

Youth Employment: The Context

Presentation to Webinar on

Rural Youth Workforce Development

April 21, 2016

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Youth Employment: The Context

Summary

1. B.C.'s non-metro population is growing 'slowly' (where "metro" is a centre with 100,000+ population plus all neighbouring communities where 50+% commute to metro)
2. B.C. has fewer potential labour market entrants than potential labour market retirees.
3. Population in the Columbia Basin / Kootenay Region has been essentially flat over the last 2 decades (see hidden slides).
4. Positive natural balance (births > deaths) in the East Kootenay R.D. but negative natural balance in the Kootenay Boundary R.D. (see hidden slides)
5. In the first half of the 2000s, more migrants moved out than moved into the Kootenays (i.e. negative internal migration). In the last 10 years, the pattern has varied with some years of positive net migration into the Kootenays. (see hidden slides)
6. Annual immigrant arrivals have been less than 0.25% of the resident population (compared to a Canadian average of about 0.7% per year) (see hidden slides)
7. Net out-migration of youth 15-19 yr.; a smaller rate of net OUT-migration of young adults 20-24 yr. and a small rate of net IN-migration of young adults 25-29 yr. (see hidden slides for each R.D.)
8. The share of B.C. non-metro youth in school has been (about) constant for nearly 20 years.
9. Non-metro non-student young adults (25-29 yr.) are as likely to be employed as the non-metro core-age workforce (25-54 yr.).
10. Non-metro students and non-students are (about) equally likely to be employed as metro:
 - During the school year; and
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12. Most job vacancies in the Kootenay Region are in traditionally-low-wage jobs (detailed data are in hidden slides).

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But first,

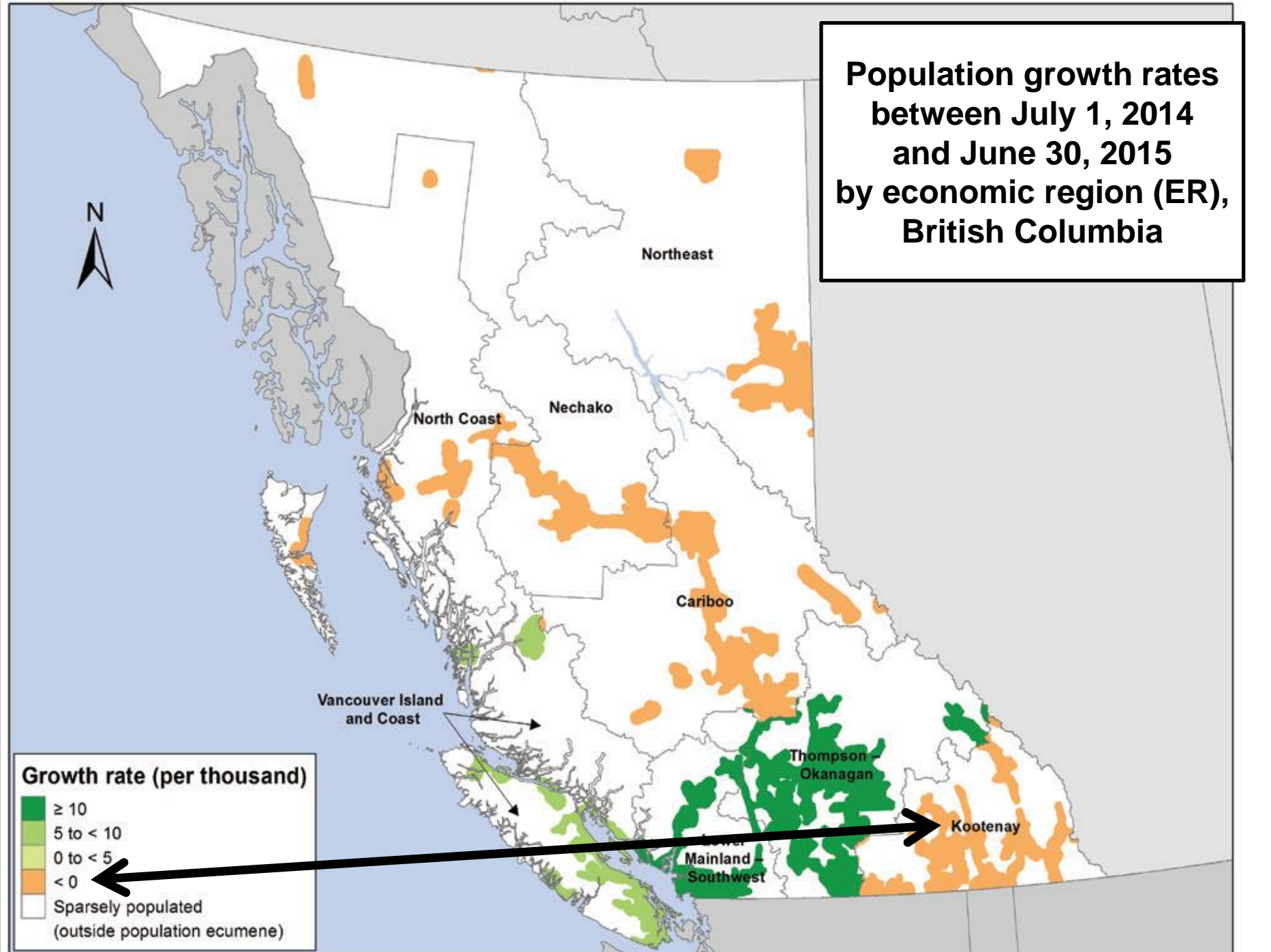
- **The Kootenay Region is in southeast British Columbia.**
- **It (almost entirely) consists of the headwaters of the Columbia River which flows south into the U.S and west forming the border between Oregon and the state of Washington before flowing into the Pacific Ocean.**
- **The Kootenay Region comprises three regional districts (R.D.):**
 - **East Kootenay R.D.**
 - **Central Kootenay R.D.; and**
 - **Kootenay Boundary R.D.**



British
Columbia

Columbia
Basin

**Population growth rates
between July 1, 2014
and June 30, 2015
by economic region (ER),
British Columbia**



Central Kootenay

Victoria

Vancouver

Calgary

Kootenay Boundary

East Kootenay

Net internal migration rate (per thousand)

≥ 5

0 to < 5

-5 to < 0

< -5

Sparsely populated (outside population ecumene)

Net internal migration rates
between July 1, 2014
and June 30, 2015
by census division (CD),
Canada

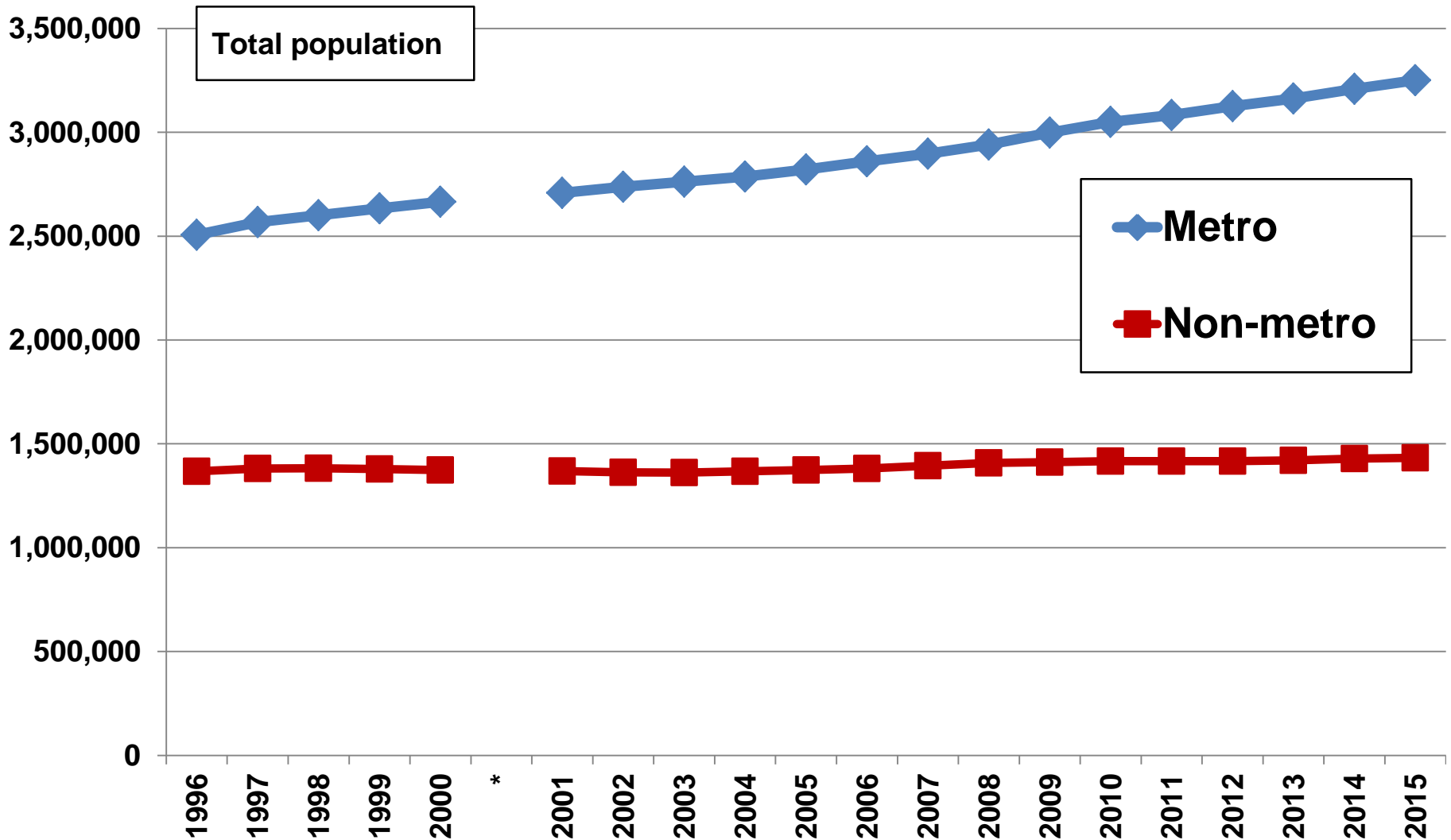


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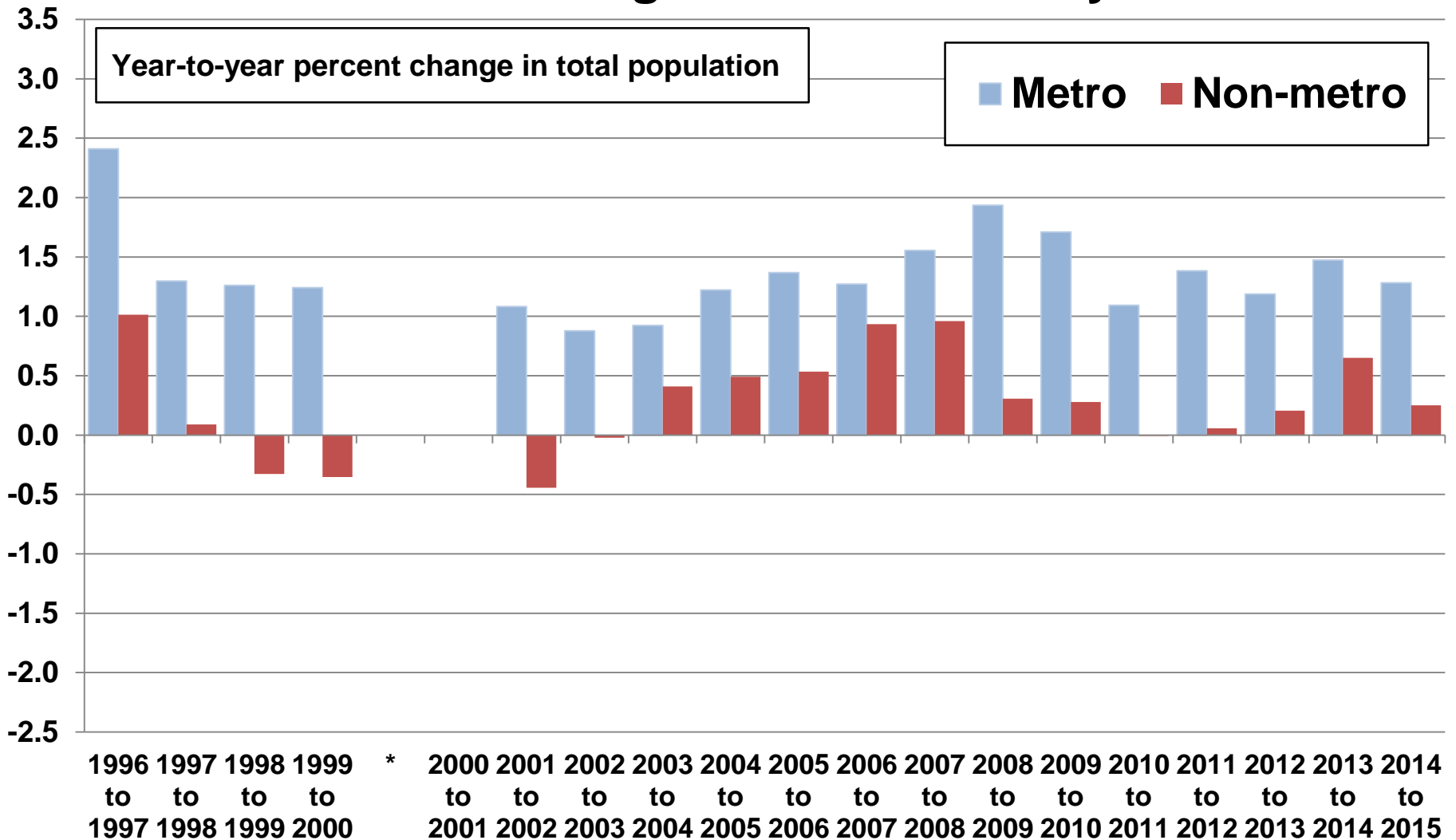
British Columbia's non-metro population was 1.4 million in 2015



* Data for 1996 to 2000 are classified according to the 2006 grid for CMA boundaries and data since 2001 are classified according to the 2011 grid for CMA boundaries.

