



Environmental Scan

British Columbia

2019



Once a year, Service Canada develops Economic/Environmental Scans (E-Scan) that provide a general overview of demographic, economic and labour market conditions and trends. E-scans will be of interest to those who seek to know more about the state of a provincial or regional economy and labour market. Facts and statistics presented in this document reflect information available as of April 2019.

HIGHLIGHTS

**Downturn in
real estate
moderates
GDP growth**

**Infrastructure
projects
fuel
construction**

**Lowest
unemployment
rate
in Canada**

**Forestry
plagued by
diminishing
log supply**

- BC's real gross domestic product (GDP) grew an estimated 1.9% in 2018, down 2.1 percentage points from 2017 primarily due to a slowdown in the province's real estate sector.
- Construction activity in BC is being fuelled by several large-scale projects such as the \$10.7 billion Site C Dam near Fort St. John and the new \$40 billion LNG Canada liquefied natural gas (LNG) processing terminal in Kitimat with adjoining Coastal GasLink pipeline.
- BC's unemployment rate (4.7%) was the lowest in Canada for the third consecutive year in 2018.
- Diminishing log supplies and low market prices have led to production curtailments at every major sawmill in BC.
- Tourism continues to expand in BC with international visits reaching an all-time high of over six million in 2018.

ECONOMIC CONTEXT

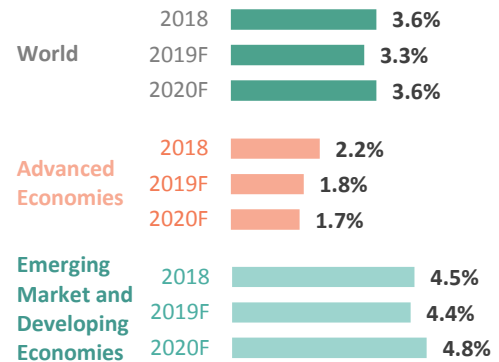
Global Outlook: Slowing down amid uncertainties

After a widespread cyclical upswing that lasted almost two years, global economic expansion slowed in the second half of 2018. Escalating trade tensions leading to lower business confidence, weaker than expected momentum in the euro area, tighter credit policies in China, and the normalization of monetary policy in major advanced economies contributed to the slowdown. Weakened global growth is expected to persist partway through 2019 with considerable uncertainties in the short-term.

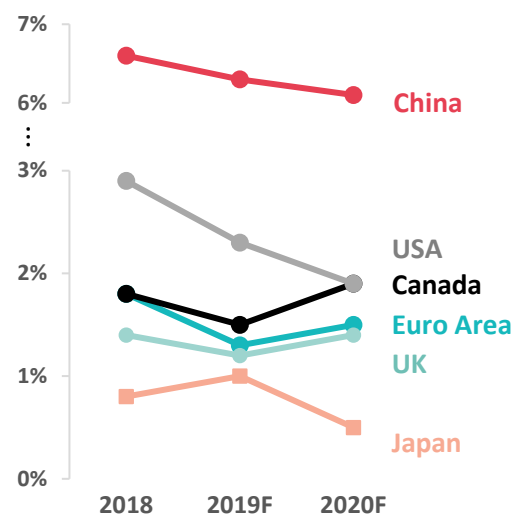
The International Monetary Fund estimates that about two-thirds of the expected deceleration in this year’s global growth will be due to a slowdown in advanced economies.¹ While the US remained robust last year with a tight labour market and strong consumption growth, business investment has softened. The temporary boost from US fiscal stimulus, domestically and on its trading partners, is set to wane. In the Euro area, rising concerns of a no-deal Brexit are weighing on investment spending. Nonetheless, global growth is anticipated to improve in the latter part of 2019 and into 2020.² Many of the world’s major central banks are increasingly leaning towards a more accommodative stance and conditions in stressed emerging market economies are gradually stabilizing. Furthermore, China has been ramping up its fiscal and monetary stimulus to offset the negative impact from trade tariffs.

Difficulties in settling controversial issues, such as the US-China trade dispute, pose downside risks to the outlook. Other issues include Brexit negotiations, disagreements within the EU over the Italian budget, and Mexico’s new policy direction following a change in administration. On the upside, a resolution of trade tensions could lead to a bounce back in business confidence and strengthen investor sentiment.

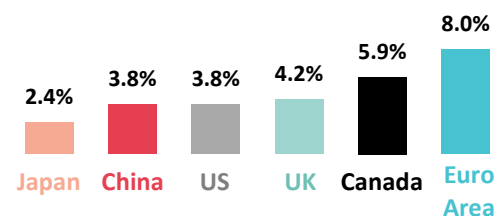
Economic Outlook Projections



Projected Real GDP Growth



Projected Unemployment Rates in 2019



Source: International Monetary Fund World Economic Outlook April 2019

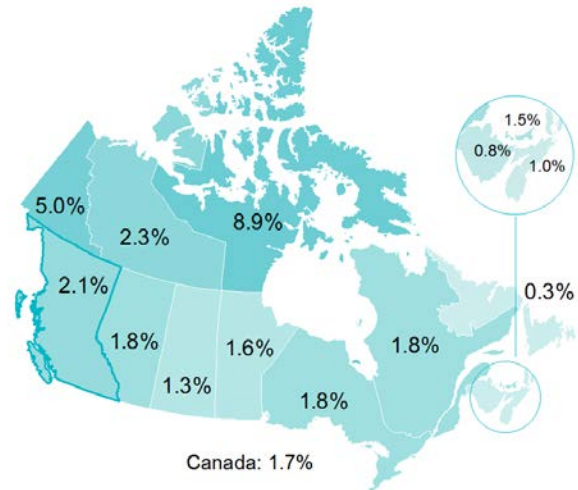
National Overview: Rosier times ahead

In tune with global growth, Canada’s economy expanded in 2017 and the first half of 2018 before weakening in the latter half of the year. Rising US trade protectionism, challenges in the oil sector, and falling global and domestic demand have weighed on investment spending. Consumer consumption also slowed as debt growth continued to outpace incomes. Real GDP in Canada is expected to slow to 1.4% growth this year, with some economic weakness lingering from late 2018, before picking up throughout the year and expanding by 2.0% in 2020.³

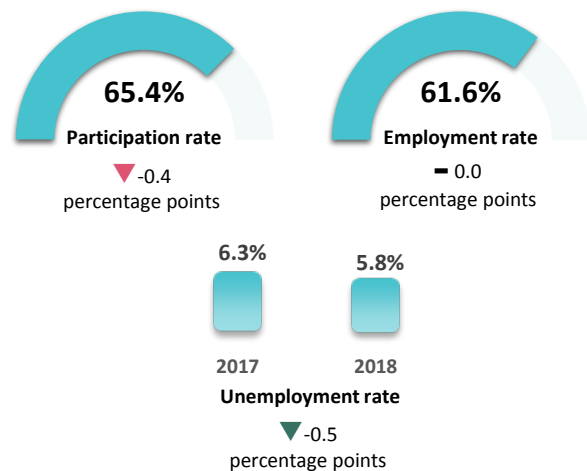
In the first quarter of 2019, the Conference Board of Canada’s Index of Business Confidence dropped to a three-year low of 84.3.⁴ Although a new trade deal with the US and Mexico was reached last year, the agreement has yet to be ratified; however, this could come easier now that steel and aluminum tariffs have been revoked. US duties on Canadian softwood lumber combined with falling lumber prices and log shortages have resulted in curbed production and sawmill closures. The energy sector continues to face significant transportation constraints. Alberta’s oil production cuts have lifted the price of Canadian oil from the record lows last year, but the one-year delay in Enbridge’s Line 3 replacement brings new uncertainties on project timelines and investment decisions. Nonetheless, investment spending in Canada’s energy sector is expected to rebound in 2020, driven by the development of major projects including LNG Canada in British Columbia. The newly elected Alberta government also has plans to reduce business taxes from 12% to 8% gradually over the next four years to attract new investment.

Outside of the energy sector, firms, especially those in service-oriented sectors, have improved outlooks with intentions to increase capital spending and add workers to meet sustained demand.⁵ Accelerated depreciation measures introduced in the federal government’s 2018 Fall Economic Statement have likely contributed to the higher spending intentions. Meanwhile, residential investment is anticipated to soften as the housing market continues to cool, following government measures aimed at cooling demand as well as five interest rate hikes by the Bank of Canada since mid-2017.

