Good Jobs for Today & Tomorrow

Put your skills to work.

Your guide to careers, training and education pathways in B.C.























Over the next decade in British Columbia, there will be over 860,000 job openings throughout the province. Some of these openings will replace retiring workers in current industries, while nearly a third will be new jobs created through strong economic growth. This guide will help you find good opportunities across many industries.

A good job, one with strong employment and earning opportunities, can make all the difference. It means being able to build a better life for you and your family.

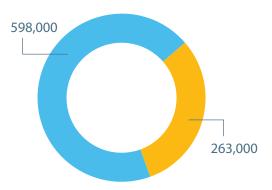
A good job, built on a robust education, hands-on experience, or a combination of both, can give you the ability to live the life you want, where you want to live it.

A Better B.C.

Together, we are building a stronger B.C., ensuring that no one is left behind and that there are excellent opportunities for everyone to thrive. This includes a strong economy and better infrastructure such as roads, schools, affordable housing and hospitals. It also means communities with good jobs, a higher standard of living, strong connections and healthy lifestyles.

Whether you are looking for your first job, coming back to the workforce after an absence or switching careers to achieve your professional goals, there are opportunities for you across the province.

LABOUR MARKET OUTLOOK HIGHLIGHTS | B.C. | 2019-2029



Total Job Openings: 861,000

Replacement (69%)

Economic Growth (31%)

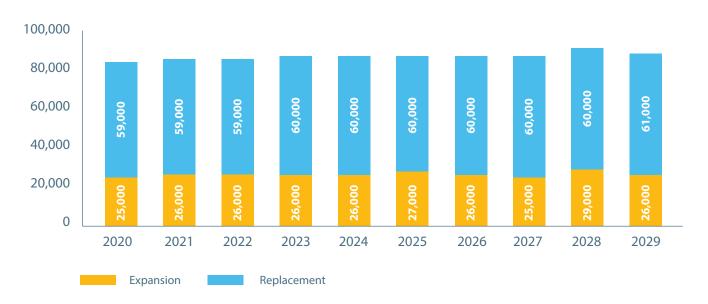
British Columbia Labour Market Outlook

The B.C. Labour Market Outlook is a 10-year forecast of the labour market conditions throughout the province. It's updated annually to ensure everyone has access to the most current information.

This guide shows you how the information in the B.C. Labour Market Outlook can help make career planning decisions, whether you are starting your first career, returning to the workforce or transitioning to something new. To review the entire report, please visit **WorkBC.ca**



JOB OPENINGS | B.C. | 2019-2029



Indigenous Labour Market Information

There is a lack of Indigenous labour market information that includes the breadth of experience and contribution of Indigenous people to their communities and the economy. Indigenous-led approaches to Indigenous labour market information are required.

Partnerships with Indigenous Nations and organizations are being developed to explore collaboration and Indigenous-led approaches to labour market information.



Examples of work underway:

- Nisga'a Lisms Labour Market Study
- First Nations Regional Forestry
 Opportunity Study
- Indigenous Tourism Sector Labour Market Study
- Northeast Aboriginal Self-Employment Labour Market Analysis and Strategy
- First Nations Labour Market Study:
 Participation and Leadership in Technology
 and Innovation Sector
- Advancing the Aboriginal Non-Profit Workforce Strategy



Job Openings Across British Columbia

2019-2029

B.C.'s future is bright. We're rich in natural resources and innovation, and our people are our greatest strength.

B.C.'s economy has momentum, and there are opportunities for you to be part of it.



One Province – Seven Regions Working Together

British Columbia consists of seven different economic regions:

- 1) Vancouver Island/Coast
- 2) Mainland/Southwest
- 3) Thompson-Okanagan
- 4) Kootenay
- 5) Cariboo
- 6) Northeast
- 7) North Coast & Nechako

Each region is anticipating positive development over the next ten years, so you can choose the best job fit in the region where you'd like to build your future.

Regional Opportunities

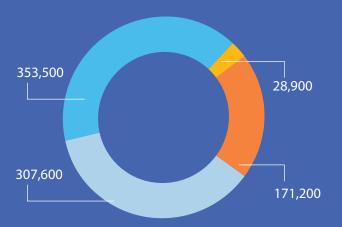
The rest of the country – and the world – recognize the talent of British Columbians. The people living and working here are seen globally as visionaries, innovators and entrepreneurs with the ability to seize the unique regional opportunities across B.C.

