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Kamloops Labour Demand Study

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Introduction

This project will demonstrate:

1. The labour shortages presently in Kamloops
2. The specific occupational demands over the next 5 years

Venture Kamloops

- The marketing and economic development arm of Kamloops
- Helping out to establish & developing new upcoming businesses
- A full spectrum of support services
 - Investors
 - Entrepreneurs



Venture Kamloops

- Target data and market analysis
- Customized familiarization
- One-on-one confidential business support
- Assistance with business registration, taxation and regulatory issues
- Facilitate access to funding programs and sources
- Workshops and
- Promotion of your business



Mission

Creating economic growth and establish the city of
Kamloops



Purpose

- Perform Labour Study in Kamloops
 - Determine skilled labour shortage per industry over next 5 years
 - Contact minimum 75 companies in Kamloops
 - Determine what service programs will help them out the most to fill the gap & attract skilled labour
- Used for labour attraction in Kamloops

Methodology

Best Practice

- 2007 Kamloops Labour Demand Study
- BC Stats, Kamloops Community Fact Sheet
- Stats Canada

Methodology

Resources

- Richard Roy; Professor, School of Business, TRU
- Larry Phillips; Associate Director, HR, TRU
- Anita Grover, Manager, Economic Development,
Venture Kamloops

Methodology

Cross reference

- Stats Canada
- BC Stats, Kamloops Community Fact Sheet
- 2007 Kamloops Labour Demand Study
- Venture Kamloops Stats

Methodology

Survey

- Standard Survey consisting of:
 - Current number of employees
 - Current vacancies
 - Turnover percentage
 - Future demand for the next 5 years
 - How Venture Kamloops can aid in future recruiting efforts
- Phone, email and in person
- Confidential

Methodology

Survey

Kamloops Labour Demand Study: Skilled Worker Demands Questionnaire

Methodology

Sample Sizes

- Construction **5.11%**
- Crown Corporations and Municipal Services **33.2 %**
- Education **101.79%**
- Finance **9.00%**
- Forestry **37.31%**
- Healthcare **??**
- Hospitality and Tourism **2.09%**
- IT **4.00%**
- Mining and Oil & Gas Extraction **82.21%**
- Other **31%**
- Retail **8.32%**
- Transportation **11.13%**

Challenges

- Getting companies to fill out the survey
- Getting surveys completed with proper information
- Companies wary about confidentiality
- Estimating labour force and industry size
- Cross-referencing
 - Most recent data is 5 years old
- Varying sample sizes per industry

Survey Results

Construction

Sample Size	5.11%
Total Employees in Sample	203
Demand for Employees in Sample	107
Total Demand for Industry	3519

- 3519 new and replacing positions
- High demand for electricians & carpenters

Government Services

Sample Size	33.20%
Total Employees in Sample	887
Demand for Employees in Sample	44
Total Demand for Industry	668

- Demand quite low due to uncertainty
- Only 5% turnover each year due to retirement

Education

Sample Size	101.79%
Total Employees in Sample	3411
Demand for Employees in Sample	228
Industry Demand	1009

- Due to decreasing elementary school enrollments, future demand is more generated towards post secondary faculty

Finance

Sample Size	9.00%
Total Employees in Sample	222
Demand for Employees in Sample	155
Total Demand for Industry	1787

- 1,787 new positions due to new and replacing position
- Current vacancies are high for Teller and Advisor assistant

Forestry

Sample Size	37.31%
Total Employees in Sample	241
Demand for Employees in Sample	55
Total Demand for Industry	460

- 460 new and replacing positions
- Low turnover rates of 3%-4%

Healthcare

Sample Size	91.60%
Total Employees in Sample	5412
Total Demand for Industry	2955

- Sample size came from previous study, numbers verified by healthcare professionals
- Overall demand is 10% mainly due to retirement

IT

Sample Size	6.44%
Total Employees in Sample	54
Demand for Employees in Sample	10
Total Demand for Industry	116

- Turnover is extremely low for this industry – only 1% - 2%
- Future demand is due to desires for expansion

Mining and Oil & Extraction

Sample Size	82.21%
Total Employees in Sample	832
Demand for Employees in Sample	83
Total Demand for Industry	506

- Average turnover is very low for this industry
- If proposed mine opens, there will be an additional 692 – 892 new positions available

Retail

Sample Size	8.32%
Total Employees in Sample	555
Demand for Employees in Sample	140
Total Demand for Industry	8341

- This industry sees very high turnover
- A flat rate of 25% was used

Tourism and Hospitality

Sample Size	1.50%
Total Employees in Sample	73
Demand for Employees in Sample	35
Total Demand for Industry	11269

- Very high turnover rate

Transportation

Sample Size	11.13%
Total Employees in Sample	354
Demand for Employees in Sample	95
Total Demand for Industry	2897

- 699 New and replacing positions
- High demand for truck drivers
 - Mostly contract drivers
 - High turnover rates

Others

Sample Size	31%
Total Employees in Sample	763
Demand for Employees in Sample	236
Total Demand for Industry	2464

- Varying turnover rates

Gap Analysis

- Departure of the Call Center industry
- Introduction of the Information Technology industry
- Booming mining industry
- Overall increase in labour demands due to upcoming retirements
- Uncertainty about labour demands for Crown Corporations and Municipalities
- Big expectations for the economy back in 2007

Recommendations

- Develop more workshops, or monthly networking events similar to those put on by BCHRMA. These events can be either industry specific or open to all
- Work as liaison between businesses and Thompson Rivers University to ensure trades programs are being offered at the university that align with future demands
- Work with organizations such as BCGEU to hold Job Fairs quarterly

Conclusion

Industry	Total Demand
Construction	3519
Government Services	668
Education	1009
Finance	1787
Forestry	460
Healthcare	2955
IT	116
Mining	506*
Retail	8341
Tourism	11269
Transportation	2897
Other	2464
Total	35,991

Thank you

Questions
&
Suggestions ?