GDP forecasts for Canada: 2018–2020 3-year average annual growth rates



Sources: Canada and the Territories: Conference Board of Canada
Provinces: Average of the 'Big 5' Chartered Banks



Source: Statistics Canada Labour Force Survey

Households are starting to feel the pinch from higher interest rates, especially as they owe a record \$1.79 for every dollar of disposable income.⁶ However, Canada's low unemployment rate⁷ and high job vacancy rate⁸ show that tight labour market conditions persist, providing upward pressure on wages⁹ that could ease the burden somewhat for indebted households. Growth in real personal disposable income is forecast to outpace inflation growth in the near term, resulting in a gain to real incomes.¹⁰ Moreover, Canada added 222,000 jobs between January and April this year, the largest share of total employment for this four-month period since 2002, with most of the gains in full-time positions.¹¹ The strong job market along with the growth in income will likely support consumer activity in the coming months.

British Columbia Outlook

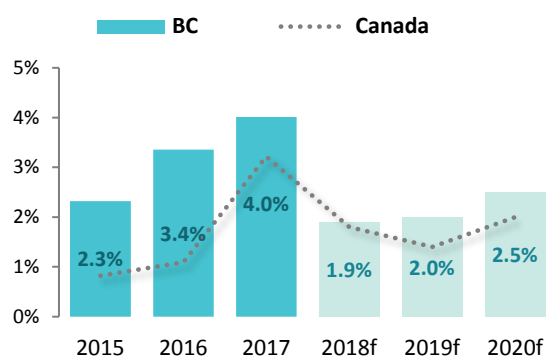
BC's economy slowed in 2018 following four consecutive years of accelerating provincial GDP growth. Government measures to moderate the housing market combined with rising interest rates, have negatively affected BC's real estate industry and contributed to diminished economic growth. Residential real estate activity is expected to contract further this year.¹² Consumer spending also moderated in 2018; annual retail sales were up only 2.0%, compared to 9.3% growth in 2017.¹³

Non-residential building activity is gaining momentum with several major infrastructure projects underway throughout the province. In addition to private investments, BC's Budget 2019 outlines a three-year fiscal plan that includes \$20.1 billion in capital spending focussed on building and maintaining health, transportation and education infrastructure.¹⁴

In 2018, LNG Canada began construction of an LNG export facility in Kitimat, as well as the Coastal Gaslink pipeline linking the terminal to northeast BC. Overall, this project represents the largest energy investment in Canadian history, which is expected to generate about \$23 billion in public revenue over 40 years.¹⁵ Although natural gas prices have trended down for the last decade, global markets for LNG are expected to grow significantly over the next ten years.^{16,17} Export facilities like LNG Canada and the smaller Woodfibre LNG in Squamish will provide the infrastructure necessary to deliver LNG to Asian markets and open new avenues to international trade.¹⁸

Meanwhile, in the forestry sector, a long-term decline in allowable cuts due to mountain pine beetle infestations continues to reduce log supply in the province.¹⁹ In fact, the Province expects BC's timber supply will continue to diminish over the next six years.²⁰ Shrinking supply and low market prices for lumber have led to production curtailments at every major sawmill in BC since the fall of 2018.²¹ The forestry sector is integral to BC's economy, generating over 140,000 jobs and contributing almost \$13 billion to the provincial GDP through direct, indirect and induced impact.²²

GDP forecast



Sources: 2015-2017 Statistics Canada Tables 36-10-0434-01, 36-10-0402-01; 2018-2020F: Canada: Conference Board of Canada; Provinces: Average of the 'Big 5' Chartered Banks

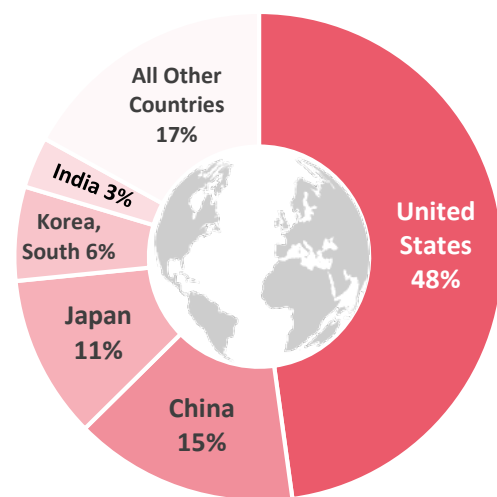
While forestry has traditionally been the cornerstone of BC's economy, tourism revenue is now surpassing forestry. The tourism industry employed over 300,000 British Columbians in 2018 and generates approximately \$18 billion a year.^{23,24} BC set a record in 2018 when over six million international visitors came to the province. All told, year-over-year provincial tourism revenue was up 7.0% last year, outpacing national growth of 5.2% during the same period.^{25,26}

Trade

- BC exported \$22.7 billion worth of goods to the US in 2018, up 2.4% from 2017. Forestry products are BC's top export to the US, totalling \$14.7 billion in 2018.²⁷
- The majority of BC's forestry products destined to the US originate from the Interior, while BC's coastal forestry products are primarily shipped to Asian markets.²⁸
- The US imposed duties on Canadian imports of softwood lumber (up to 23.56%) in 2018.²⁹ BC is the province most impacted by these duties. Indeed, over half of all Canadian softwood lumber exports destined for the US originate from BC. In addition, over 60 percent of BC's \$6.4 billion total annual softwood lumber exports are destined for the US.³⁰
- The Canada-US-Mexico Agreement (CUSMA) – signed in 2018 as a renegotiation of the North American Free Trade Agreement (NAFTA) – maintains Chapter 19; a settlement mechanism often used to protect Canadian softwood lumber exporters from US tariffs.
- The US imposed 10.0% duties on Canadian aluminum imports in 2018. BC exported \$1.3 billion in unwrought aluminum to world markets in 2018, with almost 40% of these exports destined for the US. In 2017, closer to 47% of BC's aluminum exports were sent to the US.³¹
- China is BC's second largest trading partner. In fact, BC shipped \$7.0 billion in goods to China in 2018 – more than any other province in Canada. The majority of BC's exports to China are forestry products, followed by copper and coal. Escalating trade tensions with China could affect future exports.
- The province shipped \$5.1 billion in goods to Japan in 2018. BC's top three exports to this country are forestry products, coal and copper. Under the recently signed Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP), Japan will eliminate tariffs on copper, aluminum and lumber.³²

[See Exports table.](#)

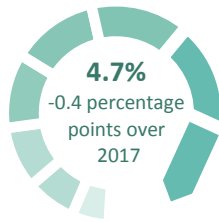
British Columbia exported \$44.5B worth of goods to 207 countries in 2018. The US remains BC's largest market followed by China, Japan, South Korea and India.



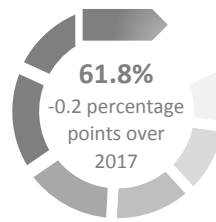
Source: Industry Canada Trade Data Online, accessed March 11, 2019

Labour Market Conditions

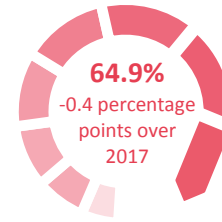
Unemployment rate declined in 2018



Employment rate virtually unchanged in 2018



Participation rate declined in 2018



Source: Statistics Canada, Labour Force Survey
See [Definitions](#) for Participation, Employment and Unemployment

- After two consecutive years of over 3.0% growth, employment in BC grew a more modest 1.1% in 2018. Annual employment growth was led by gains in full-time employment (+24,700), outpacing advances in part-time employment (+2,100).
- BC's annual unemployment rate (4.7%) in 2018 was the lowest in the country and well below the national average of 5.8%. Indeed, BC's annual provincial unemployment rate has trended down since 2009, when it peaked at 7.7% following the global financial crisis.
- Demand for workers is rising in BC. According to Statistics Canada's latest Job Vacancy and Wage Survey, BC employers had 104,585 job vacancies in the fourth quarter of 2018 – up 18.1% compared to the same period in 2017. Meanwhile, the average offered hourly wage in BC increased from \$19.60 to \$21.00 (+7.1%) over this period.^{33,34}
- According to BC's Labour Market Outlook: 2018, there will be an estimated 903,000 job openings in the province over the next ten years, and close to 80% of these new positions will require post-secondary education.³⁵