We are one of Canada's fastest-growing economies and have one of the lowest unemployment rates. People are the reason for B.C. success. And with more than 860,000 new job openings over the next ten years, there are great job opportunities for everyone who lives here, in every region of the province.

Education and Training Opportunities Close to Home

77% of the more than 860,000 job openings in B.C. over the next ten years will require some post-secondary education or training, such as a certificate or college diploma, apprenticeship training, or a bachelor's, graduate or professional degree.

JOB OPENINGS BY EDUCATION | B.C. | 2019-2029



861,000 Job Openings Expected

Certificate, Diploma or Apprenticeship
Training (41%)

Bachelor's, Graduate or Professional Degree (36%)

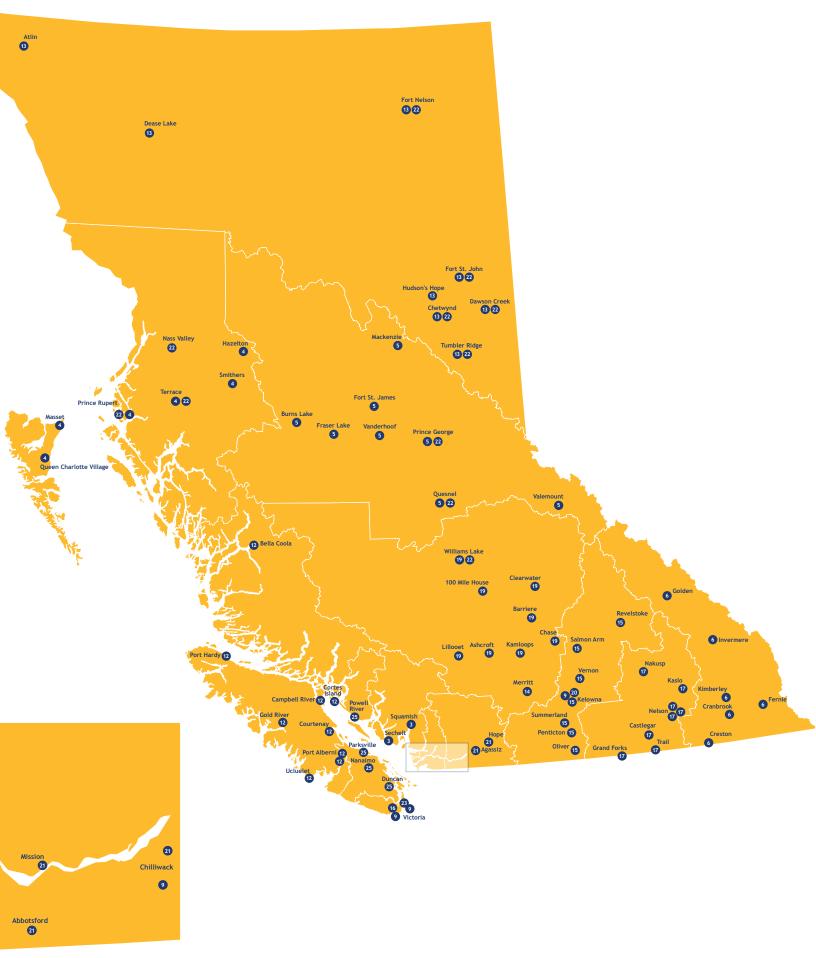
High School and/or
Occupation-specific Training (20%)

Less than High School (3%)

British Columbia Post-Secondary Institutions by Location

1	BCIT	British Columbia Institute of Technology
2	CAM	Camosun College
3	CAPU	Capilano University
4	CMTN	Coast Mountain College
5	CNC	College of New Caledonia
6	COTR	College of the Rockies
7	DOUG	Douglas College
8	ECU	Emily Carr University of Art + Design
9	JIBC	Justice Insititue of British Columbia
10	KPU	Kwantlen Polytechnic University
11	LANG	Langara College
12	NIC	North Island College
13	NLC	Northern Lights College
14	NVIT	Nicola Valley Insitute of Technology
15	OKAN	Okanagan College
16	RRU	Royal Roads University
17	SEL	Selkirk College
18	SFU	Simon Fraser University
19	TRU	Thompson Rivers University
20	UBC	University of British Columbia
21	UFV	University of the Fraser Valley
22	UNBC	University of Northern British Columbia
23	UVIC	University of Victoria
24	VCC	Vancouver Community College
25	VIU	Vancouver Island University