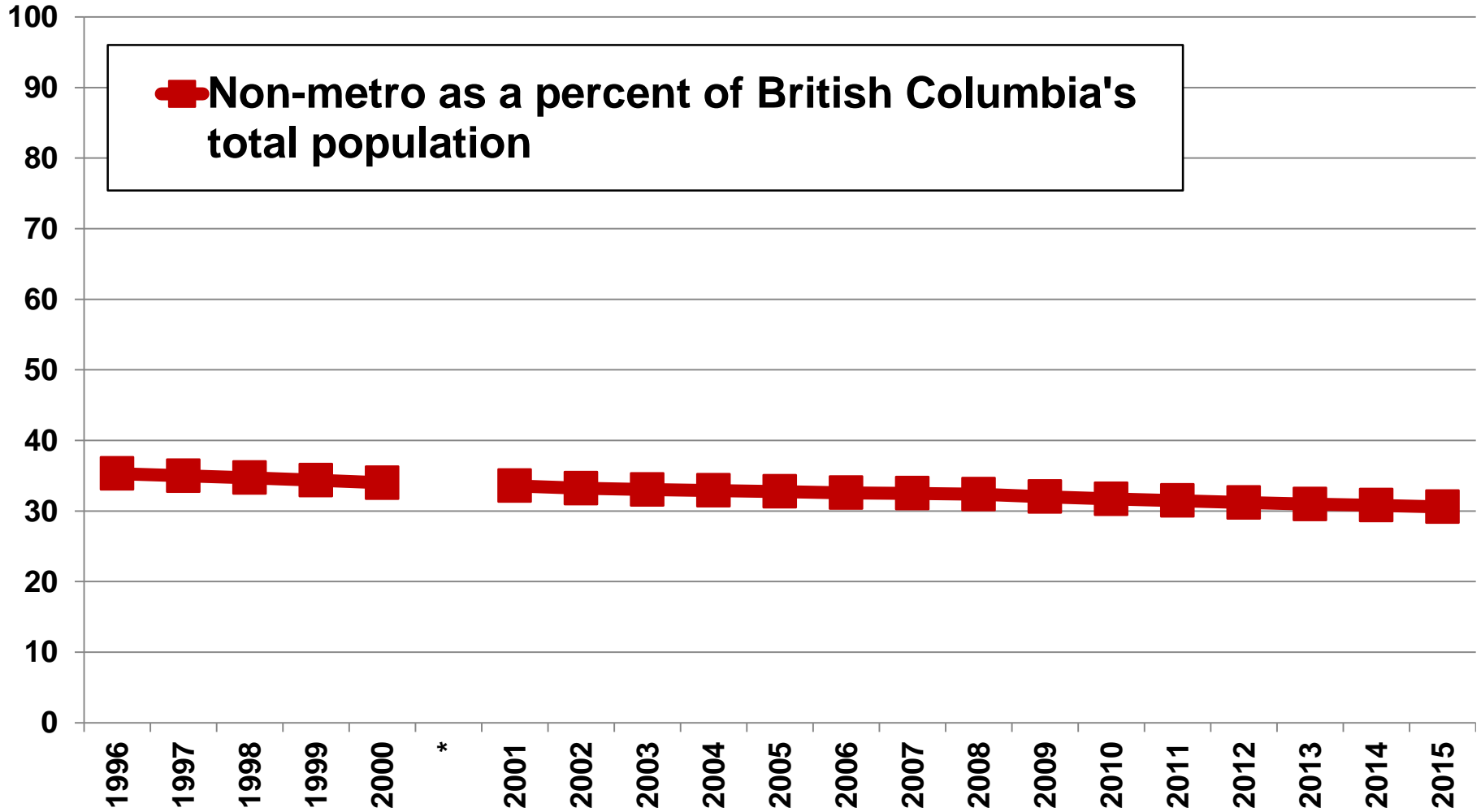
Source: Statistics Canada. **Annual Demographic Statistics**. CANSIM Table 051-0001 and 051-0056.

British Columbia's non-metro population has grown continuously since 2004



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Non-metro represented 31% of British Columbia's population in 2015



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Index of demographic pressure on the labour market:

Potential labour market entrants (10 to 19 years of age)

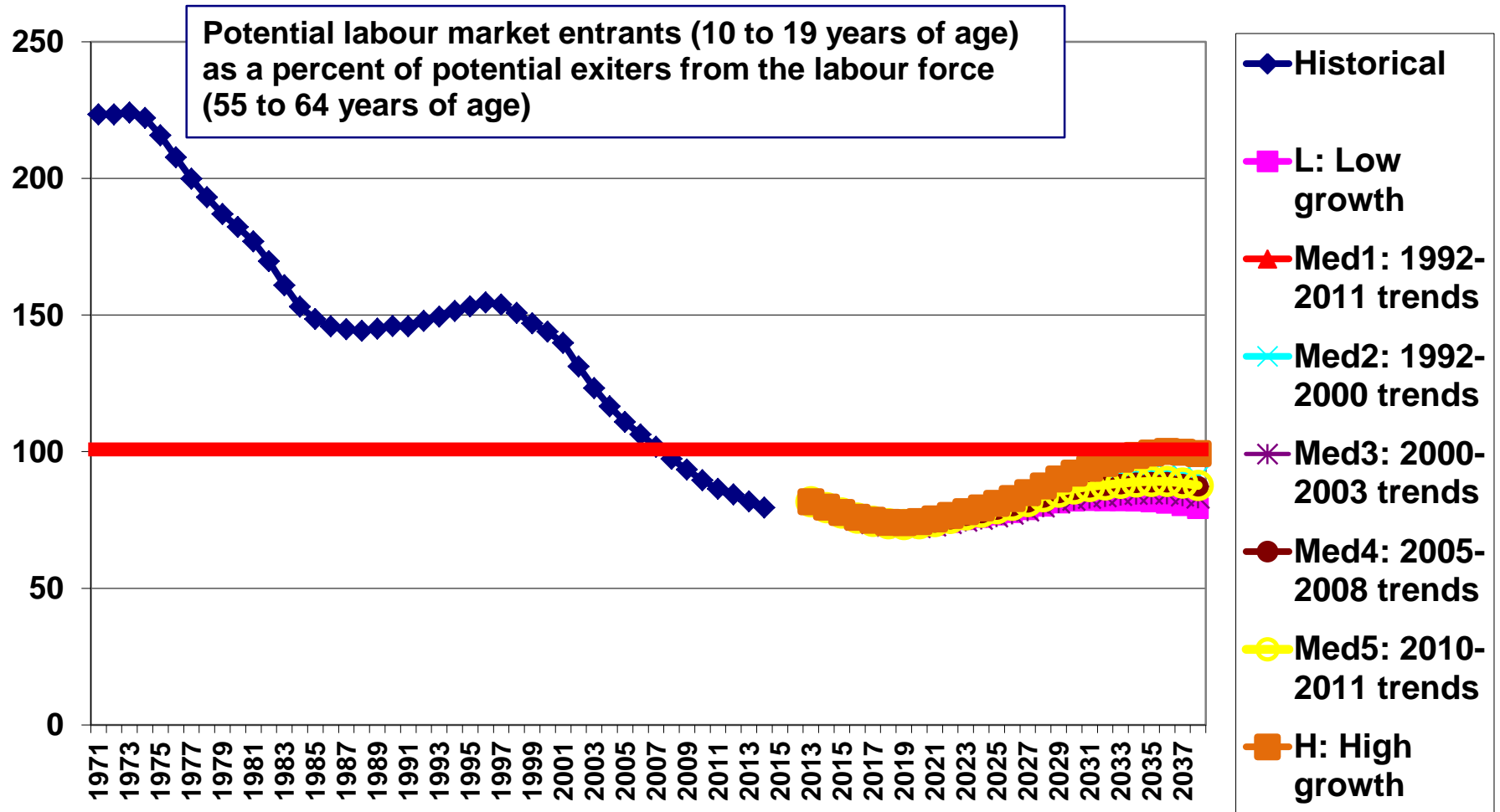
as a percent of

potential exiters from the labour force (55 to 64 years of age)

Index >100, more (potential) entrants than (potential) exiters

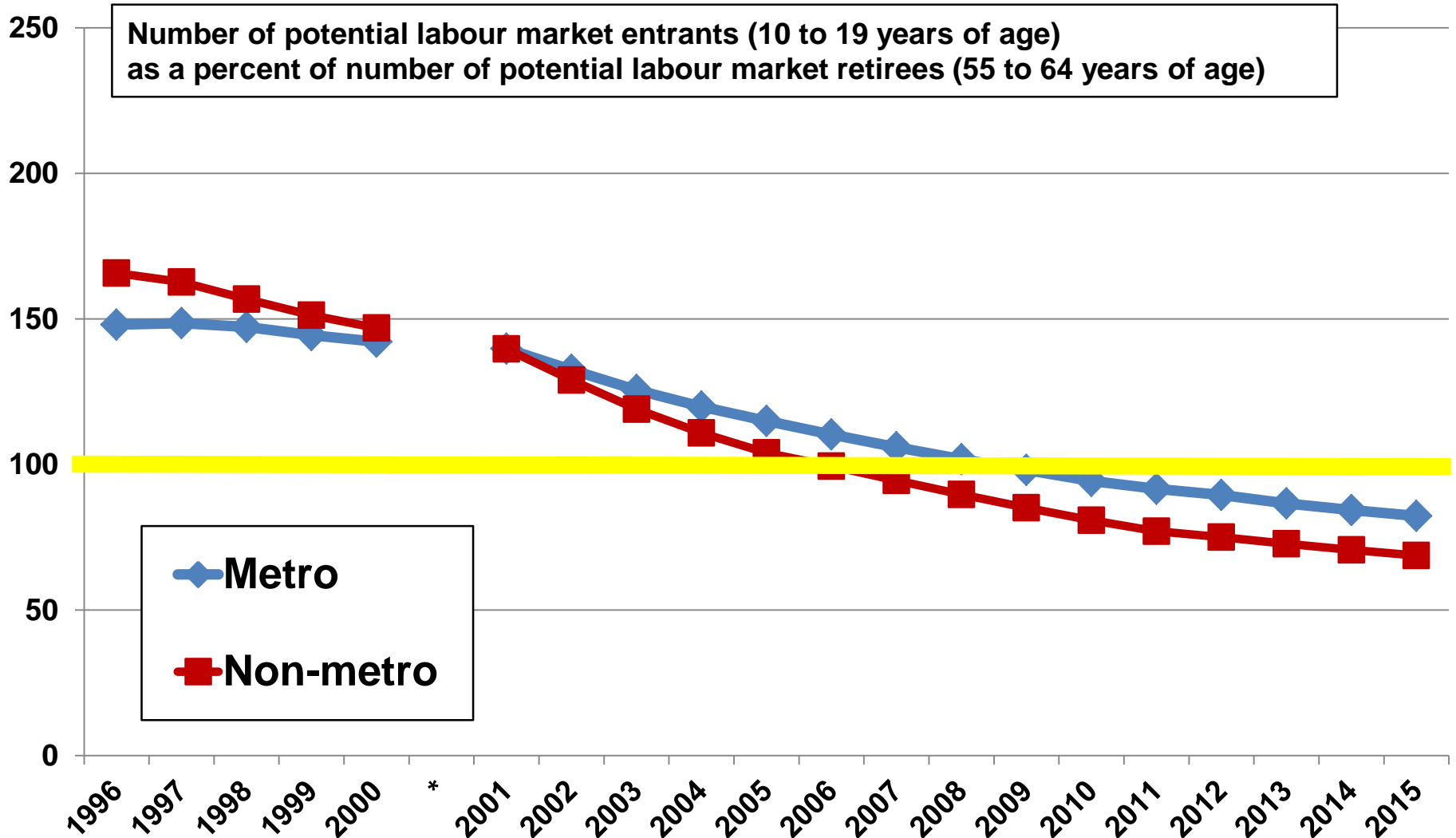
Index <100, fewer (potential) entrants than (potential) exiters

Potential labour market shortage (regardless of projection scenario) from 2008 forward due to less than 100 (potential) labour market entrants per 100 (potential) labour market retirees, British Columbia



Source: Statistics Canada, Demographic Estimates and Projections, CANSIM Tables 051-0001 and 052-0005.

