



# WORKFORCE RESET

*Surrey Labour Market Intelligence and Impact Reports*

OCTOBER 2020 UPDATE

**\*\*THE ONLY SURREY-FOCUSED LABOUR MARKET REPORT\*\***

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## Surrey Board of Trade COVID-19 Surrey Labour Market Intelligence Report #2 October 2020 (including results of Statistics Canada's September 2020 Labour Force Survey)

**\*\*THE ONLY SURREY-FOCUSED LABOUR MARKET REPORT\*\***

**For the first time, there is up-to-date and regular Surrey-specific labour market data.**

This is the second of a series of monthly SBOT Labour Market Intelligence Reports on COVID-related impacts on the Surrey labour market, including the best available quantitative, qualitative and anecdotal information on implications for Surrey employers, workers and service providers. This includes a brief 'baseline' summary on how Surrey's labour market looked before 2020 and then how it is evolving during the pandemic, particularly from a business and workforce perspective to inform decision-making and planning on recovery and resilience.

### HIGHLIGHTS

- Overall, Surrey has lost over an estimated 25,000 jobs (8.5% of jobs) since February 2020. Since the end of July, Surrey has recovered over an estimated 12,000 jobs, with the greatest job losses in March and April.
- Additional losses, at a slower rate, were incurred between May and July, however, a similar number of jobs were recovered in August and September.
- The greatest gains in employment in Surrey, since February 2020, are estimated to be in the Utilities (over 61%) and Natural Resources (approximately 20%) industries.
- Most industries in Surrey saw a gain in August/September, compared to July 2020, with the exceptions of: Natural Resources; Construction; Educational Services; and Health Care & Social Assistance.
- The greatest employment losses by occupation in Surrey were in the following categories: Sales & Services; Education, Law & Social, Community and Government Services; and Trades, Transport & Equipment Operators.
- Though Natural Resources and Agriculture saw an estimated loss of over 1,000 employees in August/September, overall occupations in this sector in Surrey saw a gain of 33.9% since February.
- While there has been a huge impact, some industries and some occupational categories are estimated to actually have a higher level of employment than February 2020 (pre-pandemic). Those industries include:
  - Utilities, up over 61% in Surrey;
  - Natural Resources, up over 19% as an industry in Surrey;
  - And, Manufacturing occupations, up by over 20%.
- Individuals in Canada most impacted by the pandemic have been:
  - The greatest job loss, by age, is faced by those aged 15 to 24 years old.
  - Female employees are impacted more greatly than male employees by job loss.
  - Non-union workers are impacted more than union workers.
  - In BC, women have fared better than their counterparts in Canada, overall.
  - Women in BC have seen a significant increase in jobs in the Goods-Producing sector (26%).
  - Employment losses for men in BC are greater than those for men in Canada, overall.
- Businesses and industries in Canada, most affected by the pandemic have been:
  - Businesses that are owned in majority by First Nations, Metis or Inuit owners show that they doubled the Canadian average of businesses that have laid off more than 50% of their staff.
  - The Finance and Insurance industries were the least affected by layoffs.
  - The Industries in which the most businesses laid-off 50% or more of their staff are:
    - Administrative & support, waste management & remediation services (26%)
    - Arts, Entertainment & Recreation (38%)
    - Accommodation & Food Services (48%)
    - Health Care & Social Assistance (20%).

## 1. Pre-2020 (Pre-COVID-19) The Surrey/Metro Vancouver Economy and Labour Market Recap

This first section provides a recap on the extensive data provided in the COVID-19 Labour Market Intelligence Report #1 (LMI #1) to remind us of the situation in Surrey and the broader region before the end of 2019 (pre-COVID-19). For more details on this analysis, see the secondary research section of the [Surrey Labour Market Priorities Project Research Report](#) published by the Surrey Board of Trade in September 2019.

As one of the fastest growing and most diverse communities in Canada, the City of Surrey is the second largest municipality in British Columbia with a population of 518,000 residents in the year 2016, adding close to 10,000 residents annually since 2011. Surrey has the largest developable land base in the Lower Mainland/Southwest (MSW) region and it's resident population is projected to reach close to 650,000 by 2026 and 738,000 by 2036 – a growth rate of more than 2% annually over the next 20 years.

Surrey experienced a strong increase in employment through 2018 and 2019 in both goods and services industries, as you will see later in the next section (Tables 4 and 5), we estimate that Surrey employment grew from 288,039 in 2018 to 297,895, a 3.4% increase.