Here are the top five skills and competencies that have been identified in the Labour Market Outlook necessary for future job openings from 2019-2029 in B.C.:

Top 5 Skills

- Active listening
- Speaking
- Reading comprehension
- Critical thinking
- Writing

Top 5 Competencies

- Social perceptiveness
- Judgement and decision making
- Complex problem solving
- Coordination with other people
- Service orientation

It's never too late

Whether you are starting your first career, returning to the workforce, or transitioning to something new, **WorkBC** can help you explore new careers, expand your skills and find good jobs in your community.

Visit **WorkBC.ca** and **EducationPlannerBC.ca** to learn about the pathways that lead to the positions you want. Your next career may involve on-the-job learning, apprenticeship training or post-secondary education to obtain a certificate, diploma or degree in the field that is right for you.

Skills and Competencies

Skills are specific tasks that can be easily defined, practiced and improved.

Competencies are a combination of skills, experience and knowledge, that require consistent practice to improve.

Not everyone has the skills and competencies needed to be successful in a particular profession. Skills and competencies need to be identified, refined, and improved throughout your working life.

We all have natural abilities, talents and interests. These can also help inform which career path is right for you.

What do you like to do?

To thrive and succeed in your chosen occupation, it should align with the things you enjoy doing and are a good fit for you. The 2019 Labour Market Outlook lists job openings and High Opportunity Occupations by interest, and you can visit **WorkBC.ca** to search these lists for jobs that match your interests.

Artistic

You love working with forms, designs, and patterns. You prefer self-expression, and what you create doesn't always follow a clear set of rules e.g. Interior designers and interior decorators

Enterprising

You enjoy starting and carrying out the plans for your projects, making decisions and leading people. You're not afraid of taking a risk, and you tend to prefer a business environment e.g. Auto service technicians

Hands-on or Realistic

You like clear and practical activities: projects where you can work with your hands, inside or outside, with minimal paperwork

e.g. Transit drivers

Routinized or Conventional

You prefer a clear line of authority and defined procedures and routines, with everything in its place and a place for everything e.g. Bookkeepers

Investigative

Finding the facts and searching for solutions makes you happy, and you're not afraid of a good mental workout

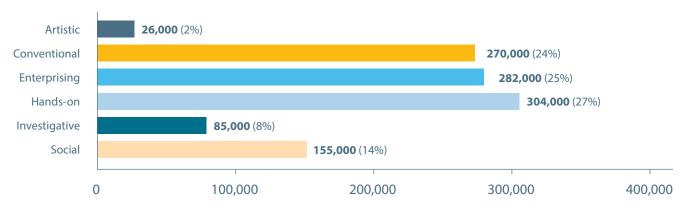
e.g. Software engineers and designers

Social

Helping people or providing services to others gets you out of bed in the morning, whether you're teaching, working, or communicating with them e.g. Care aides

Occupations can involve more than one occupational interest. For example, registered nurses are both an investigative and a social occupation, and civil engineers are both a realistic and an investigative occupation.

JOB OPENINGS BY AREAS OF OCCUPATIONAL INTEREST | B.C. | 2019-2029



PROJECTED JOB OPENINGS 2019-2029

High Opportunity Occupations

The 2019 Labour Market Outlook identifies High Opportunity Occupations for the province as a whole, along with a customized list of High Opportunity Occupations for each of the seven regions. Compared to other occupations, High Opportunity Occupations are expected to experience higher demand and typically offer higher pay.

Most High Opportunity Occupations require some level of post-secondary education or training.

In the appendix section of this guide, you can find a list of over 100 High Opportunity Occupations in B.C. over the next ten years. Visit **WorkBC.ca** to review the regional High Opportunity lists in the Labour Market Outlook Report, or to use the search tool to find High Opportunity Occupations in your region that are the right fit for your interests, education and personality.