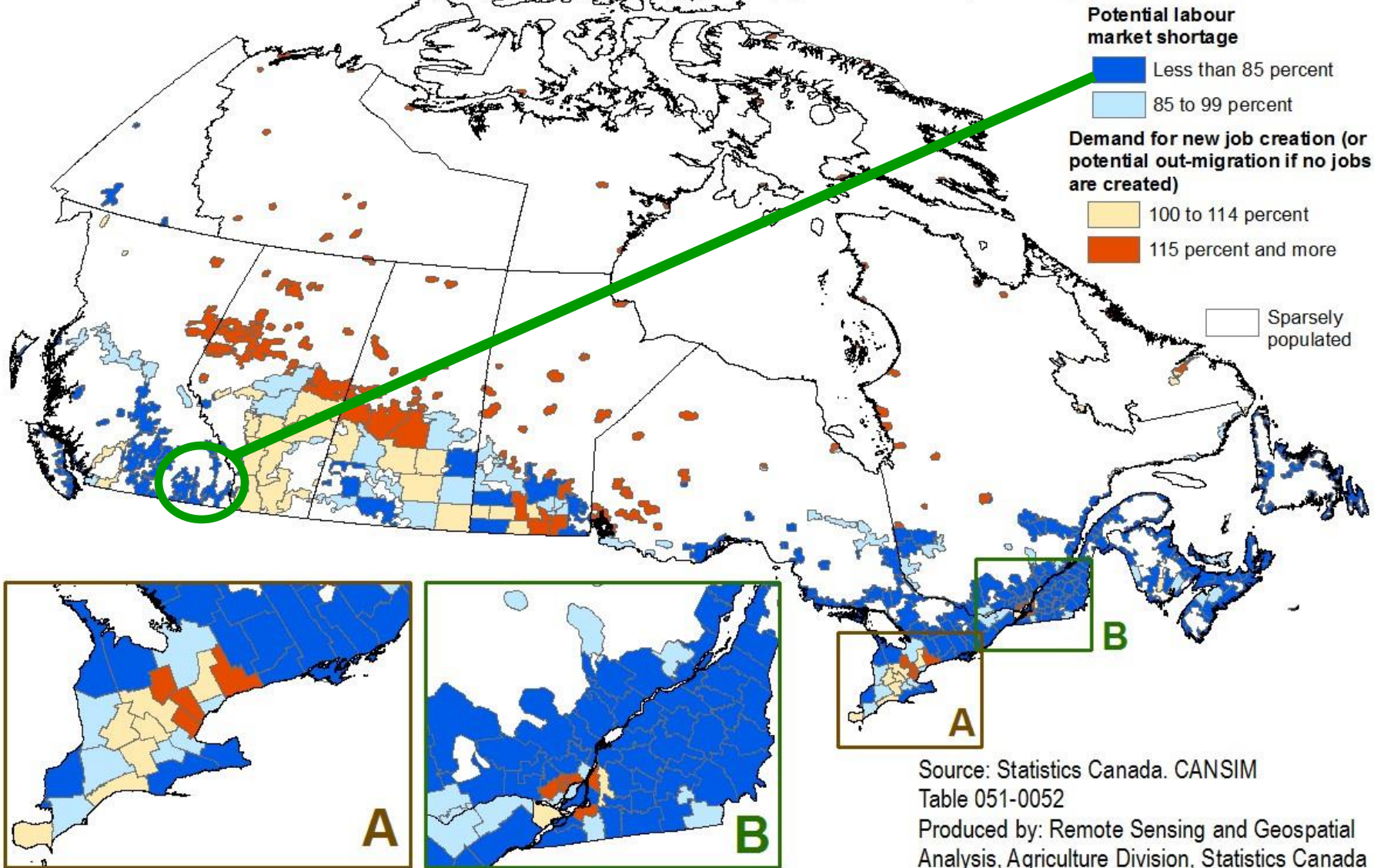
Demographic replacement of working age population fell below 100% in 2007, non-metro British Columbia



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Demographic Pressure on the Labour Market, Canada, 2012

Number of potential labour market entrants as a percentage of the potential labour market retirees (specifically, the population 10 to 19 years of age as a percent of the population 55 to 64 years of age)



Source: Statistics Canada. CANSIM
Table 051-0052

Produced by: Remote Sensing and Geospatial
Analysis, Agriculture Division, Statistics Canada

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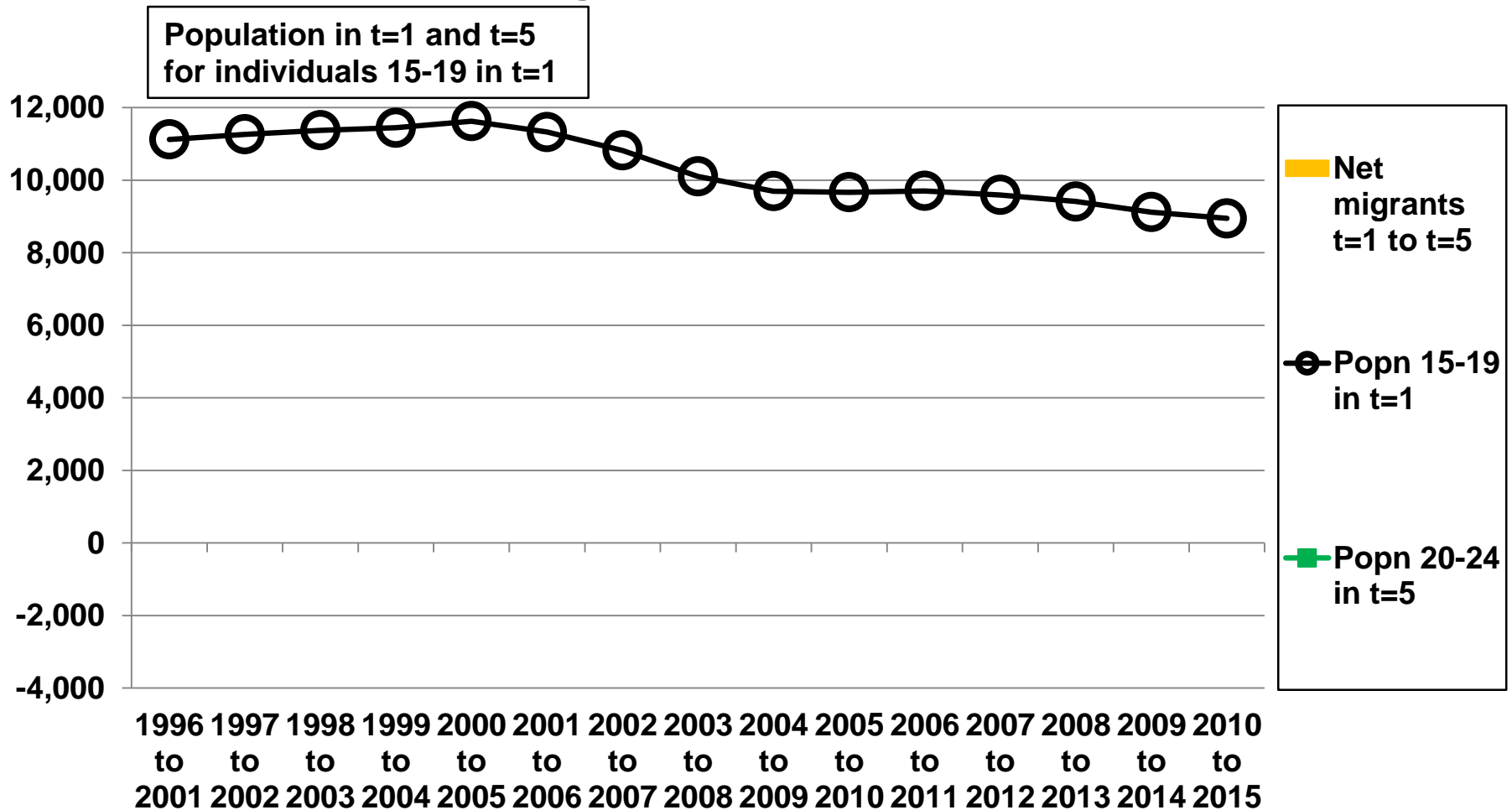
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Kootenay Region: For residents age 15-19, we show:

a) population in t=1;

b) population in t=5 (i.e. number age 20-24); and

c) number of net migrants from t=1 to t=5



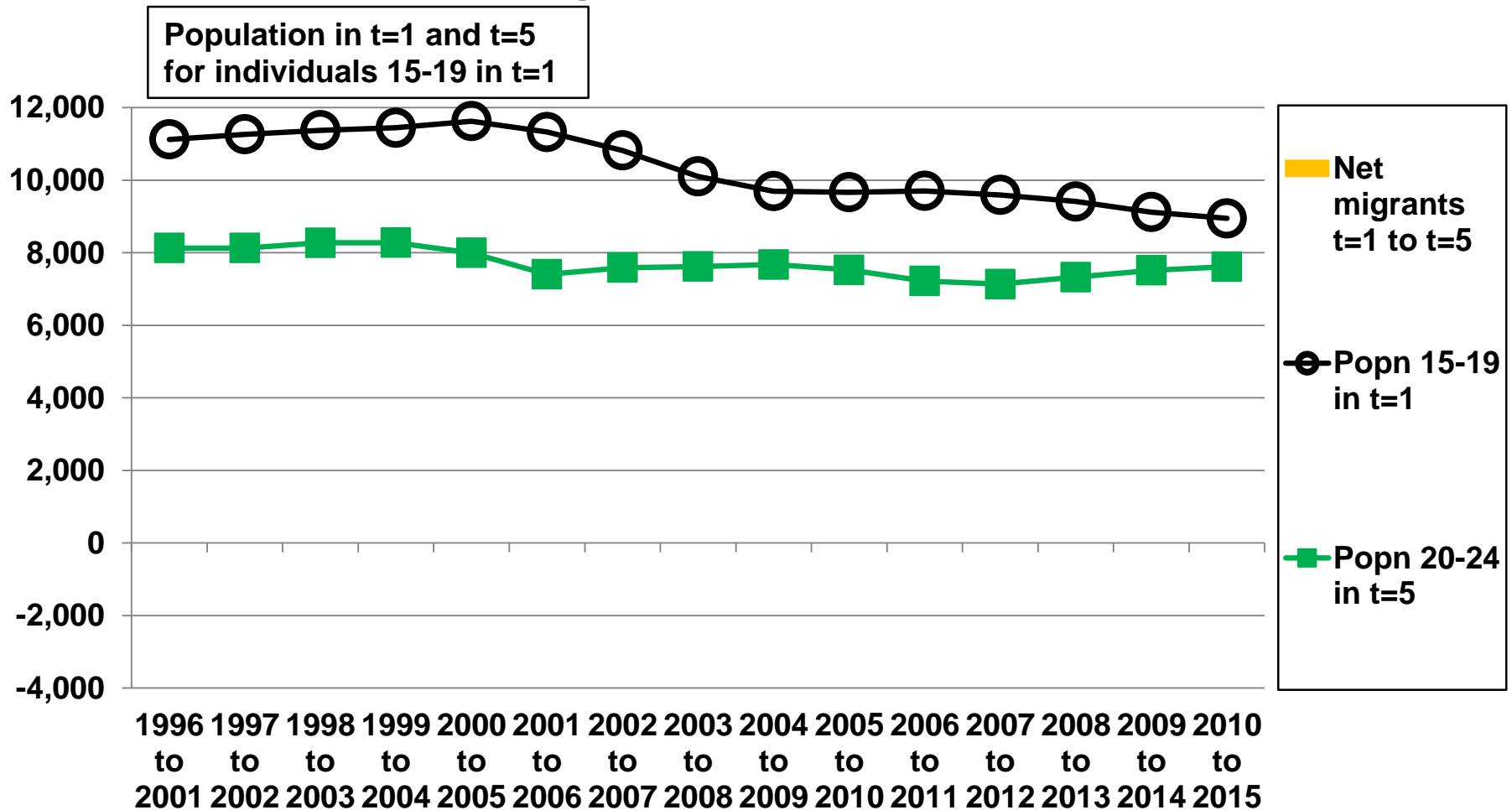
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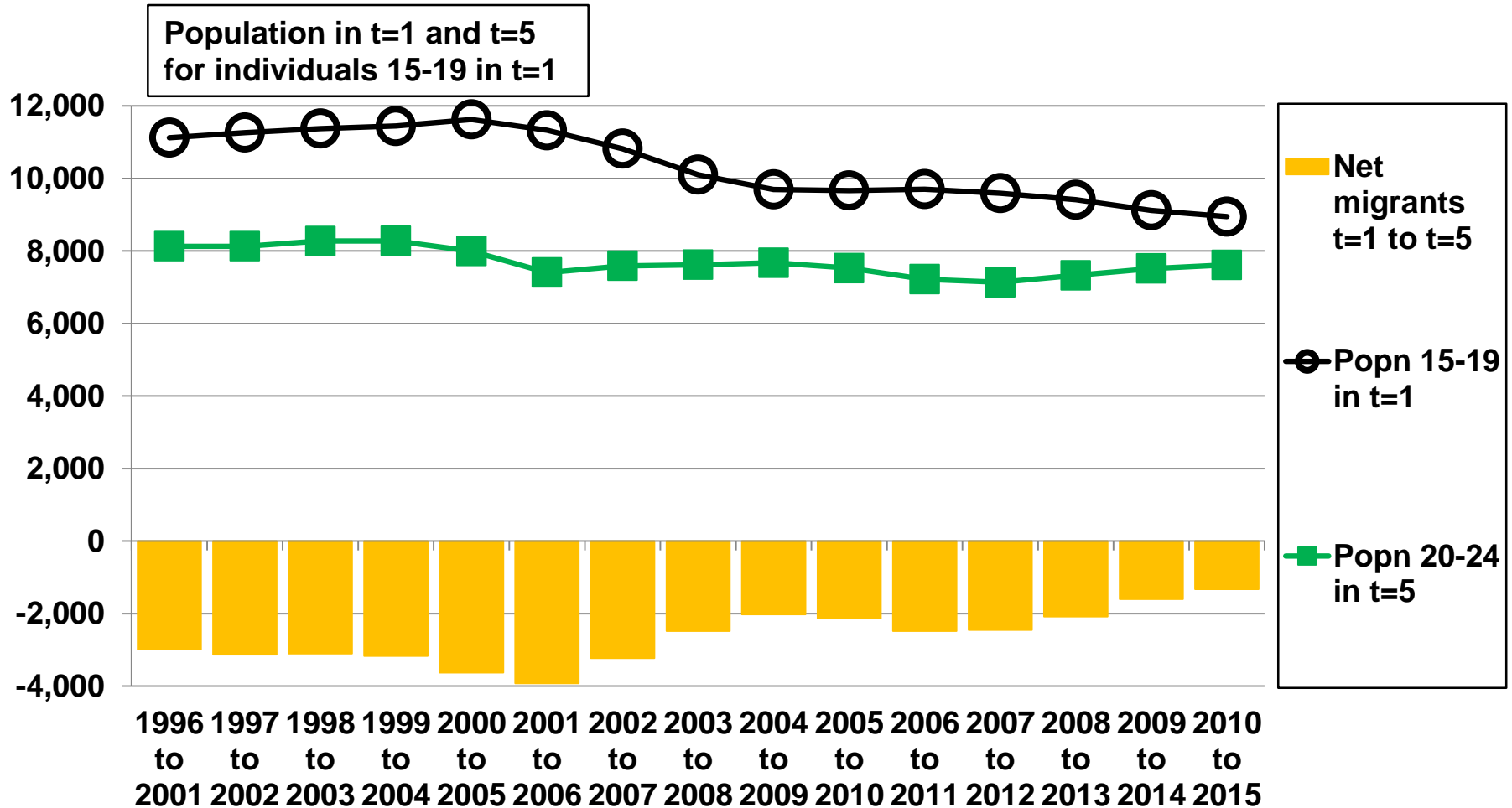
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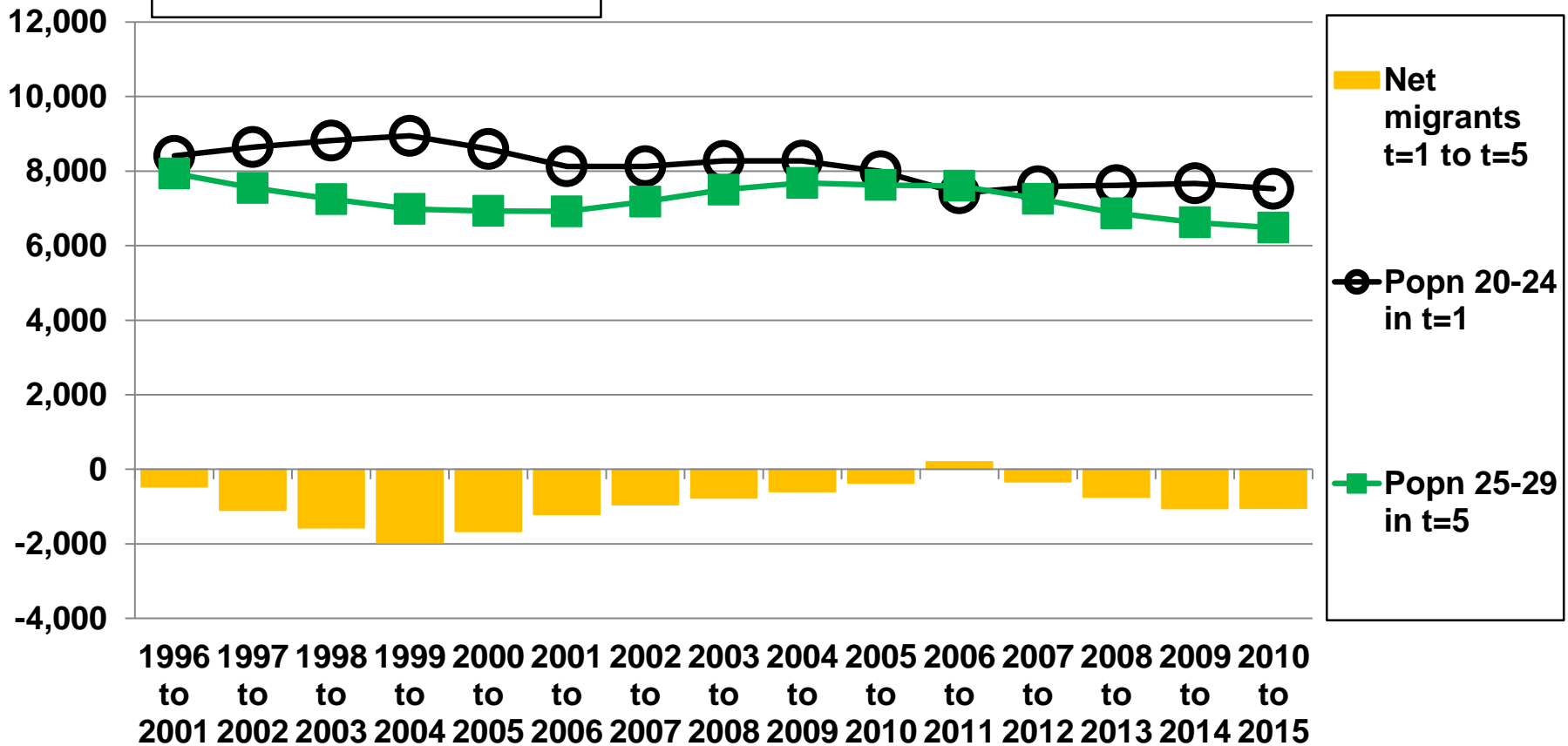
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Population in t=1 and t=5 for individuals 20-24 in t=1