Industry Trends

- Employment in BC's **construction industry** climbed steadily over the past five years; posting average annual growth of 3.1%. BuildForce Canada expects employment in the province's construction industry to increase 14,600 between 2019 and 2021.³⁶ The majority of these gains are anticipated in the non-residential construction sector.
- Work has already started on LNG Canada's new facility in Kitimat and adjoining Coastal GasLink pipeline, with completion expected in 2023. This major project is expected to create up to 10,000 jobs during construction.^{37,38} Construction is also underway on the Site C Dam project near Fort St. John where BC Hydro is employing over 3,000 workers.³⁹ Meanwhile, the \$4.5 billion Trans Mountain pipeline project has been suspended while a new federal consultation and review process takes place. Should the process result in project approval, construction could resume by summer 2019 and support over 9,000 jobs in BC.⁴⁰

- Wood product **manufacturing** is BC’s largest manufacturing sub-industry and employed 23,900 people in 2018. In the second half of 2018, supply constraints and diminishing market prices began to negatively affect wood product manufacturers in the province. Although the price of lumber peaked in mid-2018, a substantial price decline in the second half of the year led to production cuts and layoffs in sawmills throughout the province.
- Employment in BC’s **professional, scientific and technical services industry** continues to increase as the BC tech industry expands and attracts more internationally renowned companies. In 2018, Amazon announced plans to increase its presence in Vancouver by opening two new locations by 2022. The company will employ 4,000 additional workers including engineers specialized in high-tech roles to develop e-commerce technology, cloud computing and machine learning.^{41,42} Later in 2018, the BC-led Digital Technology Supercluster was chosen as one of five recipients for the Government of Canada’s Innovation Supercluster Initiative, sharing \$950 million in federal funding.⁴³ BC’s supercluster is expected to create over 13,500 new jobs.⁴⁴
- BC’s **health care and social assistance industry** is the second largest industry by employment in BC. In Budget 2019, the Government of BC allocated more than \$1.3 billion over three years to enhance health care services with plans to increase the number of health care practitioners in the province through various strategies.⁴⁵ The BC Ministry of Health will spend a total of approximately \$21 billion in the 2019/20 fiscal year, up 6% from 2018/19.⁴⁶

The provincial primary health-care strategy, launched in 2018, promises to recruit 200 family doctors, 200 nurse practitioners and 50 clinical pharmacists, while creating urgent primary care centres, community health centres and primary care networks throughout BC.^{47,48} In addition, the Government of BC is spending \$240 million over three years to increase direct care for seniors.⁴⁹ More workers are also required to support the Province’s new surgical strategy. Professionals trained in anesthesia, surgery, specialty nursing, physiotherapy, occupational therapy and perfusion are needed to increase the number of surgeries offered in the province.⁵⁰

Largest job gains in 2018



Health care & social assistance(+6.5%)	19.7K
Professional, scientific & technical services (+5.7%)	11.3K
Construction (+4.3%)	9.8K

Largest job losses in 2018



-5.4K	Finance, insurance, real estate, rental & leasing (-3.5%)
-5.6K	Trade-Retail & Wholesale (-1.5%)
-9.2K	Information, culture & recreation (-6.7%)

Six industries make up 60% of British Columbia employment



Wholesale & retail trade	368K
Health Care & Social Assistance	323K
Construction	238K
Professional, Scientific & Technical Services	209K
Accommodation & food services	188K
Manufacturing	174K

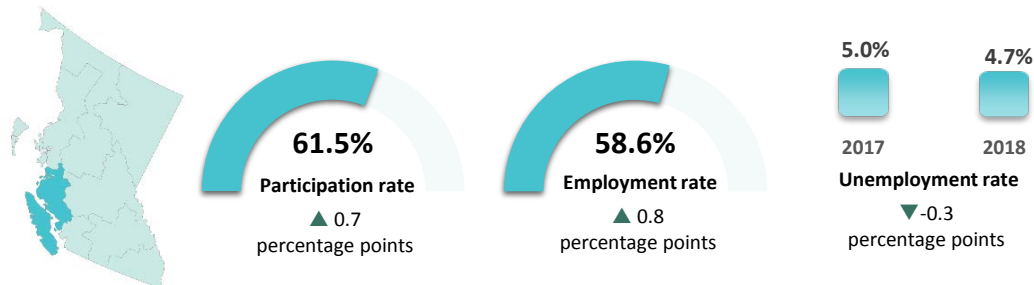
Source: Statistics Canada Labour force characteristics by industry, annual – Table: 14-10-0018-01 (formerly CANSIM 282-0008)

- Higher mortgage rates and housing policy changes at the provincial and federal levels contributed to a cooling of BC’s housing market in 2018. According to the British Columbia Real Estate Association, home sales were down 24.5% last year⁵¹ In turn, employment in BC’s **finance, insurance, real estate, rental and leasing industry** fell 3.5% in 2018.

[See detailed industry table.](#)

Local Labour Market Conditions

Vancouver Island and Coast

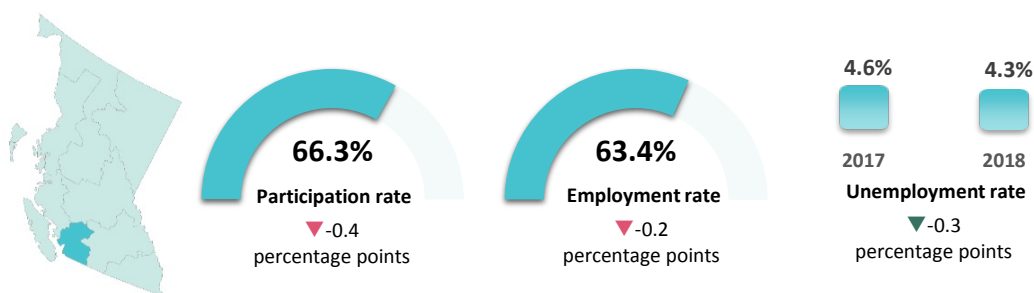


Source: Statistics Canada, Labour Force Survey

In 2018, employment increased 2.6% in the Vancouver Island and Coast economic region. Labour supply continues to be a concern for businesses in the region. In fact, attracting and retaining workers is one of the 2019 advocacy priorities for the Victoria Chamber of Commerce.^{52,53}

Significant highway improvements will begin this year on Vancouver Island including the \$85.7 million Highway 14 corridor improvement project in Sooke and the \$14 million Highway 1 four-laning project in Langford.^{54,55} Further north on the Island, construction of the \$125.2 million Comox Valley Water Treatment Project is set to begin later this year.⁵⁶

Lower Mainland-Southwest

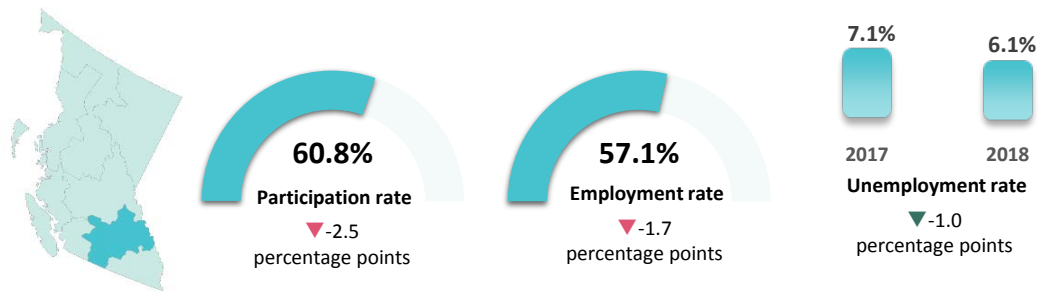


Source: Statistics Canada, Labour Force Survey

Almost 80% of all 2018 annual employment gains in BC were in Lower Mainland-Southwest . Employment growth was distributed among a variety of industries including construction, accommodation and food services, and professional, scientific and technical services. This region has a diversified economy with the lowest unemployment rate of any region in the province.