High Opportunity Occupations were determined by asking four questions:

1
How many job opportunities will be available?

2
How easy will it be to get a job in the future?

4
How easy is it to get a job now?



Meet four people who have found the right job for them in some of British Columbia's High Opportunity Occupations.





Meet Yat

Yat was born with underdeveloped ears. He is hard of hearing and needs the support of hearing aids. Growing up, he experienced a lot of bullying.

Yat went to university and discovered that communications was his passion; it gave him a path to connect to people.

Yat recounts being scared to tell employers he had a disability. He was hesitant to talk about his hearing loss in the workplace, because of how much he was bullied as a kid. Yat was inspired when he saw nurses, teachers, lawyers who wore hearing aids. He wanted to represent young people in the hard of hearing community.

Today, Yat works as a communications & marketing manager for Wavefront Centre for Communication Accessibility, making communications more accessible for people in B.C.





Meet Teresa

Teresa had a child when she was 18 and didn't finish high school. For years, she worked back-to-back shifts in a restaurant to support her family. Money was tight – she knew she needed a plan to take care of her family.

Caring for her grandmother with dementia inspired her to become a care aide. She graduated high school after taking night classes and went on to train to be a care aide. While in college she did a practicum, which led to her first job.

Today, Teresa works full-time at a long-term residential facility. She is proud of how hard she's worked to become a care aide. She feels this job is true to who she is and where she wants to be in her life.

Teresa, Yat, Duncan and Jass have different experiences, interests and backgrounds. They have reached their career goals through different pathways. What they have in common, is they all found the right job for them in one of British Columbia's High Opportunity Occupations.





Hello Jass

Jass grew up in the Punjab region of India. Since she was young, Jass excelled in math – she loved numbers and attending school. Jass had to overcome many obstacles to pursue her education, but she persevered and finished high school. Jass moved to B.C. in 2006 shortly after meeting her Canadian-born husband.

Because of her love of numbers and math, Jass enrolled in a college program to train as a bookkeeper. With her new credentials, it didn't take her long to find a job. Jass was hired to work at a blueberry farm in Abbotsford, B.C. as the bookkeeper, and she has stayed with the farm for 11 years.

Jass' job has provided her the flexibility she needed to raise her two kids. She is proud to be a role model to the other women in her family, including her daughter.





Hello Duncan

Like a lot of people mid-career, Duncan has received a lot of his training while on the job.

For years, Duncan worked at a telecommunications company. But the job stress and a long daily commute were taking a toll on him. He wanted to spend more time with his family.

He knew he needed to make a change. Once he started looking for opportunities, they were everywhere. Duncan discovered he had a lot of transferable skills. He was able to draw on these skills and previous experience to find a new job as a construction manager.

Today, Duncan works for a construction company close to home, and is happy in his new career.



Find High Opportunity Occupations where you live, for who you are and what you aspire to be...

From Victoria and Surrey, to Fort St. John and Terrace, there are High Opportunity Occupations in every region of B.C. Whether you are investigative or social, enterprising or conventional, there are High Opportunity Occupations for all interests. Whether you have completed a university degree, or achieved your high school diploma, if you are looking to pursue more training, or want to enter the job market right away, there are High Opportunity Occupations for all skill and education levels.

And if you're looking for employment right now, visit one of the 102 **WorkBC** Employment Centres across the province, or visit the **WorkBC.ca** job board at **workbc.ca/Jobs-Careers**.

Here's how to find one that's right for you:



Step 1

Search the High Opportunity Occupations list for your region in the **Labour Market Outlook Report** or using search tools available at **WorkBC.ca**. Search by what your interests are, what education level you have or aspire to, or both.



Step 3

Work with a career counsellor at a college, university or training agency, or an employment counsellor at a **WorkBC** centre to get advice, job connection information and guidance to evaluate your current skills and credentials, as well as information on education and training options.



Step 2

Explore the occupations on your list from Step 1 in detail through the career profiles and videos available on **WorkBC.ca**



If you prefer to do the research on your own, review the career planning, education pathways and job opportunities information available on **WorkBC.ca** and **EducationPlannerBC.ca**



If you are interested in the trades in particular, get detailed information on the Industry Training Authority (ITA) website (ITABC.ca), and contact an ITA apprenticeship advisor for information and assistance.