Source: Statistics Canada. Annual Demographic Statistics, CANSIM Table 051-0052.

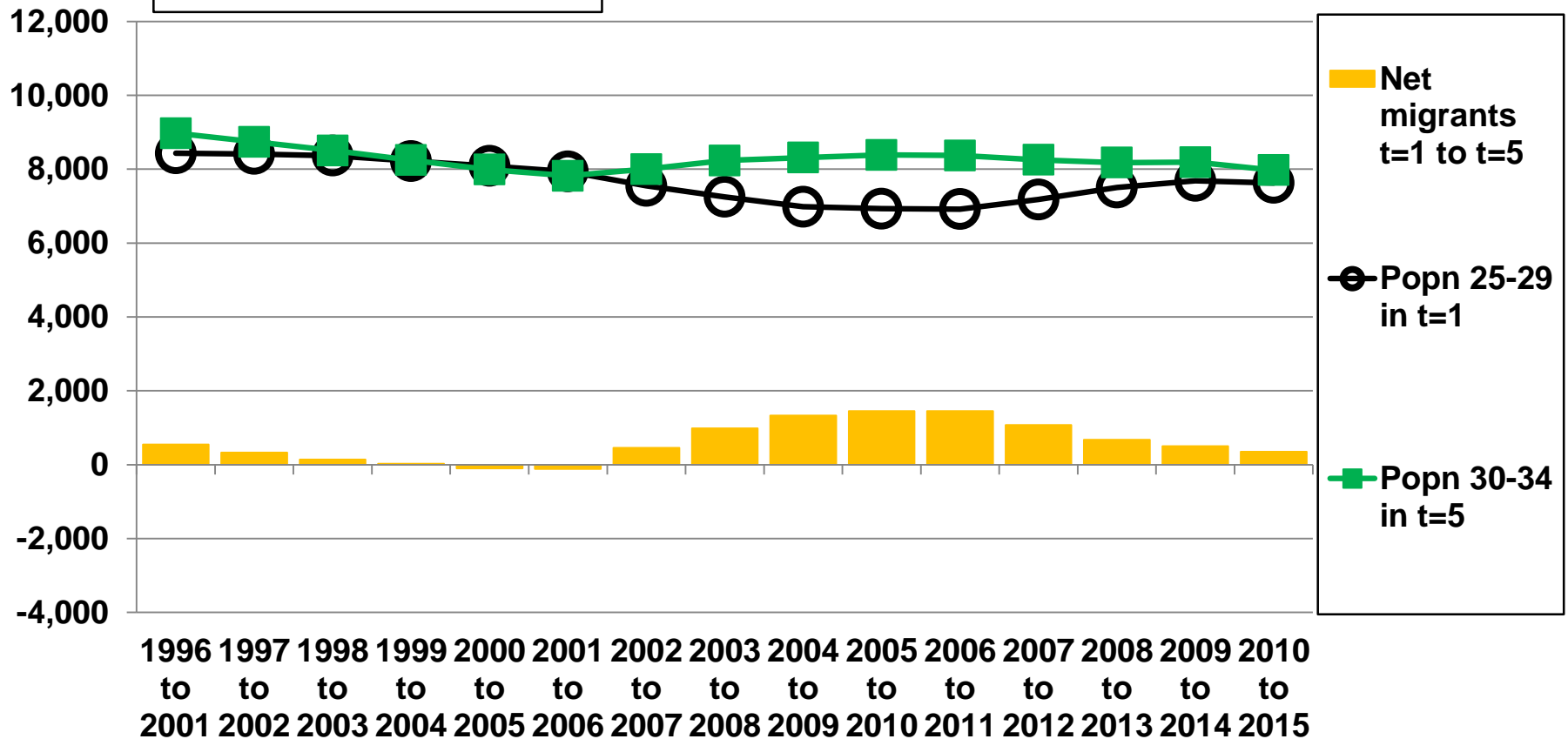
Kootenay Region: For residents age 25-29, we show:

a) population in t=1;

b) population in t=5 (i.e. number age 30-34); and

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Population in t=1 and t=5
for individuals 25-29 in t=1



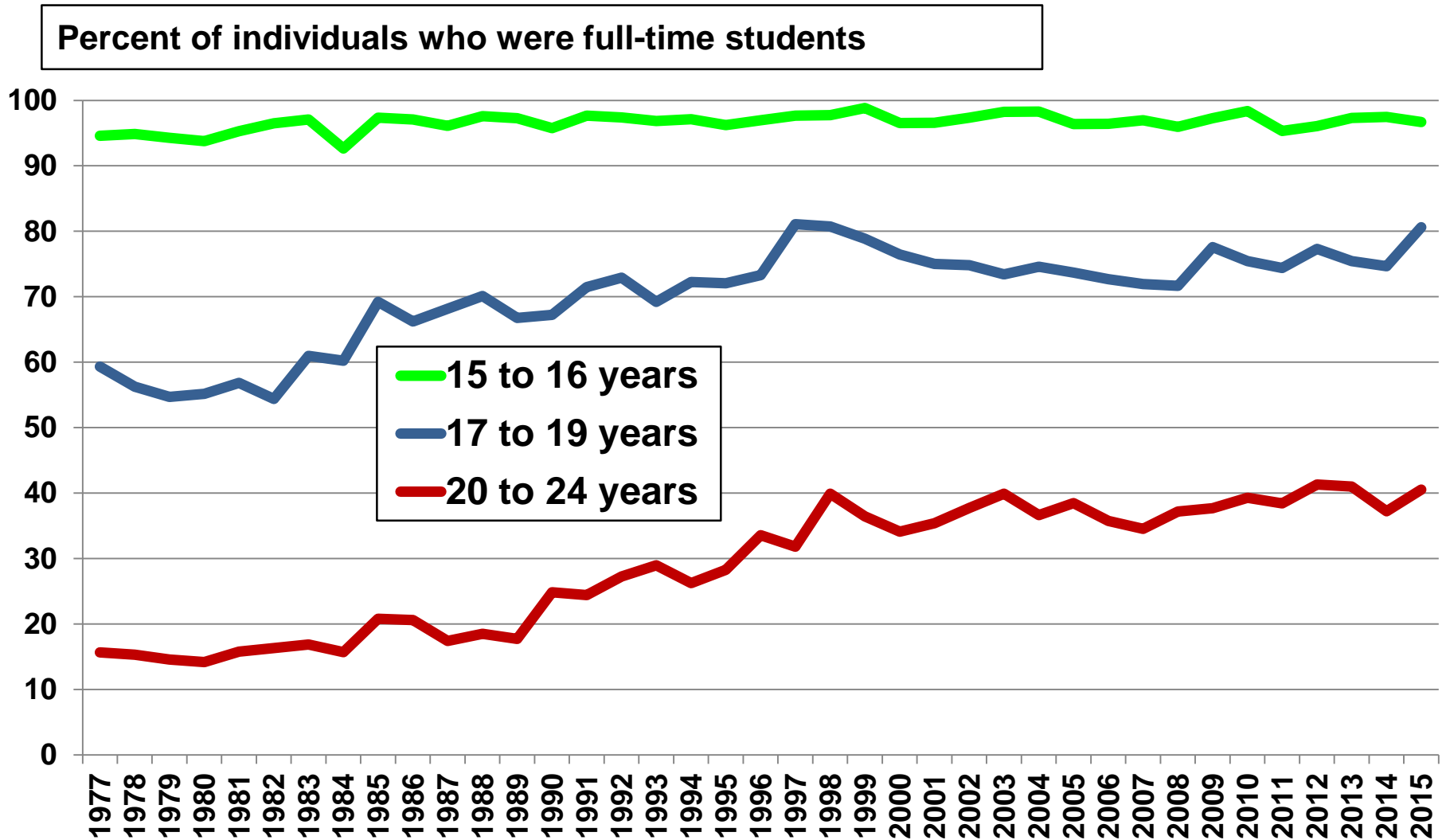
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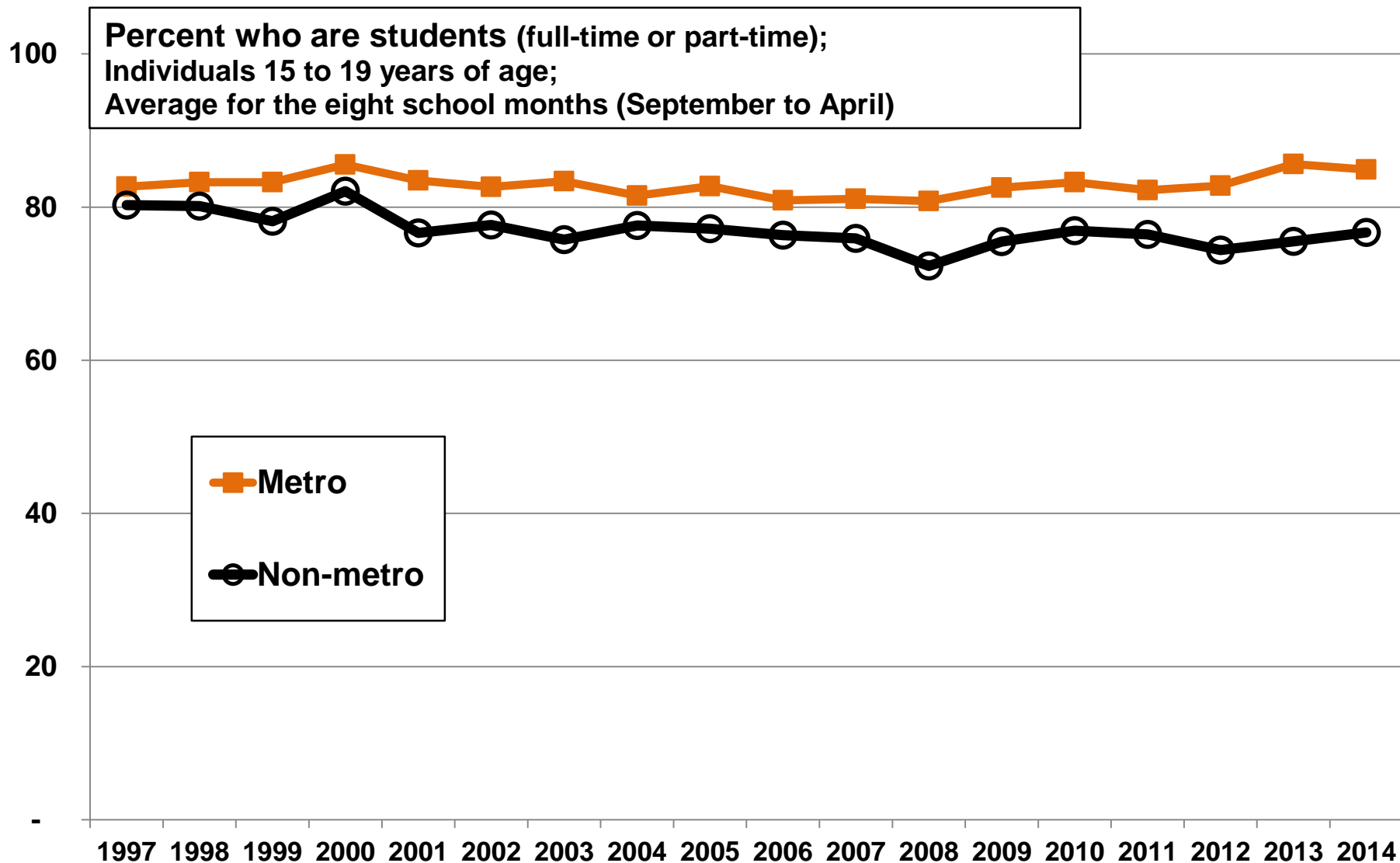
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In 2015, 97% of individuals, 15 to 16 years of age, were full-time students, British Columbia