Employment in this region’s construction industry is supported by many large-scale projects. For instance, there were 533 major construction projects valued at \$20 million or more underway in the region in the last quarter of 2018 with a combined value of \$76.1 billion— up 9.1% from the previous year.⁵⁷ The region’s vibrant tourism industry is also expanding thanks to ample convention activity, sporting events and increasing cruise ship calls. Overnight visits to Vancouver increased about 3.8% 2018 and are forecast to expand an average of 3.3% annually for the next three years.⁵⁸

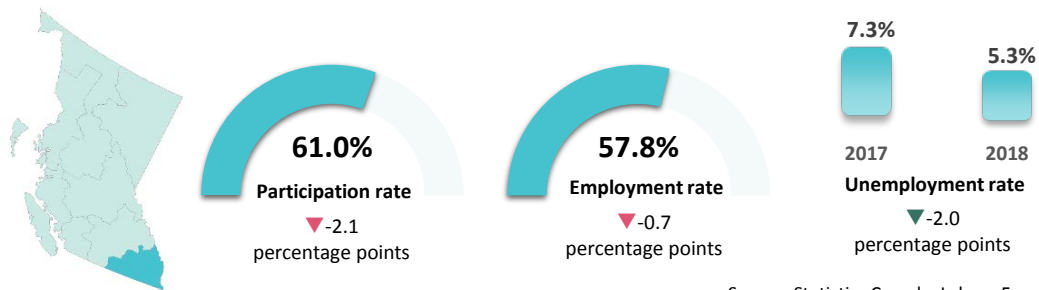
Thompson-Okanagan



Source: Statistics Canada, Labour Force Survey

Employment decreased 1.7% in the Thompson-Okanagan in 2018. However, some promising developments are underway in the Okanagan following the October 1, 2018 legalization of recreational cannabis in Canada. Flowr Corporation and Hawthorne Canada are building a cannabis research and development facility in Kelowna, while Valens GroWorks Corp. has signed a multi-year agreement to process cannabis flowers at three Kelowna area locations.^{59,60} Meanwhile, True Leaf Medicine International are set to open their main growing facility in Lumby.⁶¹

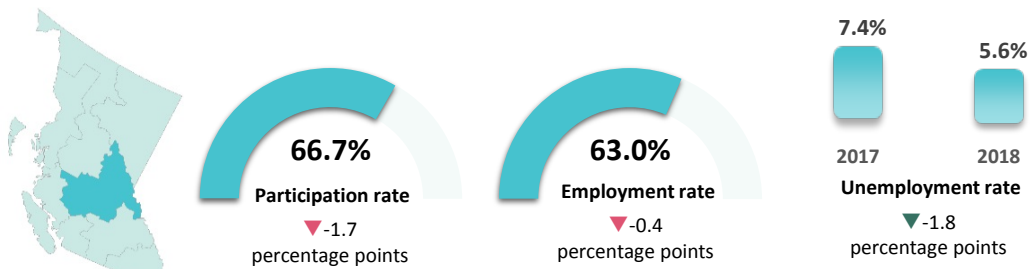
Kootenay



Source: Statistics Canada, Labour Force Survey

The Kootenay regional economy is anchored by resource extraction and tourism. Teck Resources is an important employer for the region, operating five mines in the Elk Valley that produce steelmaking coal (also called metallurgical or coking coal). The company’s annual steelmaking coal production was relatively unchanged in 2018 and global demand for this coal is expected to remain positive in 2019. Although mine reserves at Teck’s Coal Mountain Operations near Sparwood were depleted in early 2019, the company is advancing mining in new areas of their Fording River, Elkview and Greenhills operations.^{62,63}

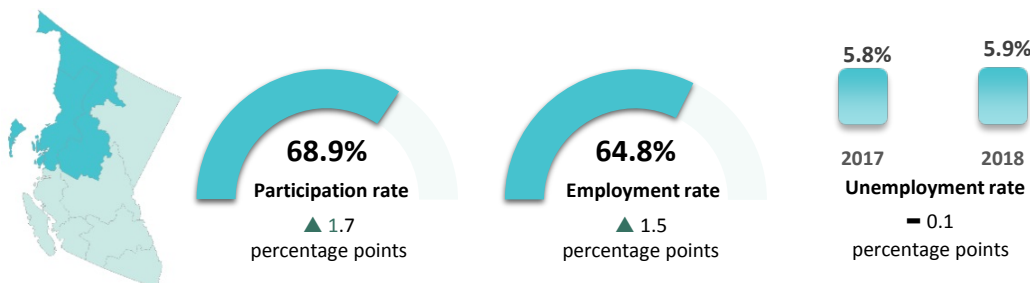
Cariboo



Source: Statistics Canada, Labour Force Survey

Forestry is an important economic driver for the Cariboo region. In fact, the region is home to 14 large sawmills, six plywood, veneer and panel mills and seven pulp and paper facilities.⁶⁴ Diminishing lumber supply and low commodity prices led to all major forestry companies in the Cariboo region to curtail production in the fourth quarter of 2018 and into 2019. This region is also affected by the declining price of copper. For example, Imperial Metals Corporation decided to suspend operations at their Mount Polley copper and gold mine located northeast of Williams Lake. Approximately 250 people were impacted by the decision effective May 2019.^{65,66}

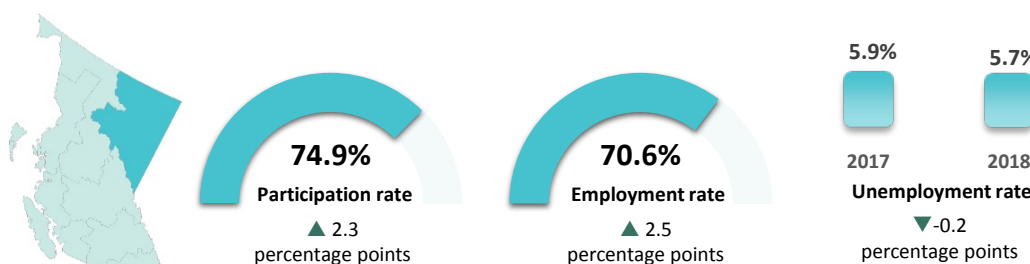
North Coast and Nechako



Source: Statistics Canada, Labour Force Survey

Extensive new LNG developments are expected to substantially increase employment in the region over the next five years. Once operational in 2023, the LNG Canada processing facility near Kitimat will generate up to 950 permanent positions.⁶⁷ In addition, AltaGas recently completed construction of Canada’s first propane export facility near Prince Rupert. The Ridley Island Propane Export Terminal Project cost approximately \$500 million and is designed to ship up to 1.2 million tonnes of propane per year.^{68,69}

Northeast



Source: Statistics Canada, Labour Force Survey

Construction is the largest industry by employment in the Northeast economic region, representing just over 15% of total employment. Construction activity is being fuelled by large projects such as the \$10.7 billion Site C Hydroelectric Dam project near Fort St. John that employs approximately 3,500 people.⁷⁰ Work is also underway on the Peace Region Electricity Supply project that will connect Site C to natural gas developers in the Northeast. Both BC Hydro and the federal government are contributing to the cost of this \$289 million project.⁷¹

DEMOGRAPHICS AND CLIENT OUTCOMES

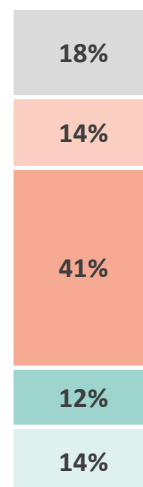
BC's population reached 4,991,687 in July 2018 — an increase of almost 70,000 people year-over-year. Over the last ten years, the average rate of population growth in BC was 1.4%, slightly higher than the national average (1.1%). Immigration to BC increased by 18.5% (+6,533) in 2017/2018, while births and net inter-provincial migration decreased.⁷² BC's population is aging and seniors (65+) now represent a greater proportion of the provincial population than children (0-14 yrs). This demographic shift is expected to continue with seniors occupying an even greater proportion of the total population by 2038. This population shift also means the proportion of British Columbians of prime working age (25-54 years) will diminish over the next twenty years.

An aging population will affect BC's labour market. While the proportion of prime working age British Columbians will diminish, an estimated 68% of job openings over the next ten years will be due to older workers retiring.⁷³ In addition, BC is expected to be the first western province to have a negative natural rate of population growth by 2028 – the provincial death rate will outpace the birth rate.^{74,75} [See detailed population table.](#)

Inter-provincial migration

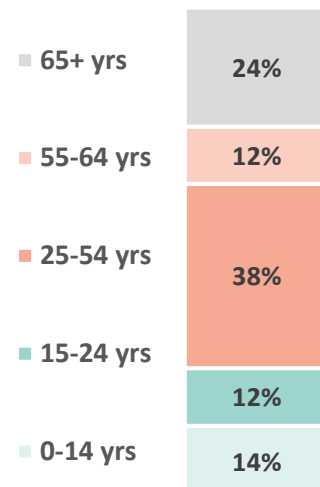
Net inter-provincial migration remained positive over the last five years, primarily due to an influx of people migrating to BC from Alberta and Ontario. During this period, Albertans represented almost 45% of all inter-provincial migrants moving to BC.