Featured Sectors and Professions

The Tech Sector

British Columbia has a dynamic technology workforce with annual employment growth of 1.4% and 75,000 job openings expected over the next ten years. Tech jobs are available in industries across the province.

Many B.C. technology businesses support the success of other sectors across the economy – in particular our growing clean technology sector is accelerating the switch to cleaner solutions as we reduce climate pollution.

The tech occupations with the largest number of opportunities are:

Occupation	Job Openings 2019-2029
Information Systems Analysts & Consultants	7,600
Computer & Digital Media Programmers & Developers	6,300
Computer & Info Systems Managers	4,700
Graphic Designers & Illustrators	4,700
Software Engineers & Designers	4,500
Civil Engineers	4,200

Natural Resources Sectors

British Columbia is rich in natural resources, and our resource industries are critical contributors to B.C.'s economic prosperity, technological innovation and regional economic development.

Natural resources support jobs not only in more traditional industries, such as mining, fishing and forestry, but also in areas such as environmental management and stewardship, tourism, transportation and service industries.

The CleanBC plan lays out a path to use more of B.C.'s clean and renewable energy and less fossil fuels. Whether it is to produce clean energy, renovate buildings or design new technologies, a cleaner future will help create good jobs and support generations to come.

JOB OPENINGS IN TRADITIONAL RESOURCE INDUSTRIES | 2019-2029

Industry	Job Openings 2019-2029
Agriculture & Fishing	7,600
Forestry This includes wood and paper manufacturin	8,900
Mining and Oil & Gas Extraction	11,100
Electricity & Other Utilities	3,900

Trades

There are substantial opportunities in the next ten years to start a new career and learn on the job, developing your abilities in a role with excellent earning potential. Many of these positions begin with an apprenticeship, allowing you to earn and learn at the same time. In B.C., there are over 100 trades programs, and 48 of them offer Red Seal certification – the interprovincial standard in the skilled trades.

Over the next decade, there will be about 73,000 job openings in trades occupations. Nearly half of these jobs will be in the construction sector.

The top construction trades occupations in terms of projected job openings over the next ten years are:

- Carpenters
- Construction trades helpers & labourers
- Heavy equipment operators (except crane)
- Painters & decorators
 (except interior decorators)
- Construction electricians
- Construction millwrights
- Welders & related machine operators
- Plumbers
- Heavy-duty equipment mechanics

The other top trades are:

- Professional cooks
- Auto service technicians
- Hairstylists & barbers
- Bakers
- Motor vehicle body repairers
- Industrial electricians





Meet Chelsea

Chelsea is 24 years old. She is a member of the Tsilhqot'in (Chilcotin) Nation.

Growing up, Chelsea didn't thrive in the traditional classroom setting. She loved helping her dad in the workshop and has a keen attention for detail. She found the right fit for her through the hands-on learning of becoming a machinist. Chelsea completed a four-year apprentice program at BCIT and got her Red Seal.

Today, she works in the forestry industry, building massive machines that manufacture plywood and wood veneer. Chelsea loves her job and says that machining is the perfect career for who she is, and what she's good at.



Early Childhood Educators

Early childhood educators (ECEs) are child care professionals involved in the first few years of care and learning. They play an important role in child development. ECEs are critical to increasing access to quality child care that enable parents to work or go to school. This often means women, who carry a disproportionate amount of responsibility for the care of children, can take advantage of the good jobs and opportunities in the growing B.C. economy.

There are more than 8,000 ECE job openings forecasted over the next ten years. The B.C. government is working to expand the workforce of qualified ECEs and to enhance wages for ECEs to encourage people to start and stay in a career in early care and learning.

The Health Sector

In order to improve quality and deliver faster access to health services, government is making investments across the health sector. From new and expanding hospitals, new urgent and primary care centres and increasing staffing levels in residential care homes, to B.C.'s Surgical and Diagnostic Imaging Strategy to reduce wait times, this means lots of health care jobs in every corner of the province. Over the next decade there will be close to 80,000 job openings in health occupations.

Helping care for the health of British Columbians is rewarding work, and there are lots of opportunities for you to be part of it.