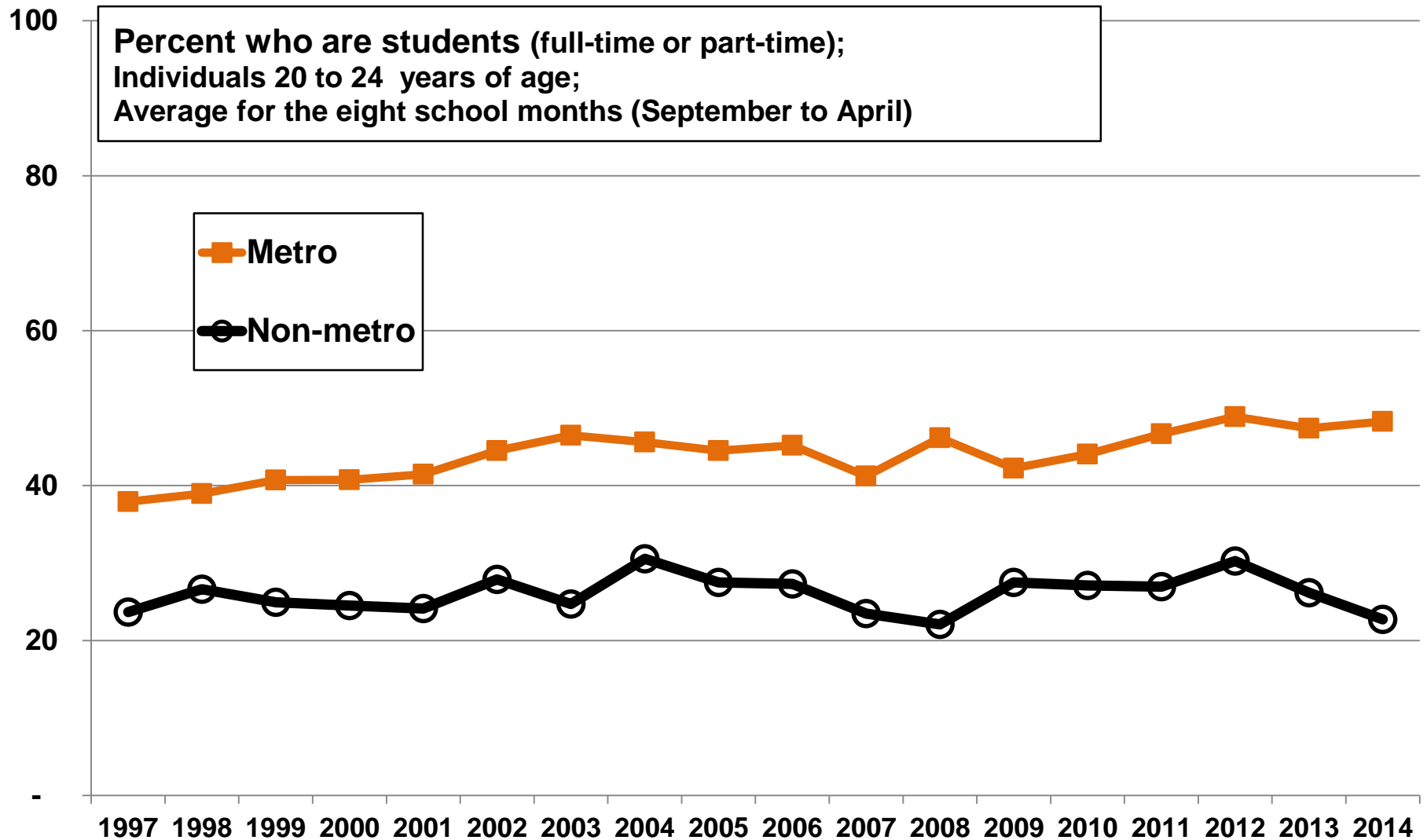
Source: Statistics Canada. Labour Force Survey, CANSIM Table 282-0006.

Non-metro individuals, 15 to 19 years of age, are less likely to be students (full-time or part-time), compared to metro individuals, British Columbia



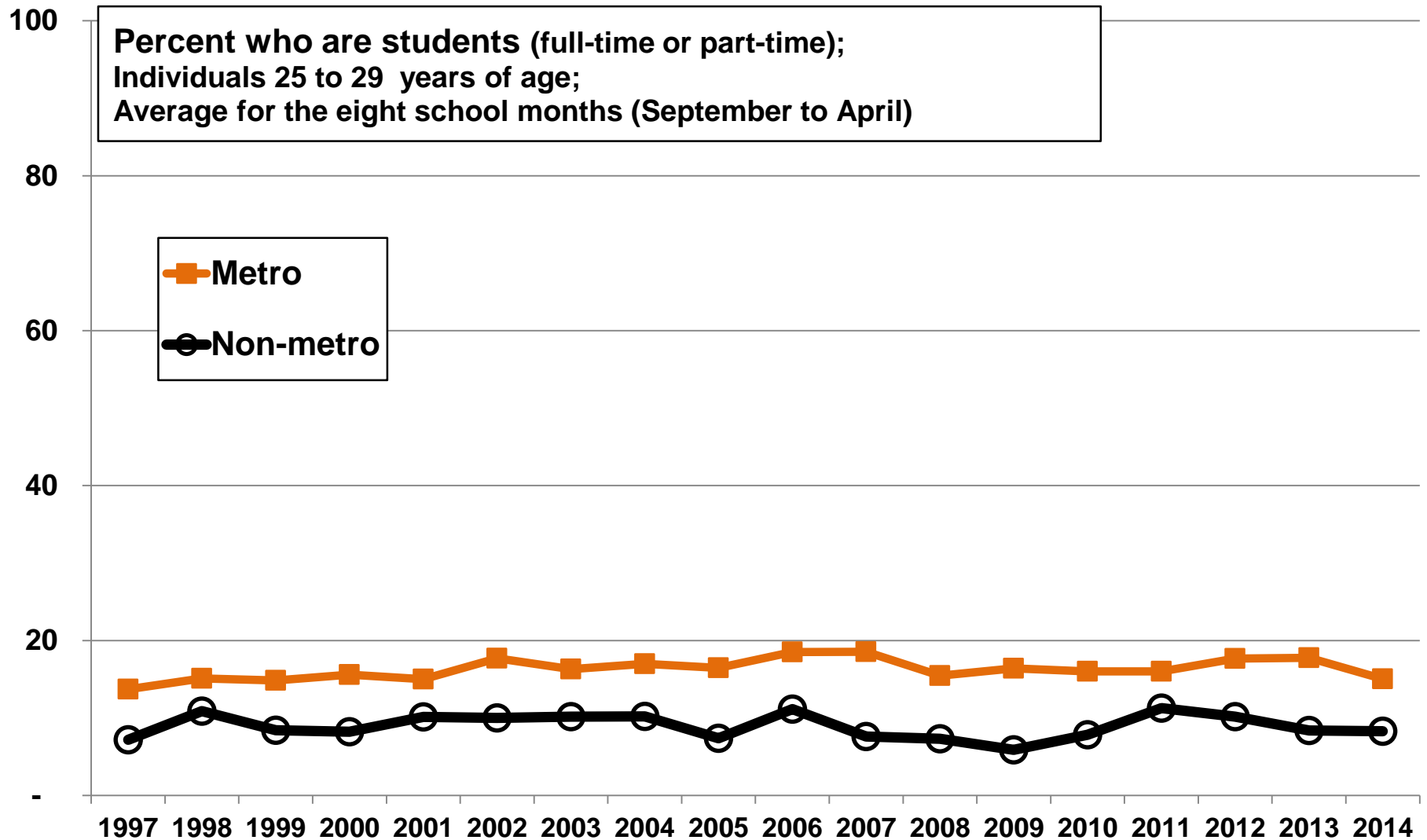
Source: Statistics Canada. Labour Force Survey, special request.

Non-metro individuals, 20 to 24 years of age, are less likely to be students (full-time or part-time), compared to metro individuals, British Columbia



Source: Statistics Canada. Labour Force Survey, special request.

Non-metro individuals, 25 to 29 years of age, are less likely to be students (full-time or part-time), compared to metro individuals, British Columbia