**2018 British Columbia
Population
4,991,687**



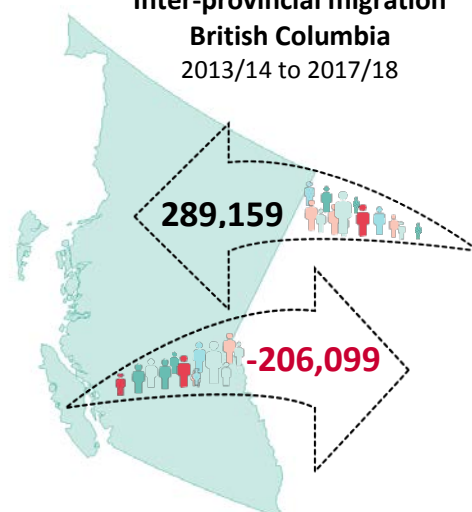
Source: Statistics Canada, Population estimates, Table 17-10-0005-01

**2038 Population
Projection
6,153,100**



Source: Statistics Canada, Table 17-10-0057-01 (projection scenario M2)

Inter-provincial migration British Columbia 2013/14 to 2017/18



Source: Statistics Canada, Table 17-10-0022-01 Estimates of interprovincial migrants

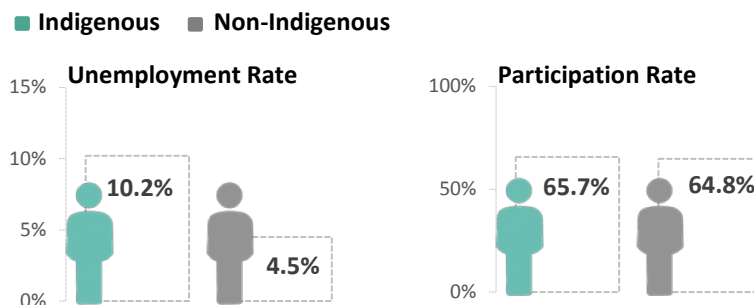
Ontario residents represented 28% of in-migration to the province.

However, inter-provincial migration to BC has slowed over the past two years, while the number of people relocating to other regions of the country is on the rise. Nearly 8,700 more people relocated from BC to other parts of Canada in 2017/2018 compared to the 2016/2017 period. [See migration table.](#)

Client Outcomes

Indigenous Peoples

BC’s Indigenous population often faces employment barriers such as education, access to dependable transportation, and lack of local employment opportunities.⁷⁶ Indeed, the annual unemployment rate for Indigenous people was 5.7 percentage points above the rate for Non-Indigenous British Columbians in 2018. The employment rate for Indigenous people is also almost two percentage points below that of the



Source: Statistics Canada Labour Force Survey, ESDC custom table (2018) Indigenous people living off reserve

Non-Indigenous population. However, the participation rate for Indigenous people has remained above the rate for Non-Indigenous people in BC for the last three years. Moreover, Indigenous employment has been on the rise in the province, increasing every year between 2010 and 2017, before falling 2.7% in 2018

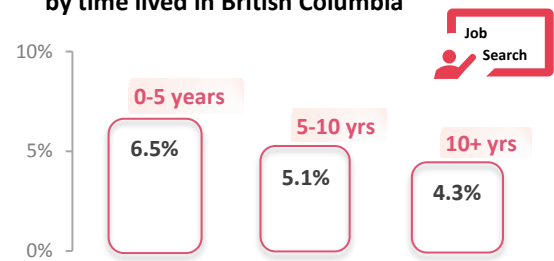
Graduation rates for Indigenous secondary students have increased substantially in BC over the last 15 years, increasing from 47% in 2003/2004 to 70% in 2017-2018.⁷⁷ Educational attainment plays a key role in achieving positive labour market outcomes and increased secondary student graduation rates bode well for BC’s Indigenous labour force.

Provincial initiatives to support Indigenous Peoples in BC include formal plans to introduce legislation this year to address reconciliation. The Government of BC intends on being the first province in Canada to introduce legislation to implement the United Nations Declaration on the Rights of Indigenous People.⁷⁸ The BC Union of Indian Chiefs has noted these changes could have an impact on land use planning, forestry, mining and oil and gas.⁷⁹ In addition, effective April 2019, the Province partnered with BC First Nations in a new revenue sharing commitment. The Government of BC will share about \$3 billion in gaming revenue with BC First Nations over the next 25 years.⁸⁰

Immigrants

BC’s immigrant population (aged 15 and over) has grown at an annual rate of 1.7% over the last five years.⁸¹ This segment of the population has become increasingly important in light of BC’s tight labour market where employers are often struggling to find skilled workers. In 2018, the unemployment rate for new immigrants was 6.5% — 1.8 percentage points higher than the provincial average.⁸² Indeed, attempting to gain Canadian work experience can be challenging for new immigrants who face employment barriers such as having non-Canadian credentials or limited fluency in Canada’s official languages. However, over the last five years, all labour market indicators for landed immigrants in BC have progressed favorably; their unemployment rate has steadily declined and both the participation and employment rate are up.⁸³

Landed immigrant unemployment rates by time lived in British Columbia

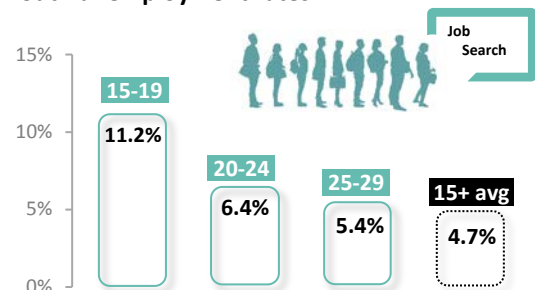


Source: Statistics Canada Table: 14-10-0083-01 Labour force characteristics by immigrant status

Youth

British Columbians between the ages of 15 and 29 made up 25.0% of the provincial labour force in 2018. While the majority of those aged 20 to 29 work full-time, British Columbians aged 15 to 19 primarily work part-time. The BC youth unemployment rate has decreased over the past five years, with the most notable decline seen in those aged 15 to 19 (-7.8 percentage points).

Youth unemployment rates



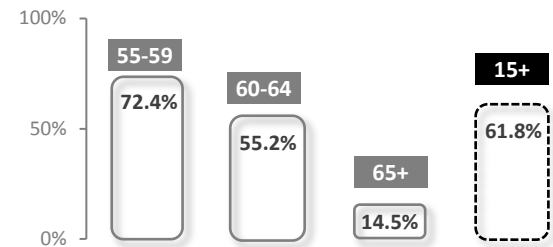
Source: Statistics Canada Table 14-10-0327-01 Labour force characteristics by sex and detailed age group, annual

In Budget 2019, the Province committed to removing interest from all new and existing BC student loans, as well as moving towards implementing a universal childcare program.⁸⁴ These initiatives have tangible implications for the province’s youth, such as diminishing the financial burden of student debt and removing barriers for young parents to participate in the labour market.

Older Workers

Baby boomers⁸⁵ are now between the age of 54 and 73. This means that many in this demographic are transitioning towards retirement. However, employment has increased every year for the last ten years for those aged 55 and older. The change is most notable among workers aged 65 and over where employment grew at an average annual growth rate of 8.0% between 2008 and 2018. Indeed, older workers are remaining in the labour market for a longer period of time and a greater proportion of older workers are female. In 2008, only 33.3% of workers 65 and over in BC were female compared to 43.1% in 2018.

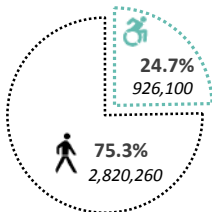
Employment rates of Older Workers



Source: Statistics Canada Table 14-10-0327-01
Labour force characteristics by sex and detailed age group, annual

People with Disabilities

Proportion of BC population aged 15+ with disabilities



Almost 25% of British Columbians over the age of 15 identify as having a disability, a higher proportion than the national average (22.3%). People with disabilities also represent a significant portion of BC’s available labour pool. In 2017, persons with disabilities comprised over 18% of the provincial labour force aged 25 to 64.

