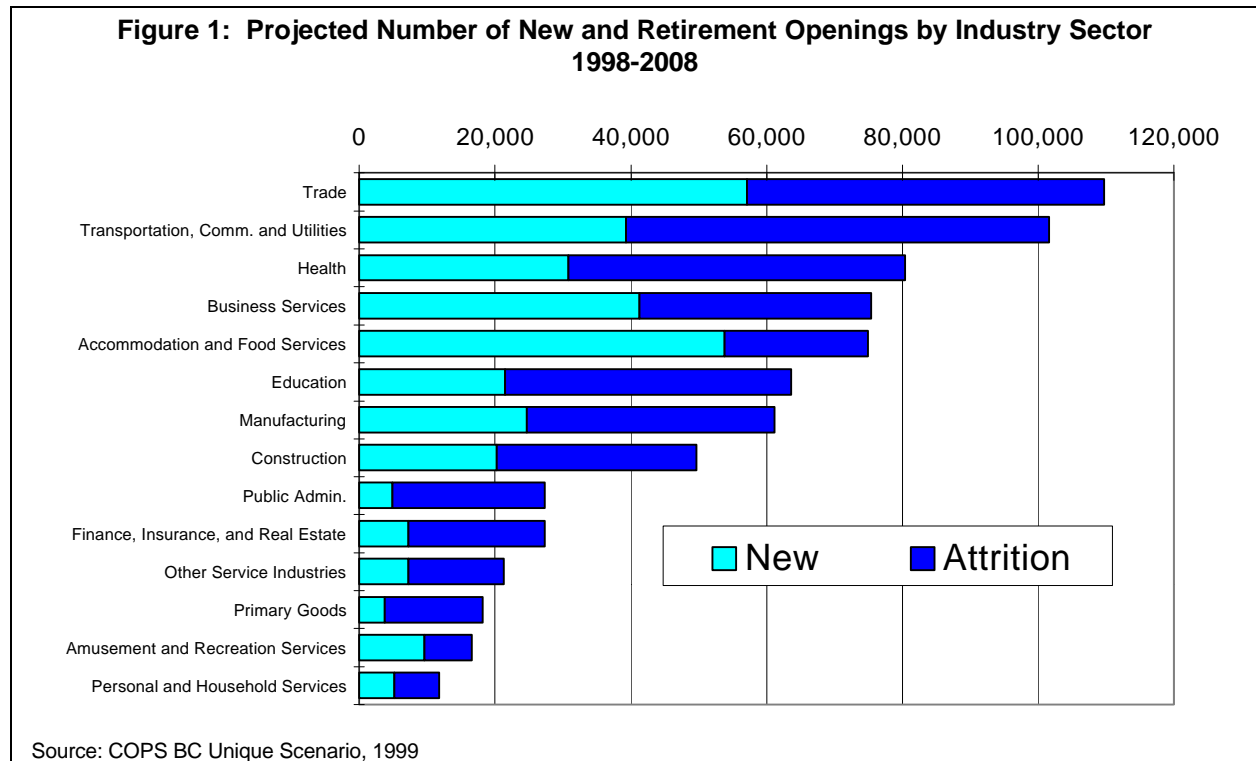
Work Futures, British Columbia's Occupational Outlooks, 2000 Edition is available on the Internet at <http://www.workfutures.bc.ca>

Wholesale Trade sector (noted as Trade in Figure 1), with nearly 110,000 openings over the next decade. This is followed by Transportation, Communication and Utilities with about 100,000 projected openings. Health Services is projected to be the third largest industry in terms of job openings with about 81,000, followed by Business Services and Accommodation and Food Services with each about 75,000 job openings apiece. Business Services which includes a large portion of the Information Technology (IT) sector, and Accommodation and Food Services, are both projected to see most of their openings due to growth. Sectors such as Transportation, Education and Manufacturing by contrast are

expected to see the majority of their openings due to retirements.

Within sectors showing the fewest projected number of openings such as Primary Goods, Public Administration, and Finance, Insurance and Real Estate, the key source of job openings are also expected to be due to retirements.

Unlike the 1980's and the early 1990's where the number of openings was limited in sectors like Manufacturing, Education, and Finance, Insurance and Real Estate due to fairly low levels of retirements, the next two decades will see increased numbers of opportunities in these sectors and others as the large baby boom group moves into their retirement years.



Occupational Outlook . . . The main purpose of the COPS model is to provide projections of future employment for 497 occupational unit groups.