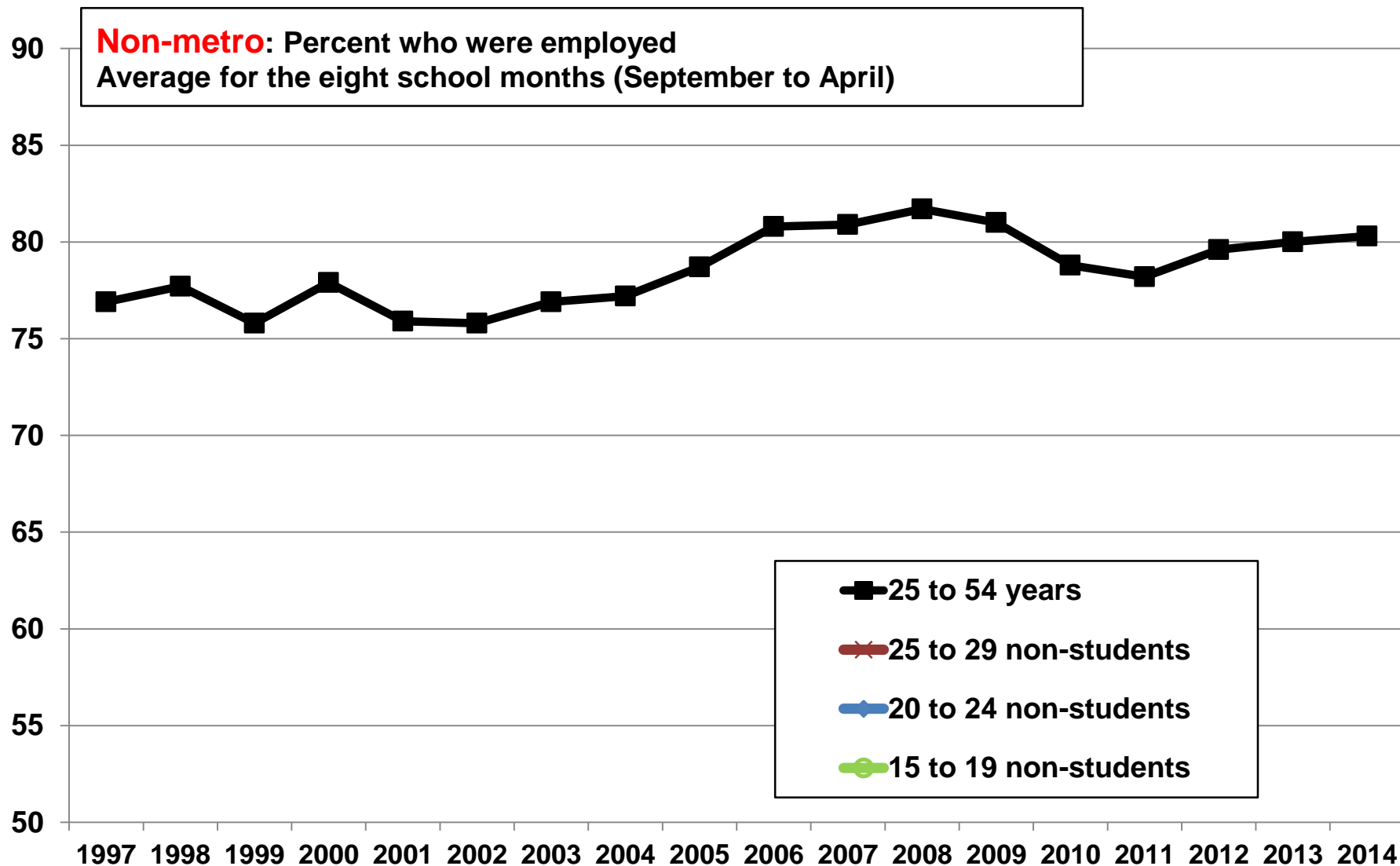
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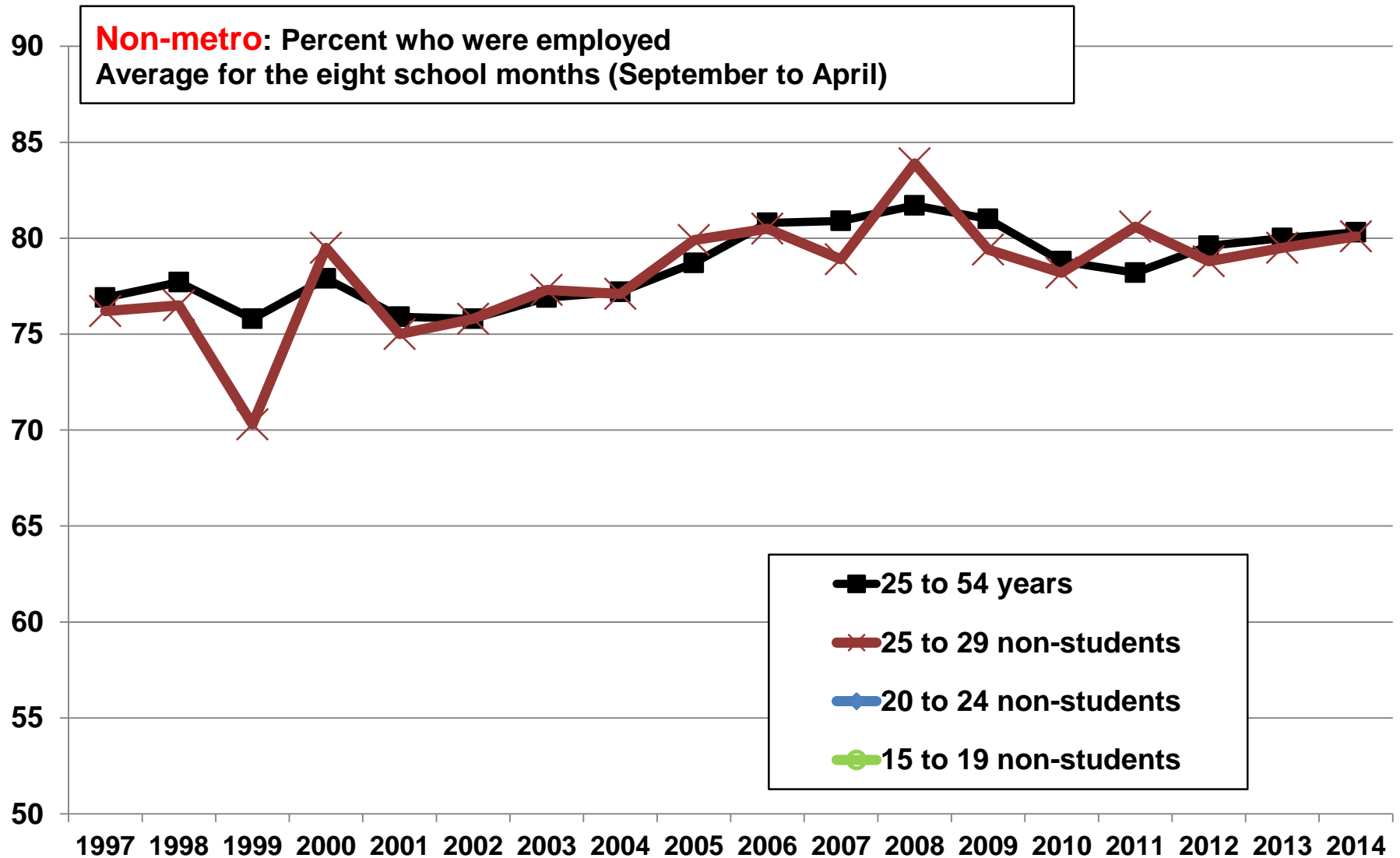
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Non-metro non-students 20 to 24 years of age, were 6% less likely to be employed in 2014, compared to **non-metro** individuals, 25 to 54 years of age



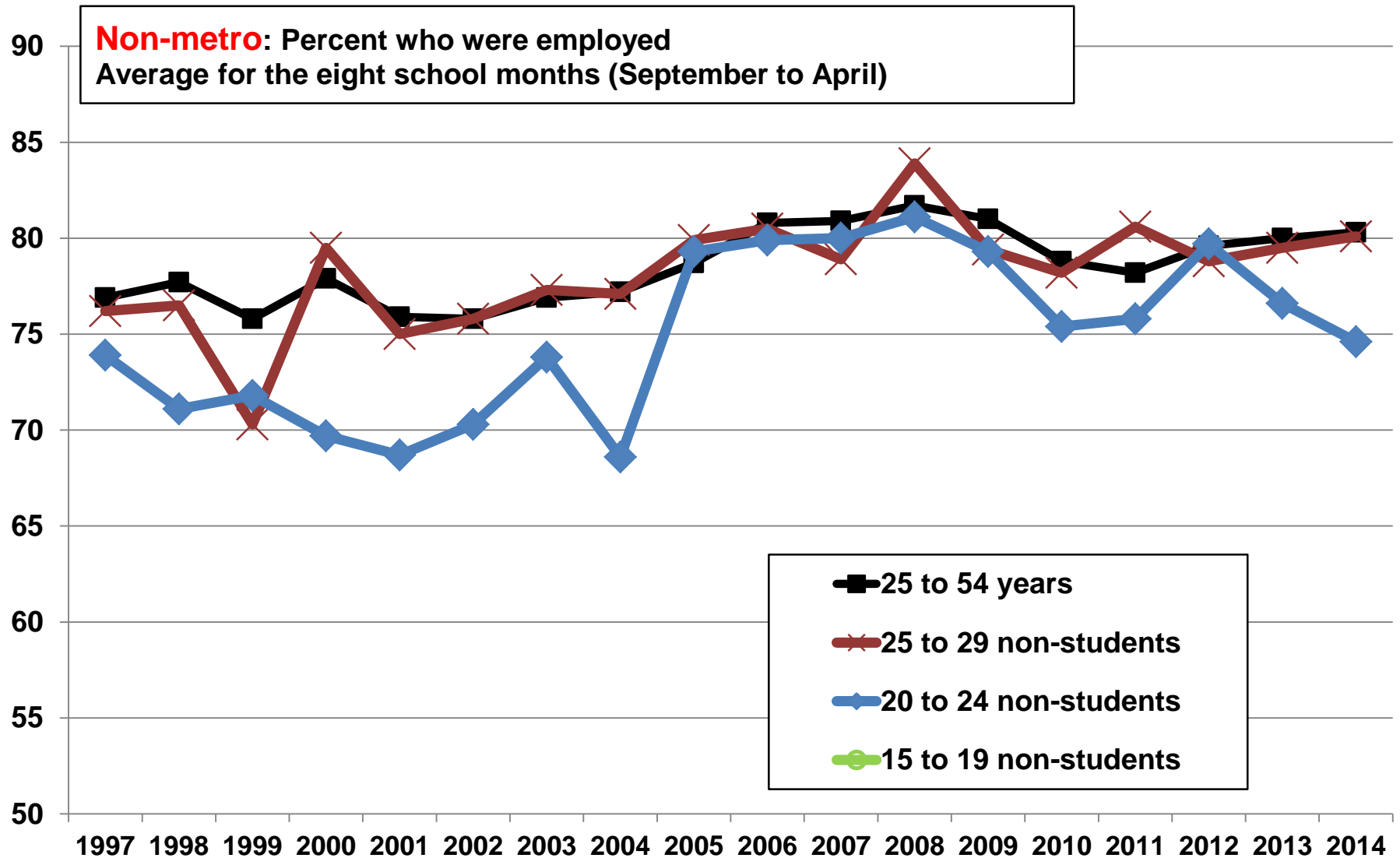
Source: Statistics Canada. Labour Force Survey, special request.

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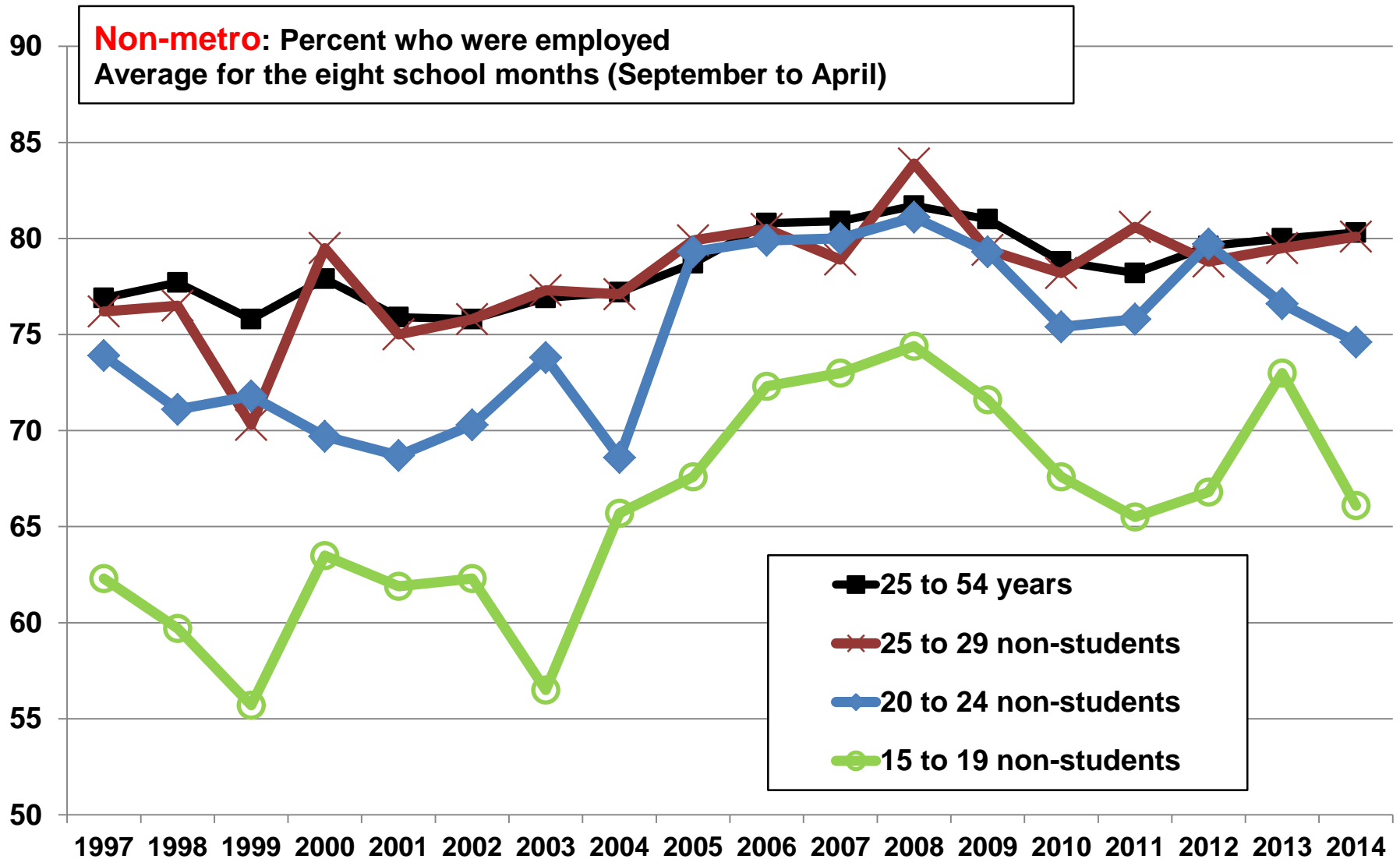
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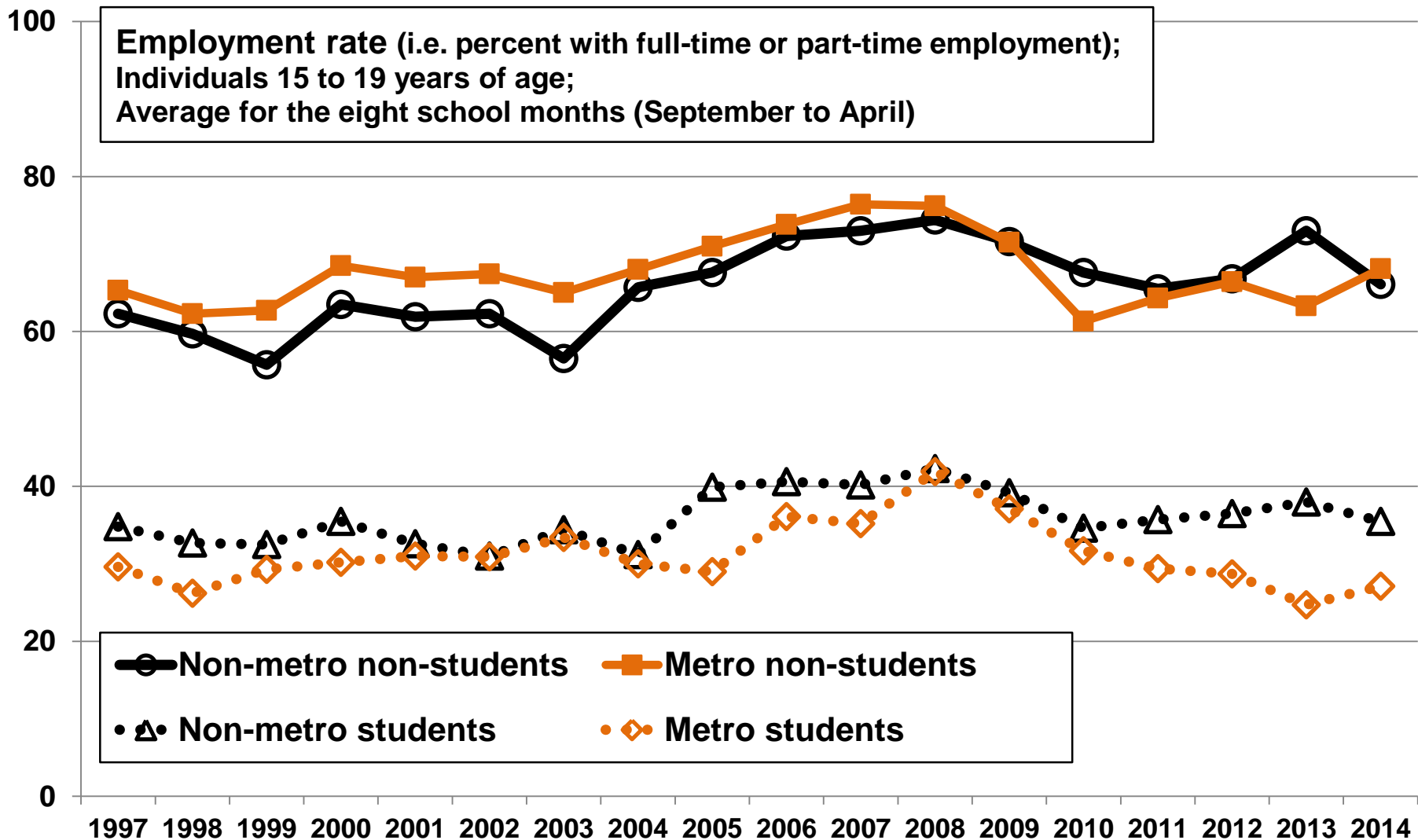
Source: Statistics Canada. Labour Force Survey, special request.