According to the [2017 Canadian Survey on Disability](#), people with disabilities in BC have a substantially higher unemployment rate than those without disabilities. For instance, workers with disabilities between the ages of 45 and 64 have a 9.2% unemployment rate, while the unemployment rate for those without disabilities in this age group is 3.9%.

Note: In preparing this document, the authors have taken care to provide clients with labour market information that is timely and accurate at the time of publication. Since labour market conditions are dynamic, some of the information presented here may have changed since this document was published. Users are encouraged to also refer to other sources for additional information on the local economy and labour market. Information contained in this document does not necessarily reflect official policies of Employment and Social Development Canada.

Prepared by: Labour Market Information (LMI) Directorate, Service Canada, British Columbia
For further information, please contact the LMI team at: http://www.esdc.gc.ca/cgi-bin/contact/edsc-esdc/eng/contact_us.aspx?section=lmi

© Her Majesty the Queen in Right of Canada as represented by Employment and Social Development Canada, 2019, all rights reserved

Definitions Return to [Labour Market Conditions](#)

See **Guide to the Labour Force Survey** <https://www150.statcan.gc.ca/n1/pub/71-543-g/71-543-g2018001-eng.htm>

Labour force: Civilian non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed.

Participation rate: Total labour force expressed as a percentage of the population aged 15 years and over. The participation rate for a particular group (for example, women aged 25 years and over) is the labour force of that group expressed as a percentage of the population for that group.

Employment rate (employment/population ratio): Number of employed persons expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (for example, one defined by age, sex, marital status, or province) is the number employed in that group expressed as a percentage of the population for that group.

Unemployment rate: Number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (for example, one defined by age, sex, or marital status) is the number of unemployed persons in that group expressed as a percentage of the labour force for that same group.

Appendix

Detailed industry table. Return to [Industry Trends](#)

British Columbia Annual Labour Force Statistics, by Industry

Employment Estimates ('000)	2018	2017	2017 to 2018	
			Number	%
Total employment, all industries	2,493.6	2,466.8	26.8	1.1
Goods-Producing Sector	500.0	491.7	8.3	1.7
Agriculture	23.6	26.2	-2.6	-9.9
Forestry, Fishing, Mining, Oil and Gas	49.7	49.8	-0.1	-0.2
Utilities	13.9	12.9	1.0	7.8
Construction	238.4	228.6	9.8	4.3
Manufacturing	174.3	174.2	0.1	0.1
Services-Producing Sector	1,993.6	1,975.1	18.5	0.9
Wholesale and retail trade	368.4	374.0	-5.6	-1.5
Transportation and Warehousing	135.8	139.4	-3.6	-2.6
Finance, insurance, real estate, rental and leasing	150.8	156.2	-5.4	-3.5
Professional, Scientific and Technical Services	208.5	197.2	11.3	5.7
Business, Building and Other Support Services	100.6	102.5	-1.9	-1.9
Educational Services	168.6	166.6	2.0	1.2
Health Care and Social Assistance	323.2	303.5	19.7	6.5
Information, culture and recreation	127.6	136.8	-9.2	-6.7
Accommodation and food services	187.7	182.6	5.1	2.8
Other services (except public administration)	118.1	114.4	3.7	3.2
Public administration	104.3	101.9	2.4	2.4

Note: Totals may not add due to rounding

Source: Statistics Canada Labour Force Survey Estimates – Table: 14-10-0023 (formerly CANSIM 282-0008)

Detailed Population table: British Columbia. Return to [Demographics](#)

Age groups	1998	% of Pop.	2018 estimate	% of Pop.	2038 projection	% of Pop.
0-4	233,596	5.9%	229,010	4.6%	281,800	4.6%
5-9	254,931	6.4%	240,976	4.8%	295,300	4.8%
10-14	263,461	6.6%	241,082	4.8%	311,400	5.1%
15-19	264,595	6.6%	278,449	5.6%	342,300	5.6%
20-24	259,831	6.5%	326,304	6.5%	384,800	6.3%
25-29	290,451	7.3%	348,003	7.0%	378,800	6.2%
30-34	315,864	7.9%	355,796	7.1%	370,900	6.0%
35-39	351,642	8.8%	337,164	6.8%	370,200	6.0%
40-44	336,609	8.5%	310,564	6.2%	401,600	6.5%
45-49	301,715	7.6%	336,228	6.7%	405,400	6.6%
50-54	250,788	6.3%	352,933	7.1%	394,000	6.4%
55-59	189,825	4.8%	374,912	7.5%	378,200	6.1%
60-64	160,335	4.0%	347,541	7.0%	342,200	5.6%
65-69	151,896	3.8%	297,853	6.0%	337,300	5.5%
70-74	131,865	3.3%	234,106	4.7%	325,300	5.3%
75-79	106,762	2.7%	157,411	3.2%	316,100	5.1%
80-84	67,453	1.7%	107,811	2.2%	253,200	4.1%
85-89	35,564	0.9%	70,556	1.4%	165,200	2.7%
90 +	15,930	0.4%	44,988	0.9%	99,200	1.6%
Total	3,983,113	100%	4,991,687	100%	6,153,100	100%
Median Age	36.5		42.2		N/A	

Prime working-age proportion of total population in:

1998	2018	2038
1,847,069 46.4%	2,040,688 40.9%	2,320,900 37.7%

Sources: Statistics Canada, Population estimates Table 17-10-0005-01, Projection column: Table 17-10-0057-01 (projection scenario M2)

Inter-provincial migration table: British Columbia. Return to [Demographics](#)

British Columbia net inter-provincial migration detail, 2013/14 to 2017/18

Region	Leaving BC	Entering BC	Net Migration
Atlantic Provinces	-12,167	15,056	2,889
Québec	-10,469	17,105	6,636
Ontario	-63,569	81,057	17,488
Manitoba	-7,920	19,595	11,675
Saskatchewan	-10,537	21,344	10,807
Alberta	-97,229	130,059	32,830
Territories	-4,208	4,943	735
Total	-206,099	289,159	83,060

British Columbia net inter-provincial migration detail, 2013/14 to 2017/18

Region	Leaving BC	Entering BC	Net Migration
Notes: Annual July 1 to June 30; Data for 2017/18 is preliminary			
Source: Statistics Canada Table: 17-10-0022-01 (formerly CANSIM 051-0019)			

Exports table: British Columbia. Return to [Trade](#)**British Columbia***Value in thousands of Canadian dollars*

	2018	% share
United States	22,707,733	47.8%
China	7,021,384	14.8%
Japan	5,130,497	10.8%
Korea, South	2,952,065	6.2%
India	1,608,419	3.4%
Taiwan	983,335	2.1%
Netherlands	698,072	1.5%
United Kingdom	581,974	1.2%
Vietnam	481,525	1.0%
Germany	433,644	0.9%
Others	4,888,068	10.3%
Total all countries	47,486,716	100.0%

Source: Industry Canada Trade Data Online, accessed March 11, 2019

Notes de bas de page

¹ International Monetary Fund. World Economic Outlook. April 2019. Released April 2, 2019.

² Ibid.

³ Conference Board of Canada. Canadian Outlook Economic Forecast: Spring 2019. Released May 1, 2019.

⁴ Conference Board of Canada. Index of Business Confidence: Spring 2019. Released April 26, 2019.

⁵ Bank of Canada. Business Outlook Survey Spring 2019. Released April 15, 2019.

⁶ Statistics Canada. The Daily: National balance sheet and financial flow accounts, fourth quarter 2018. Released March 14, 2019.

⁷ Statistics Canada. Table 14-10-0287-01 Labour force characteristics, monthly, seasonally adjusted and trend-cycle, last 5 months.

⁸ Statistics Canada. Table 14-10-0325-01 Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by provinces and territories, quarterly, unadjusted for seasonality.

⁹ Ibid.