HEALTH OCCUPATIONS WITH THE MOST JOB OPENINGS | 2019-2029

Occupation	Job Openings 2019-2029
Registered Nurses and Registered Psychiatric Nurses	19,600
Nurse Aides, Orderlies and Patient Service Associates	17,900
Licensed Practical Nurses	4,300
General Practitioners and Family Physicians	3,400
Specialist Physicians	3,000
Massage Therapists	2,300
Dental Assistants	2,000



WorkBC can help you find your way to a good job – whether you're starting out or want to upgrade your skills. It's never too late to pursue new opportunities.

WorkBC can help you get ahead.

The B.C. government is investing in the people and communities across the province to ensure everyone can benefit from the wide-ranging and dynamic opportunities being created over the next ten years.

Training and education are a requirement for many of the new jobs. **WorkBC.ca** and **EducationPlannerBC.ca** have the tools you need to plan your education and training pathway for a job that's right for you in the community you want to live in.

Visit **WorkBC.ca** to explore the different career options available to you, search High Opportunity Occupations that meet your interests and aspirations, watch a video or read some of the success stories, to discover and explore different careers. And visit one of the 102 **WorkBC** employment centres across the province for help with finding your next job, including access to resources, one-on-one support, employment planning, skills assessment and work experience placement.

Examples of High Opportunity Occupations in British Columbia

Typical Education Background	Occupation	Interests	Job Openings 2019-29
Certificate/ Diploma	Retail & wholesale trade managers	Enterprising	19,710
	Nurse aides & orderlies	Social	17,890
	Administrative officers	Conventional	16,320
	Social & community service workers	Social, Conventional	11,020
	Bookkeepers	Conventional	9,440
	Construction managers	Enterprising	7,300
	Home support workers	Enterprising, Realistic, Conventional	6,610
	Auto service technicians	Realistic	6,180
	Licensed practical nurses	Social	4,290
	Facility operation & maintenance managers	Enterprising	4,660
	Home building & renovation managers	Enterprising	3,740
	Transit drivers	Realistic	4,710
	Property administrators	Enterprising	3,800
	Manufacturing managers	Enterprising, Conventional	3,830
	Managers in agriculture	Realistic	3,870
	Computer network technicians	Realistic, Conventional	2,700
	Managers in transportation	Enterprising	2,680
	Police officers	Enterprising	2,950

HIGH OPPORTUNITY OCCUPATIONS IN BRITISH COLUMBIA (continued...)

Typical Education Background	Occupation	Interests	Job Openings 2019-29
	Massage therapists	Social	2,300
	Supervisors, supply chain & logistics	Conventional, Enterprising	2,420
	Insurance agents & brokers	Enterprising, Conventional	2,700
	Dental assistants	Realistic, Conventional, Social	2,040
	Legal administrative assistants	Conventional	2,310
	Health assistants other than dental and nursing	Realistic, Conventional	1,990
	Medical administrative assistants	Conventional	1,900
	Medical lab technicians & pathologists' assistants	Realistic, Conventional	1,650
	Medical laboratory technologists	Investigative, Realistic	1,520
	Retail & wholesale buyers	Enterprising, Conventional	1,700
	Interior designers & interior decorators	Artistic	1,580
	Paramedical occupations	Social	1,320
	Dental hygienists & therapists	Realistic, Social, Conventional	1,310
	Firefighters	Realistic	1,420
	Medical radiation technologists	Realistic, Social	1,110
	Paralegals	Conventional, Enterprising	1,320
	Practitioners of natural healing	Social	1,140
	Photographers	Artistic	1,150
	Respiratory therapists, perfusionists & related technicians	Social	570
	Veterinary technologists	Realistic	600

Typical Education Background	Occupation	Interests	Job Openings 2019-29
	Health information management occupations	Conventional	300
	Fire chiefs & senior officers	Enterprising	300
Degree	Registered nurses	Investigative, Social	19,590
	Elementary school & kindergarten teachers	Social	11,470
	Financial auditors & accountants	Conventional	10,480
	Secondary school teachers	Social	7,650
	Information systems analysts & consultants	Investigative, Conventional	7,600
	Computer & digital media programmers & developers	Investigative, Conventional	6,290
	College & vocational instructors	Social	4,380
	Software engineers & designers	Investigative	4,480
	Lawyers	Enterprising	5,150
	Computer & info systems managers	Enterprising	4,720
	Civil engineers	Investigative, Realistic	4,190
	Management consultants	Conventional, Investigative, Enterprising	4,260
	Senior managers - financial, communications & business services	Enterprising	4,350
	Corporate sales managers	Enterprising	4,440
	Financial managers	Enterprising, Conventional	4,200
	Technical sales specialists - wholesale trade	Enterprising	4,040

HIGH OPPORTUNITY OCCUPATIONS IN BRITISH COLUMBIA (continued...)