Youth Employment: The Context

Summary

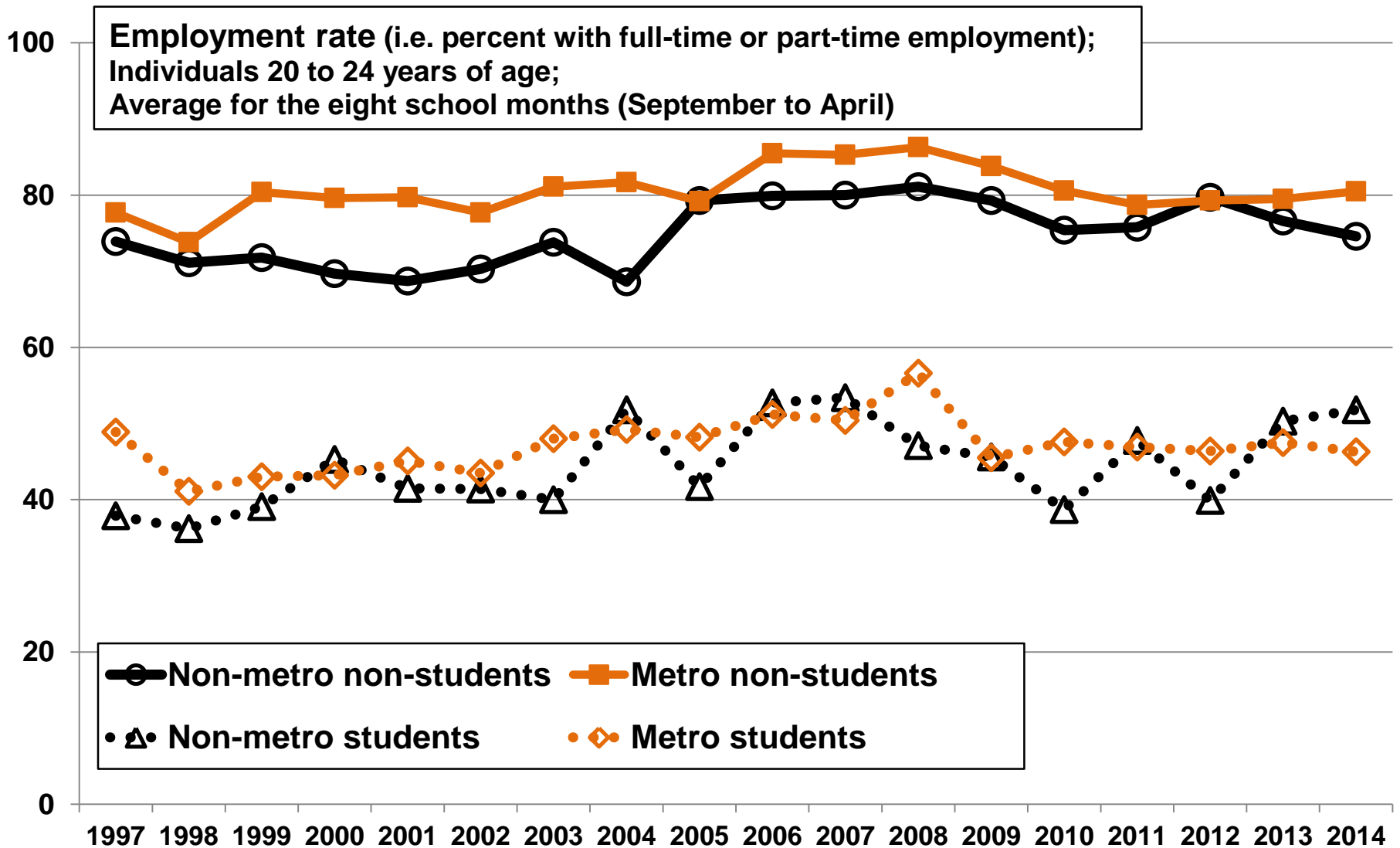
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During the school year, non-metro youth (15 to 19 years) are about equally as likely to be employed as metro youth, British Columbia



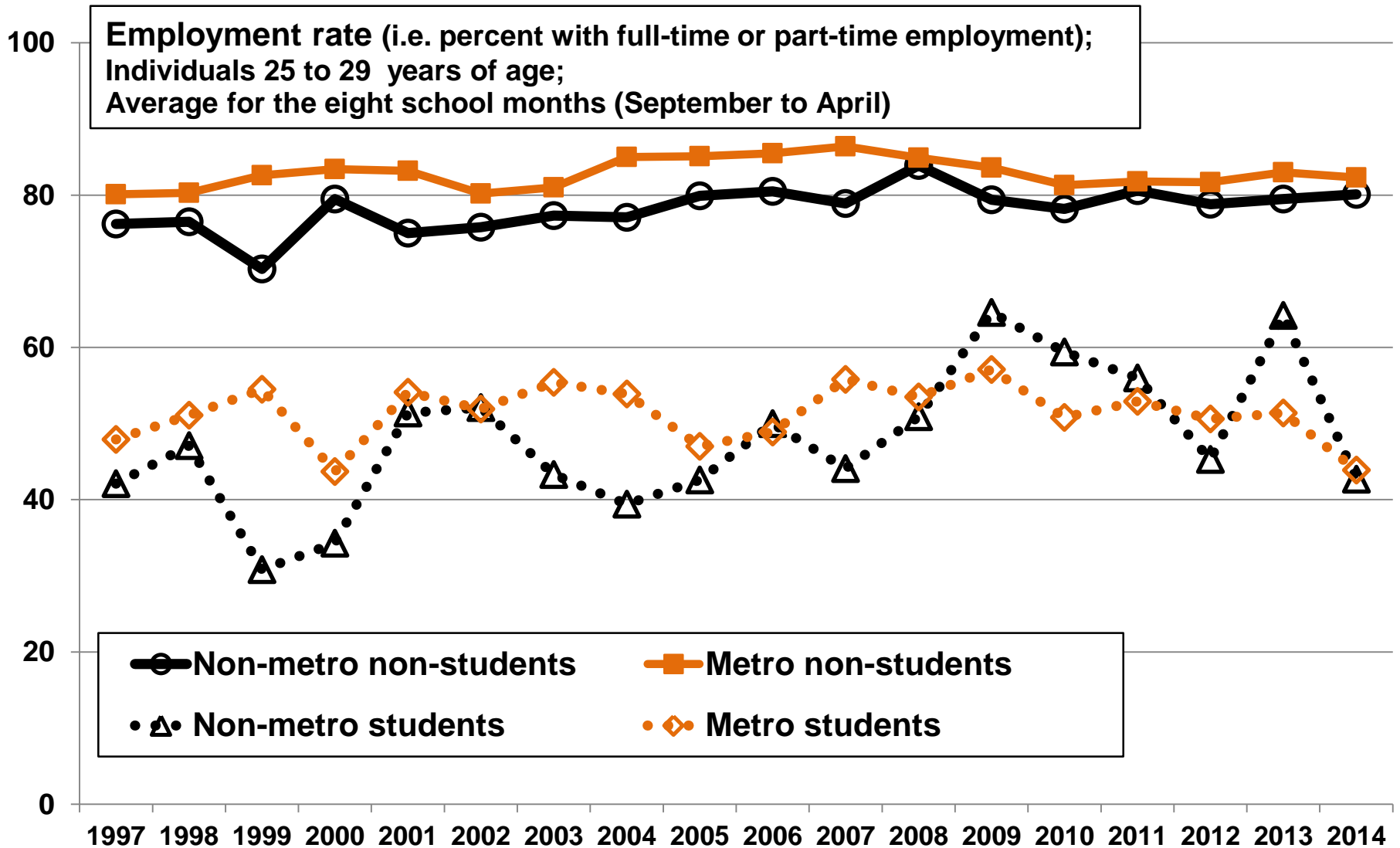
Source: Statistics Canada. Labour Force Survey, special request.

During the school year, non-metro individuals (20 to 24 yr.) are about equally likely to be employed, compared to metro young adults, British Columbia



Source: Statistics Canada. Labour Force Survey, special request.

During the school year, non-metro individuals (25 to 29 yr.) are about equally likely to be employed, compared to metro young adults, British Columbia



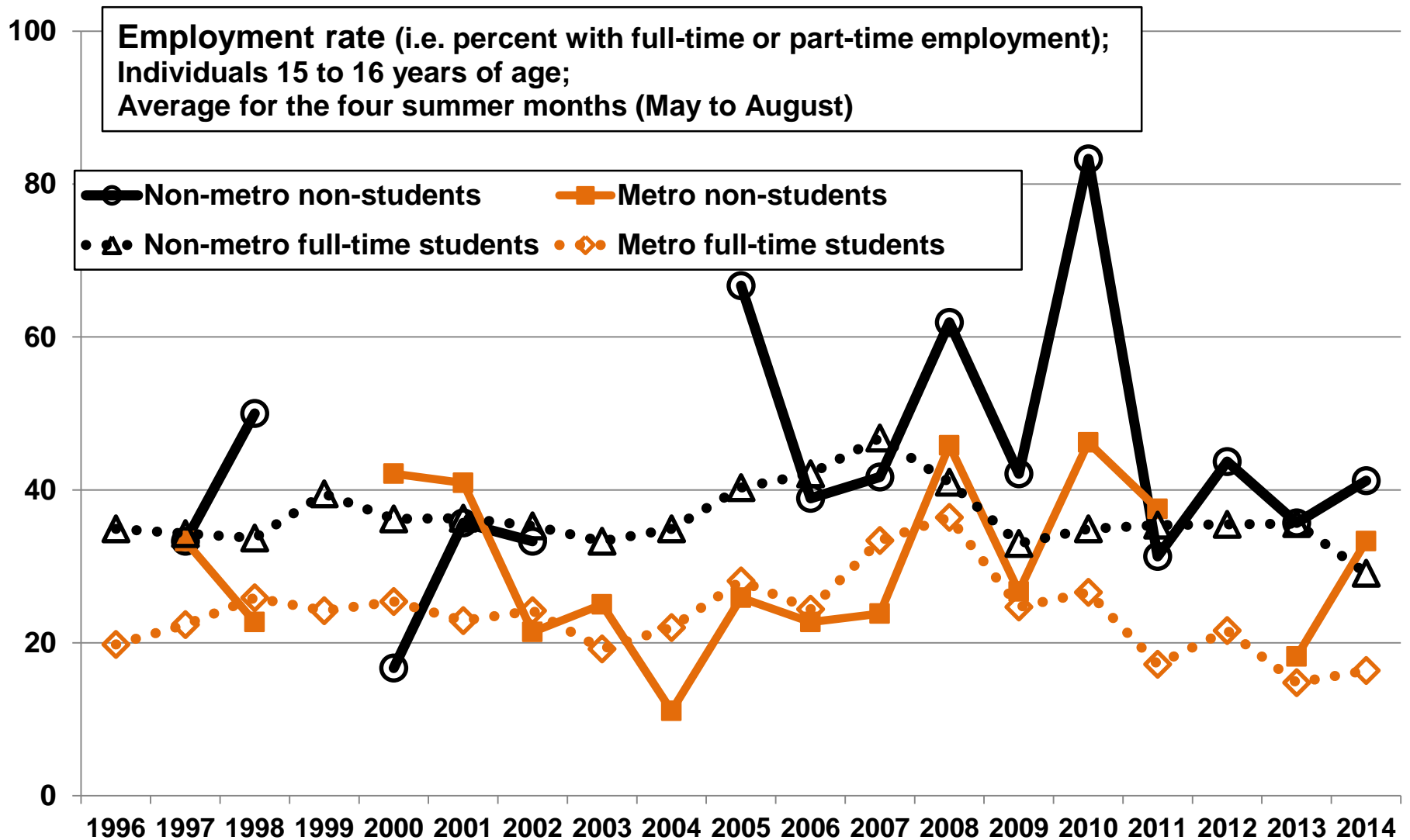
Source: Statistics Canada. Labour Force Survey, special request.