-
- ¹⁰ Conference Board of Canada. Canadian Outlook Economic Forecast: Spring 2019. Released May 1, 2019.
- ¹¹ Statistics Canada. Table 14-10-0287-01 Labour force characteristics, monthly, seasonally adjusted and trend-cycle, last 5 months
- ¹² Business Council of British Columbia (Q1 2019). B.C.'s outlook still decent as real estate boom unwinds. Accessed April 25, 2019: https://www.bcbc.com/dist/assets/publications/b-c-s-outlook-still-decent-as-real-estate-boom-unwinds/BCERO_2019_01.pdf
- ¹³ Statistics Canada. Table 20-10-0008-01 (formerly CANSIM 080-0020) Retail trade sales by province and territory (x1,000). Accessed on April 26, 2019: <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=2010000801#timeframe>
- ¹⁴ BC Gov News (February 19, 2019). Budget 2019 creates opportunities, makes life better for people. Retrieved from: <https://news.gov.bc.ca/releases/2019FIN0019-000248>
- ¹⁵ CBC News (October 2, 2018). \$40B LNG project in northern B.C. gets go-ahead. Retrieved from: <https://www.cbc.ca/news/canada/british-columbia/kitimat-lng-canada-1.4845831>
- ¹⁶ PetroLMI. 2019 Oil and Gas Labour market Update. Accessed April 24, 2019: https://careers-oil-gas.s3.amazonaws.com/publications/34/en/2019_Labour_Market_Update_FINAL.pdf
- ¹⁷ CBC News (January 2, 2019). For now, optimism is hard to find in Western Canada's natural gas business. Retrieved from: <https://www.cbc.ca/news/business/aeco-alberta-shell-natural-gas-prices-1.4953884>
- ¹⁸ PetroLMI. 2019 Oil and Gas Labour market Update. Accessed April 24, 2019: https://careers-oil-gas.s3.amazonaws.com/publications/34/en/2019_Labour_Market_Update_FINAL.pdf
- ¹⁹ The Conference Board of Canada (February 11, 2019). Provincial Outlook long-term economic forecast: British Columbia – 2019. Retrieved from: <https://www.conferenceboard.ca/e-library/abstract.aspx?did=10120>
- ²⁰ Environmental reporting BC. Land & forests: Trends in timber harvest in B.C. Accessed on April 25, 2019: <http://www.env.gov.bc.ca/soe/indicators/land/timber-harvest.html>
- ²¹ Prince George Citizen (November 14, 2018). All major forest companies in B.C. cut production. Retrieved from: <https://www.princegeorgecitizen.com/news/local-news/all-major-forest-companies-in-b-c-cut-production-1.23497721>
- ²² Price Waterhouse Cooper. British Columbia's Forest Industry and the Regional Economies. Accessed on April 12, 2019: https://www.cofi.org/wp-content/uploads/FINAL-COFI-Regional-Economic-Impact-Study_Final_March2019-2.pdf
- ²³ WorkBC. WorkBC industry outlook profile – tourism and hospitality. Accessed on April 25, 2019: <https://www.workbc.ca/getmedia/7e11243f-2b4e-42b8-94f6-9dfc1567a655/Profile-Tourism-and-Hospitality-Sector.pdf.aspx>
- ²⁴ Destination BC (March, 2019) 2017 Value of tourism – a snapshot of tourism in BC. Accessed on April 26, 2019: <https://www.destinationbc.ca/content/uploads/2019/04/2019-Value-of-Tourism.pdf>
- ²⁵ The Conference Board of Canada (April 25, 2019). Travel exclusive: January – February 2019. Retrieved from: <https://www.conferenceboard.ca/e-library/abstract.aspx?did=10262>
- ²⁶ Vancouver Sun (February 25, 2019). Record number of international tourists flock to B.C. Retrieved from: <https://vancouversun.com/news/local-news/record-numbers-of-international-tourists-flock-to-b-c>
-

-
- ²⁷ Trade data online. Search by industry – NAICS 113 forestry and logging, NAICS 321 wood product manufacturing, NAICS 322 paper manufacturing. Accessed on March 27, 2019: <https://www.ic.gc.ca/eic/site/tdo-dcd.nsf/eng/home>
- ²⁸ Business in Vancouver (March 13, 2019). Coastal forestry revitalization plan awaits reality check. Retrieved from: <https://biv.com/article/2019/03/coastal-forestry-revitalization-plan-awaits-reality-check>
- ²⁹ Global Affairs Canada. Frequently asked questions – softwood lumber. Accessed on March 27, 2019: https://www.international.gc.ca/controls-controles/softwood-bois_oeuvre/other-autres/faq.aspx?lang=eng
- ³⁰ Trade data online. Search by product (HS code) – HS 440710, 440711, 440712, 440719 . Accessed on March 27, 2019: <https://www.ic.gc.ca/eic/site/tdo-dcd.nsf/eng/home>
- ³¹ Trade data online. Search by product (HS code) – HS 440710, 440711, 440712, 440719. Accessed on March 27, 2019: <https://www.ic.gc.ca/app/scr/tdst/tdo/crtr.html?&productType=HS6&lang=eng>
- ³² Government of Canada. Benefits of the CPTPP for British Columbia. Accessed on March 28, 2019: <https://international.gc.ca/trade-commerce/trade-agreements-accords-commerciaux/agr-acc/cptpp-ptppg/regions/BC.aspx?lang=eng>
- ³³ Statistics Canada. Table 14-10-0326-01 (formerly CANSIM 285-0002) Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by industry sector, quarterly, unadjusted for seasonality. Accessed on January 30, 2019: <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1410032601>
- ³⁴ The job vacancy rate is the number of job vacancies expressed as a percentage of total labour demand which includes all occupied and vacant jobs. Retrieved from: <https://www150.statcan.gc.ca/n1/pub/75-514-g/75-514-g2018001-eng.htm>
- ³⁵ Work BC. British Columbia Labour Market Outlook: 2018 edition. Accessed on January 30, 2019: https://www.workbc.ca/getmedia/1dce90f9-f2f9-4eca-b9e5-c19de9598f32/BC_Labour_Market_Outlook_2018_English.pdf.aspx
- ³⁶ BuildForce Canada. Construction & maintenance looking forward: highlights 2019-2028. Accessed on January 31, 2019: https://www.buildforce.ca/en/system/files/products/2019_BC_Constr_Maint_Looking_Forward.pdf
- ³⁷ Site Clean Energy Project. November 2018 Site C Employment Statistics. Accessed on January 28, 2019: <https://www.sitecproject.com/news-and-information/monthly-employment-statistics>
- ³⁸ CBC News (March 16, 2019). LNG Canada could approve expansion before natural gas export facility is complete. Retrieved from: <https://www.cbc.ca/news/business/lng-canada-kitimat-calitz-1.5058665>
- ³⁹ Site C Project. January 2019 Site C employment statistics. Accessed March 3, 2019: <https://www.sitecproject.com/news-and-information/monthly-employment-statistics>
- ⁴⁰ Government of Canada (May 29, 2018). Agreement reached to create and protect jobs, build Trans Mountain Expansion Project. Retrieved from: <https://www.fin.gc.ca/news-nouvelles/speeches-discours/2018/2018-05-29-eng.asp>
- ⁴¹ BC Gov News (April 30, 2018). Statement from the Province on 3,000 new B.C. jobs with Amazon by 2022. Retrieved from: <https://news.gov.bc.ca/releases/2018PREM0020-000785>
- ⁴² Global News (April 30, 2018). Justin Trudeau announces new Amazon Vancouver headquarters to bring 3,000 jobs. Retrieved from: <https://globalnews.ca/news/4176455/vancouver-amazon-headquarters/>
-