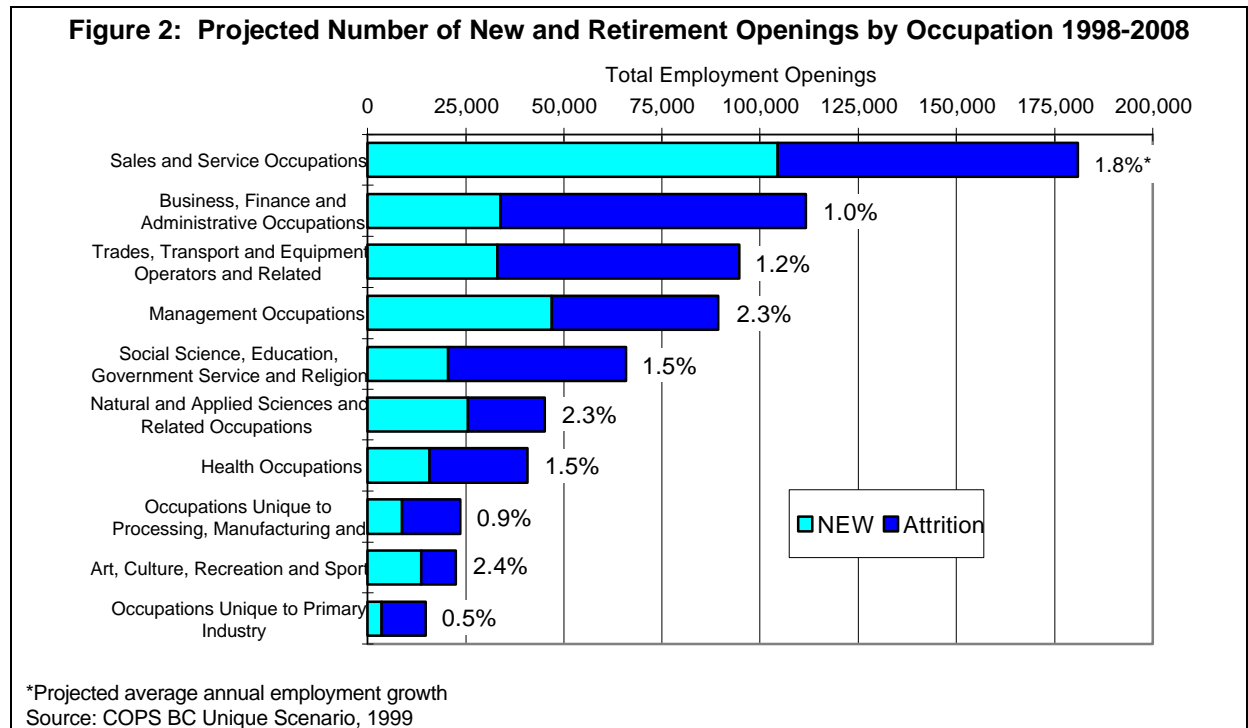
Figure 2 below shows a projection of employment openings by broad occupational categories, again distinguishing between net new openings and replacement openings due to attrition. These ten occupational categories, are

aggregates of the 497 COPS occupational unit groups. Of the ten categories, four are projected to have over half of their employment openings result from growth in the number of expected new jobs. These groups include Management, Natural and Applied Sciences, Sales and Service, and Art, Culture, Recreation and Sport occupations. More openings are projected to become available for the broad Sales and Service group than for any other occupational group due

to the combined effects of new openings and openings from attrition. This is mainly a consequence of its relatively large size with an employment level of 521,820 in 1998 and a total of 180,940 openings projected through to 2008.

The Business, Finance and Administrative occupational group has the second largest number of total job openings, but unlike Sales

and Service, most of the openings will come from attrition (77,800 replacement jobs vs. 33,830 new jobs). The Trades, Transportation and Equipment Operators occupational grouping is projected to see 94,620 employment openings between 1998 and 2008 in BC. Only 35 per cent of these openings are from growth, while the remainder is due to attrition from retirements.

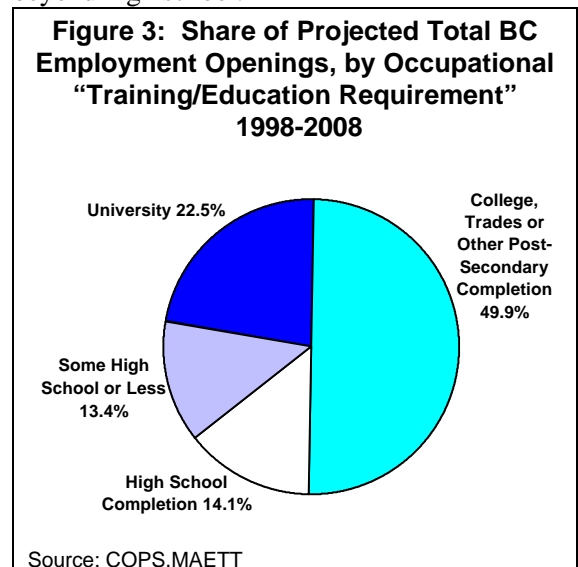


Employment Openings by Education Required

... COPS makes it possible to make a broad estimate of what the educational and training requirements of available jobs will be over the next 8 to 10 years. This is done by assigning each of the 497 detailed occupations an average educational or training requirement.

Figure 3 below, shows that over the projection period between 1998 and 2008, some 72 per cent of job openings are in occupations requiring more than just high school completion. Only 13.4 per cent of new and retirement openings will require some high school or less, and 14.1 per cent will require only high school completion. About one quarter of openings will require a university degree, while half, will require some post secondary training such as an apprenticeship, a

college diploma or other career based training beyond high school.



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