Youth Employment: The Context

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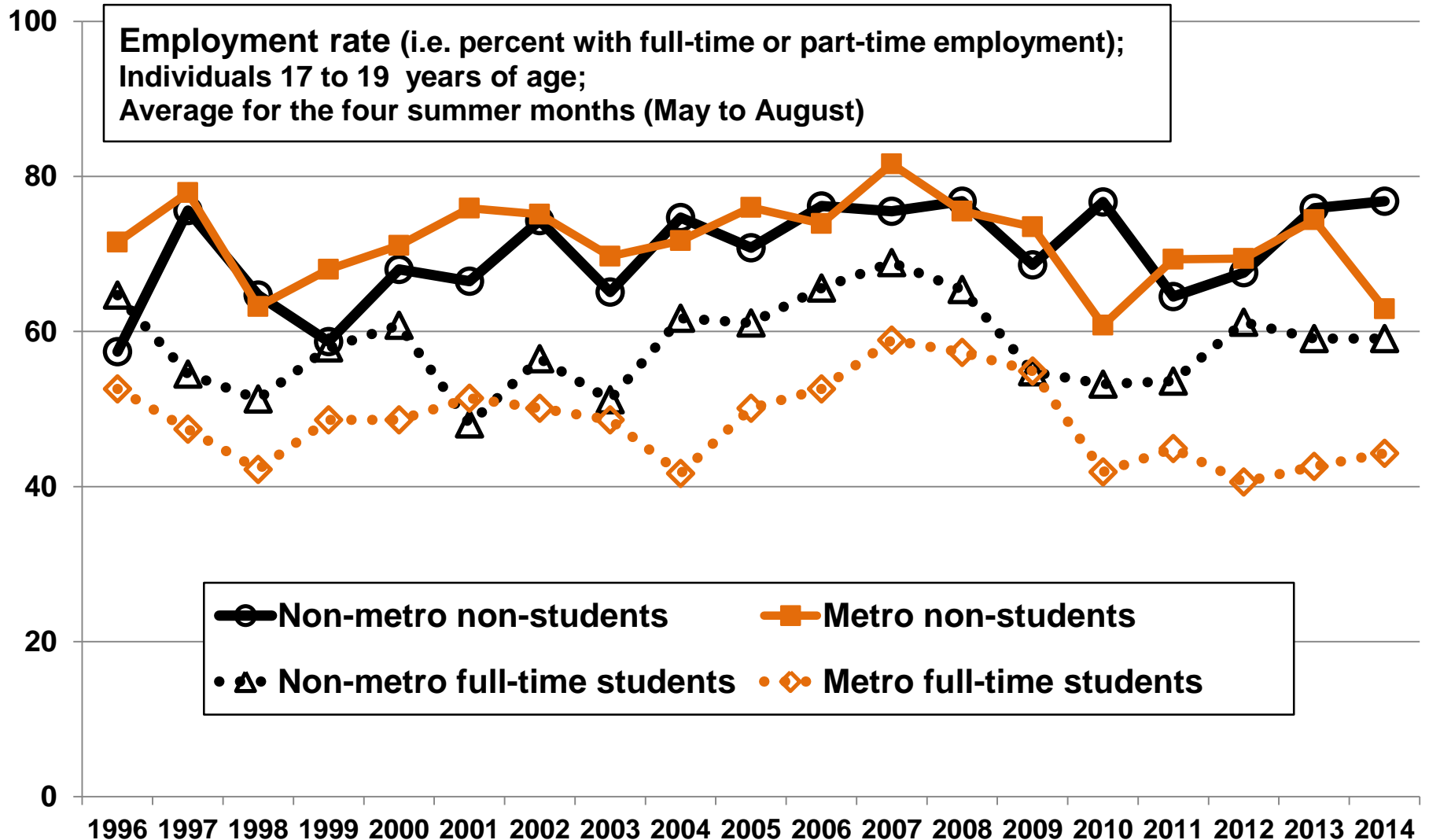
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During the summer months, non-metro youth (15-16 yr.) are generally more likely to be employed, compared to metro youth, British Columbia



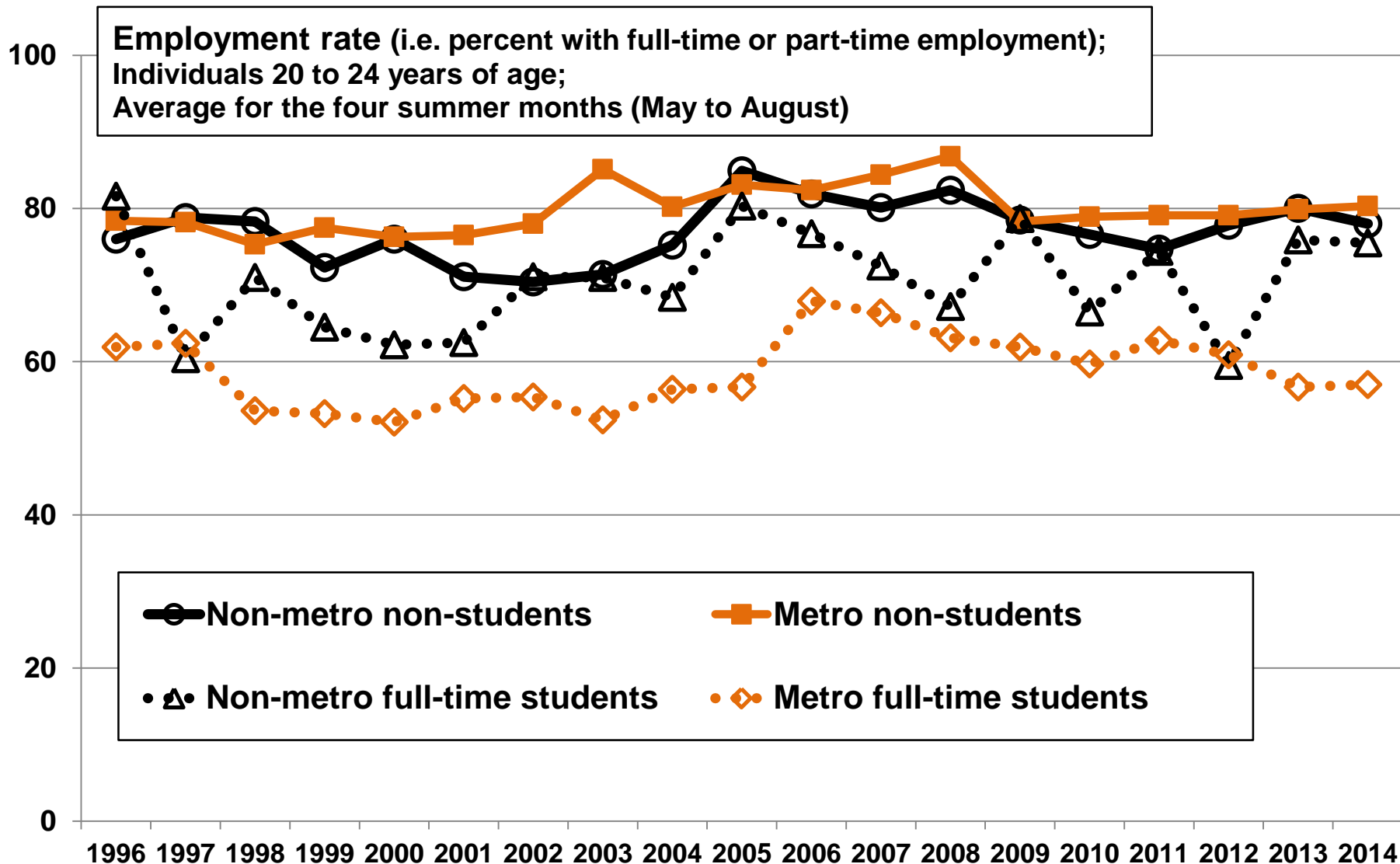
Source: Statistics Canada. Labour Force Survey, special request.

During the summer months, non-metro students (17-19 yr.) are generally more likely to be employed, compared to metro students, British Columbia



Source: Statistics Canada. Labour Force Survey, special request.

During the summer months, non-metro full-time students (20-24) are generally more likely to be employed, compared to metro students, British Columbia



Source: Statistics Canada. Labour Force Survey, special request.

Youth Employment: The Context

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Number employed as percent of total employment (15+ years), non-metro areas, British Columbia

Industry group	20-24 years		25-29 years	
	Average: 1996 to 2013	Trend: change in percent per year	Average: 1996 to 2013	Trend: change in percent per year
All industries	8	0.0	9	0.0
Goods-producing sectors	8	0.1	10	0.1
Agriculture	..	..	..	..
Forestry, fishing, mining, quarrying, oil & gas	7	0.0	11	0.0
Utilities	..	..	..	..
Construction	10	0.2	11	0.2
Manufacturing	8	0.0	9	0.0
Durables	9	0.0	10	-0.1
Non-durables	..	..	..	..
Services-producing sectors	9	0.0	9	0.0
Trade	12	0.0	10	-0.1
Wholesale trade	..	..	..	..
Retail trade	13	0.0	10	0.0
Transportation and warehousing	..	..	..	..
Finance, insurance, real estate & leasing	..	..	9	0.1
Professional, scientific & technical services	..	..	10	-0.3
Business, building & other support services	..	..	..	..
Educational services	..	..	6	-0.1
Health care & social assistance	5	0.1	8	0.2
Information, culture & recreation	10	-0.1	..	..
Accommodation & food services	18	0.1	11	-0.2
Other services	9	0.2	9	0.2
Public administration	..	..	..	..

Source: Statistics Canada. Labour Force Survey, special tabulation.

Number employed as percent of total employment (15+ years), non-metro areas, British Columbia

Occupation group	20-24 years		25-29 years	
	Average: 1996 to 2013	Trend: change in percent per year	Average: 1996 to 2013	Trend: change in percent per year
All occupations	8	0.0	9	0.0
Management occupations	-	-	6	-0.1
Business, finance and administrative occupations	6	0.0	8	0.0
Professional occupations in business and finance	-	-	-	-
Financial, secretarial and administrative occupations	-	-	-	-
Clerical occupations, including supervisors	9	0.0	10	0.1
Natural and applied sciences and related occupations	4	-0.1	11	-0.2
Health occupations	-	-	9	0.2
Professional occupations in health, nurse supervisors and registered nurses	-	-	-	-
Technical, assisting and related occupations in health	9	0.0	11	-0.1
Occupations in social science, education, government service and religion	4	-0.1	9	0.0
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Teachers and professors	-	-	-	-
Occupations in art, culture, recreation and sport	6	-0.2	-	-
Sales and service occupations	14	0.0	9	0.0
Wholesale, technical, insurance, real estate sales specialists, & retail, w wholesale & grain buyers	-	-	-	-
Retail salespersons, sales clerks, cashiers, including retail trade supervisors	16	-0.2	10	-0.1
Chefs & cooks, & occupations in food & beverage service, including supervisors	23	0.1	13	-0.2
Occupation in protective services	-	-	-	-
Childcare and home support workers	-	-	-	-
Sales & service occupations n.e.c. (including occupations in travel & accommodation, attendants in recreation & sport as well as supervisors)	13	0.1	8	0.0
Trades, transport and equipment operators and related occupations	8	0.1	9	0.2
Contractors and supervisors in trades and transportation	-	-	-	-
Construction trades	-	-	14	0.1
Other trades occupations	8	0.2	10	0.4
Transport and equipment operators	-	-	8	0.2
Trades helpers, construction, & transportation labourers & related occupations	17	0.1	14	0.1
Occupations unique to primary industry	9	-0.1	9	0.0
Occupations unique to processing, manufacturing and utilities	11	0.1	11	-0.1
Machine operators and assemblers in manufacturing, including supervisors	-	-	10	0.2
Labourers in processing, manufacturing and utilities	-	-	-	-

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Number of job vacancies and offered wage rate within the Kootenay, B.C. Economic Region, First, Second and Third Quarters of 2015

NOCS	Name of occupation (sorted by number of job vacancies at the 1-digit level of the National Occupational Classification System)	Number of job vacancies			Average offered hourly wage (dollars)		
		1Q2015	2Q2015	3Q2015	1Q2015	2Q2015	3Q2015
	Total, all occupations	2,245	2,410	2,160	\$19.05	\$17.05	\$16.20
6	Sales and service occupations	930	1,255	1,225	\$12.15	\$12.10	\$12.00
7	Trades, transport and equipment operators and related occupations	F	295	370	\$22.50	\$24.05	\$21.90
9	Occupations in manufacturing and utilities	235	65	85	\$26.20	\$27.15	\$21.25
2	Natural and applied sciences and related occupations	195	65	x	\$24.55	\$30.20	x
1	Business, finance and administration occupations	95	185	85	\$23.40	\$21.90	\$19.70
8	Natural resources, agriculture and related production occupations	x	155	F	x	\$17.90	\$17.30
4	Occupations in education, law and social, community and government services	F	120	75	\$25.45	\$21.50	\$24.65
0	Management occupations	80	70	60	\$29.80	\$29.10	\$20.60

.. : not available; "F" : too unreliable to publish due to small sample size; "x" : data suppressed to meet the requirements of the Statistics Act.

Source: Statistics Canada. Job Vacancy and Wage Survey, CANSIM Table 285-0004.

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Youth Employment: The Context

Presentation to Webinar on

Rural Youth Workforce Development

April 21, 2016

Questions /
Discussion

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Adjunct Professor, University of Saskatchewan