-
- ⁴³ Government of Canada (February 15, 2018). Government of Canada's new innovation program expected to create tens of thousands of middle-class jobs. Retrieved from: https://www.canada.ca/en/innovation-science-economic-development/news/2018/02/government_of_canadasnewinnovationprogramexpectedtocreatetensofth.html
- ⁴⁴ Cision (November 27, 2018). Digital Technology Supercluster kicks into high gear. Retrieved from: <https://www.newswire.ca/news-releases/digital-technology-supercluster-kicks-into-high-gear-701362731.html>
- ⁴⁵ BC Budget 2019. Making life better; Budget 2019 – Highlights. Accessed on March 25, 2019: https://www.bcbudget.gov.bc.ca/2019/pdf/2019_Highlights.pdf
- ⁴⁶ Vancouver Sun (February 19, 2019). B.C. Budget 2019: Health care spending tops \$21 billion a year. Retrieved from: <https://vancouversun.com/news/politics/b-c-budget-2019-health-care-spending-tops-20-billion-a-year>
- ⁴⁷ BC Gov News (May 24, 2018). B.C. government's primary health-care strategy focuses on faster, team-based care. Retrieved from: <https://news.gov.bc.ca/releases/2018PREM0034-001010>
- ⁴⁸ BC Gov news (October 10, 2018). Quesnel urgent Primary care Centre will soon open doors to public. Retrieved from: <https://news.gov.bc.ca/releases/2018HLTH0099-001968>
- ⁴⁹ BC Gov News (December 19, 2018). Improving residential care on Vancouver Island. Retrieved from: <https://news.gov.bc.ca/releases/2018HLTH0117-002455>
- ⁵⁰ BC Gov News (March 21, 2018). New strategy will help more people get surgeries they need faster. Retrieved from: <https://news.gov.bc.ca/releases/2018PREM0010-000460>
- ⁵¹ British Columbia Real Estate Association (January 15, 2019). BC home sales decline 25% in 2018. Retrieved from: <http://www.bcrea.bc.ca/news-and-publications/news-room/news-releases/2018-12-statistical-release>
- ⁵² Victoria Chamber of Commerce (January 7, 2019). Business Matters 2019. Retrieved from: https://issuu.com/victoriachamber/docs/business_matters_winter_2019_-_web
- ⁵³ Statistics Canada. Table 14-10-0096-01 (formerly CANSIM 282-0129) Labour force characteristics by census metropolitan area, annual. Accessed on January 14, 2019: <https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410009601>
- ⁵⁴ Victoria News (April 23, 2019). Highway 1 just south of Malahat Drive to see lane expansion. Retrieved from: <https://www.vicnews.com/news/highway-1-just-south-of-malahat-drive-to-see-lane-expansion/>
- ⁵⁵ BC Gov News (April 23, 2019). Joint investment means safer commute for thousands on Vancouver Island. Retrieved from: <https://news.gov.bc.ca/releases/2019TRAN0057-000748>
- ⁵⁶ My Comox Valley Now (November 30, 2018). CVRD water treatment plant RFP sent to three companies. Retrieved from: <https://www.mycomoxvalleynow.com/46161/cvrd-water-treatment-plant-rfp-sent-to-three-companies/>
- ⁵⁷ British Columbia. BC Major Projects Inventory Q4 2018 Issue. Accessed on May 8, 2019: <https://www2.gov.bc.ca/gov/content/employment-business/economic-development/industry/bc-major-projects-inventory>
- ⁵⁸ The Conference Board of Canada (January 10, 2019). Travel outlooks: Metropolitan Focus – Autumn 2018/Winter 2019. Retrieved from: <https://www.conferenceboard.ca/e-library/abstract.aspx?did=10057>
-

-
- ⁵⁹ News Wire, Valens Signs Multi-year Cannabis Extraction Agreement with Canopy Growth, December 13, 2018. <https://www.newswire.ca/news-releases/valens-signs-multi-year-cannabis-extraction-agreement-with-canopy-growth-702677222.html>
- ⁶⁰ Global News, Miracle-Gro operate cannabis research facility in Kelowna, October 9, 2019. <https://globalnews.ca/news/4529706/miracle-gro-to-operate-cannabis-research-facility-in-kelowna/>
- ⁶¹ The Globe and Mail (March 18, 2019). Space is scarce in Okanagan’s cannabis boom. Retrieved from: <https://www.theglobeandmail.com/business/industry-news/property-report/article-space-is-scarce-in-okanagans-cannabis-boom/>
- ⁶² Teck (February 25, 2019). Annual Information Form – Teck Resources. Retrieved from: <https://www.teck.com/media/2019-AIF.pdf>
- ⁶³ The Free Press (February 21, 2019). Elk Valley mines boost overall Teck production. Retrieved from: <https://www.thefreepress.ca/news/elk-valley-mines-boost-overall-teck-production/>
- ⁶⁴ Price Waterhouse Cooper. British Columbia’s Forest Industry and the Regional Economies. Accessed on April 12, 2019: https://www.cofi.org/wp-content/uploads/FINAL-COFI-Regional-Economic-Impact-Study_Final_March2019-2.pdf
- ⁶⁵ Imperial Metals Corporation (January 7, 2019). Imperial announces suspension of operations at Mount Polley Mine. Retrieved from: <https://www.imperialmetals.com/for-our-shareholders/press-releases/imperial-announces-suspension-of-operations-at-mount-polley-mine>
- ⁶⁶ The Columbia Pioneer (January 7, 2019). B.C.’s Mount Polley Mine to suspend operations due to sliding copper prices. Retrieved from: <https://www.columbiavalleypioneer.com/news/b-c-s-mount-polley-mine-to-suspend-operations/>
- ⁶⁷ BC Gov News (October 2, 2018). B.C.’s new LNG Framework to deliver record investment, world’s cleanest LNG facility. Retrieved from: <https://news.gov.bc.ca/releases/2018PREM0073-001910>
- ⁶⁸ JWN (May 3, 2019). B.C.’s first propane export terminal starts filling for operations. Retrieved from: <https://www.jwnenergy.com/article/2019/5/bcs-first-propane-export-terminal-starts-filling-operations/>
- ⁶⁹ Pipeline News North (April 24, 2019). Ridley Island propane project is ready to go. Retrieved from: <https://www.pipelinenewsnorth.ca/news/industry-news/ridley-island-propane-project-is-ready-to-go-1.23800684>
- ⁷⁰ Alaska Highway News (April 9, 2019). Site C workforce grows by 300 in February. Retrieved from: <https://www.alaskahighwaynews.ca/site-c/site-c-workforce-grows-by-300-in-february-1.23785217>
- ⁷¹ Alaska Highway news (April 18, 2019). Feds pump \$83 million into peace electricity plan. Retrieved from: <https://www.alaskahighwaynews.ca/site-c/feds-pump-83-million-into-peace-electricity-plan-1.23796000>
- ⁷² Statistics Canada. Table 17-10-0008-01 (formerly CANSIM 051-0004) Estimates of the components of demographic growth, annual. Accessed on April 18, 2019: <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1710000801>
- ⁷³ Work BC. British Columbia Labour market Outlook: 2018 Edition. Accessed April 18, 2019: https://www.workbc.ca/getmedia/1dce90f9-f2f9-4eca-b9e5-c19de9598f32/BC_Labour_Market_Outlook_2018_English.pdf.aspx
- ⁷⁴ The Conference Board of Canada (February 11, 2019). Provincial Outlook long-term economic forecast: British Columbia – 2019. Retrieved from: <https://www.conferenceboard.ca/e-library/abstract.aspx?did=10120>
-

⁷⁵ Natural increase: Change in the size of a population owing to the difference between the number of births and the number of deaths during a given period. Statistics Canada. Retrieved from: <https://www150.statcan.gc.ca/n1/pub/11-630-x/11-630-x2014001-eng.htm>

⁷⁶ Statistics Canada (November 26, 2018). Labour Market Experience of First Nations people living off reserve: Key findings from the 2017 Aboriginal Peoples Survey. Retrieved from: <https://www150.statcan.gc.ca/n1/pub/89-653-x/89-653-x2018003-eng.htm>

⁷⁷ BCTF (March 2019). Graduation Rates in British Columbia. Accessed on April 17, 2019: <https://bctf.ca/uploadedFiles/Public/Publications/FactSheets/GraduationRates.pdf>

⁷⁸ BC Gov News (June 20, 2018). Cross-government commitments to reconciliation with indigenous peoples. Retrieved from: <https://news.gov.bc.ca/factsheets/cross-government-commitments-to-reconciliation-with-indigenous-peoples>

⁷⁹ CBC News (February 13, 2019). B.C. commits to being 1st province in Canada to put UNDRIP into legislation. Retrieved from: <https://www.cbc.ca/news/indigenous/b-c-commits-to-being-1st-province-in-canada-to-put-undrip-into-legislation-1.5018447>

⁸⁰ BC Gov News (February 19, 2019). B.C. First nations, Province partner in historic revenue sharing agreement. Retrieved from: <https://news.gov.bc.ca/releases/2019FIN0019-000249>

⁸¹ Statistics Canada. Table 14-10-0083-01 (formerly CANSIM 282-0102 labour force characteristics by immigration status, annual. Accessed on April 18, 2019: <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1410008301>

⁸² New immigrants referred to in this section are landed immigrants who have resided in Canada for 5 years or less.

⁸³ Statistics Canada. Table 14-10-0083-01 (formerly CANSIM 282-0102 labour force characteristics by immigration status, annual. Accessed on April 18, 2019: <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1410008301>

⁸⁴ BC Gov News (February 19, 2019). Budget 2019 creates opportunities, makes life better for people. Retrieved from: <https://news.gov.bc.ca/releases/2019FIN0019-000248>

⁸⁵ Those born from 1946 to 1965.