Typical Education Background	Occupation	Interests	Job Openings 2019-29
	Senior managers - construction, transportation, production & utilities	Enterprising	3,770
	Advertising, marketing & P.R. professionals	Enterprising	4,000
	Family physicians	Investigative	3,430
	University professors & lecturers	Social	3,220
	Specialist physicians	Investigative	3,040
	Musicians & singers	Artistic	2,640
	Senior managers - trade, broadcasting & other services	Enterprising	3,360
	Managers in health care	Enterprising	3,060
	Driving and other instructors outside of educational institutions	Social	2,600
	Business development professionals	Enterprising	2,970
	Social workers	Social	2,760
	Banking & credit managers	Enterprising	3,110
	Human resources professionals	Social, Enterprising, Conventional	2,780
	Advertising & marketing managers	Enterprising	2,880
	Counsellors	Social	2,480
	Senior managers - health, education, social & community services	Enterprising	2,380
	Managers in social, community & correctional services	Enterprising	2,360
	Human resources managers	Enterprising	2,360
	Electrical & electronics engineers	Investigative, Realistic	2,020

Typical Education Background	Occupation	Interests	Job Openings 2019-29
	Web designers	Artistic, Investigative, Conventional	1,960
	Insurance, real estate & brokerage managers	Enterprising	2,370
	Mechanical engineers	Investigative, Realistic	1,850
	Executive assistants	Conventional	2,050
	Physiotherapists	Social	1,850
	Nursing coordinators & supervisors	Investigative, Social	1,790
	Producers, directors, choreographers & related occupations	Artistic	2,390
	Dentists	Investigative, Realistic	1,620
	Health policy professionals	Enterprising	1,640
	School principals & administrators	Enterprising	1,850
	Architects	Artistic	1,350
	Accommodation service managers	Enterprising	2,360
	Administrators - post-secondary education & vocational training	Enterprising	1,360
	Engineering managers	Enterprising	1,330
	Purchasing managers	Enterprising	1,370
	Natural & applied science professionals	Investigative, Enterprising, Realistic	1,240
	Educational counsellors	Social	1,090
	Computer engineers (excluding software)	Realistic, Investigative	1,020
	Recreation & service directors	Enterprising	1,200
	Psychologists	Investigative	1,000

HIGH OPPORTUNITY OCCUPATIONS IN BRITISH COLUMBIA (continued...)

Typical Education Background	Occupation	Interests	Job Openings 2019-29
	Occupational therapists	Social, Investigative	950
	Managers - publishing, film, broadcasting, entertainment	Enterprising	870
	Dietitians & nutritionists	Investigative, Social	820
	Utilities managers	Enterprising	780
	Geoscientists & oceanographers	Investigative	750
	Allied primary health practitioners	Social	720
	Athletic, movement, art or recreational therapists	Social, Investigative	700
	Veterinarians	Investigative	760
	Architecture & science managers	Enterprising	620
	Chiropractors	Social	550
	Audiologists & speech pathologists	Social, Investigative	510
	Geological engineers	Realistic, Investigative	400
	Info systems testing technicians	Investigative, Conventional	400
	Medical sonographers	Realistic, Social	340
	Optometrists	Investigative, Social, Realistic	340
	Podiatrists, chiropodists, naturopaths, & osteopaths	Social, Investigative	260
	Library, museum & art gallery managers	Enterprising	260
	Landscape architects	Artistic, Investigative	190

Typical Education Background	Occupation	Interests	Job Openings 2019-29
High School	Janitors and caretakers	Realistic	12,790
	Food and beverage servers	Social	9,820
	Restaurant & food service managers	Enterprising	9,520
	Retail sales supervisors	Enterprising	3,090
	Taxi drivers & chauffeurs	Realistic	2,860
	Food service supervisors	Realistic, Conventional	2,010
	Longshore workers	Realistic	1,580
	Letter carriers	Conventional, Realistic	1,130