Table 1 shows the employment baseline in 2018 and the employment projections that were expected through to 2028, organized by industry.

Industry	Employment Baseline			Projected Employment – Surrey		
	MSW 2018	Surrey % Share	Surrey 2018	2023	2028	% (10 years)
Agriculture, Forestry, Fishing & Hunting	16,560	19.6%	3,253	3,235	3,228	-0.8%
Mining, Quarrying, Oil & Gas	6,159	11.2%	690	779	833	20.7%
Utilities	8,507	17.6%	1,499	1,525	1,558	4.0%
Construction	144,978	21.8%	31,593	29,906	32,640	3.3%
Manufacturing	117,769	23.5%	27,633	27,792	28,051	1.5%
Wholesale Trade	67,637	19.9%	13,432	14,197	14,701	9.5%
Retail Trade	184,318	18.2%	33,594	34,605	35,825	6.6%
Transportation & Warehousing	99,458	28.1%	27,918	29,968	32,246	15.5%
Information & Culture	55,478	10.5%	5,842	6,535	7,306	25.1%
Finance & Insurance	74,261	15.3%	11,333	12,215	12,889	13.7%
Real Estate	38,988	13.5%	5,280	5,399	5,690	7.8%
Professional, Scientific & Tech.	149,986	11.7%	17,544	19,667	22,331	27.3%
Management of Companies, Admin. & Support, Waste	71,507	21.1%	15,060	16,336	16,877	12.1%
Education	107,678	13.4%	14,481	14,824	15,472	6.8%
Health & Social Assistance	183,355	18.3%	33,559	36,990	41,058	22.3%
Arts, Entertainment & Rec.	47,323	12.8%	6,048	6,431	6,889	13.9%
Accommodation & Food	111,920	16.0%	17,860	19,452	21,031	17.8%
Other Services	67,614	17.6%	11,907	12,511	12,902	8.4%
Public Administration	55,716	17.1%	9,514	9,937	10,496	10.3%
<b>Employment Totals (Growth)</b>	<b>1,609,213</b>	<b>17.7%</b>	<b>288,039</b>	<b>302,306 (5.0%)</b>	<b>322,022 (6.5%)</b>	<b>11.8%</b>

Table 1: Employment Baseline and Projections by Industry  
BC Labour Market Outlook 2018; Statistics Canada, Census 2016

Table 2 shows employment projections by major occupation and provides a similar picture of Surrey's future economy, as Table 1. Total employment estimates vary slightly due in part to the method in which data is aggregated by industry and occupation, as well as rounding.

Occupation	Employment Baseline			Projected Employment – Surrey		
	MSW 2018	Surrey % Share	Surrey 2018	2023	2028	% (10 years)
Management	191,034	14.7%	28,134	29,415	31,260	11.1%
Business, Finance & Admin.	255,259	16.2%	41,295	43,861	46,893	13.6%
Natural & Applied Sciences	119,368	13.1%	15,590	16,862	18,557	19.0%
Health	107,599	18.5%	19,876	21,762	24,025	20.9%
Education, Law & Social; Community & Gov't	174,180	14.7%	25,534	27,033	28,804	12.8%
Art, Culture, Rec. & Sport	74,735	9.1%	6,776	7,366	8,074	19.2%
Sales & Service	383,002	18.8%	71,890	76,065	80,339	11.8%
Trades, Transport & Equipment Operators	229,940	25.1%	57,620	58,297	62,244	8.0%
Natural Resources, Agriculture & Related	21,813	19.9%	4,344	4,539	4,675	7.6%
Manufacturing & Utilities	52,284	28.5%	14,923	15,199	15,561	4.3%
<b>Employment Totals (Growth)</b>	<b>1,609,214</b>	<b>17.8%</b>	<b>285,983</b>	<b>300,399 (5.0%)</b>	<b>320,433 (6.7%)</b>	<b>12.0%</b>

Table 2: Employment Baseline and Projections by Occupation  
BC Labour Market Outlook 2018; Census 2016

The BC Labour Market Outlook (BCLMO) provides projected job openings by skill level defined as the education and training requirements typically needed to perform the job. They organize occupations into to five skill level categories from among jobs that require no formal education or training to those that require a combination of post-secondary education and experience. Table 3 shows the projected job openings by skill-level through 2028, taking the BCLMO projections provided for BC only and extrapolating estimates for Surrey based on their equivalent share of total openings over the next 10 years.

Skill Level (Credential)	Total Job Openings			
	BC 2028	Surrey % Share	Surrey 2028	Surrey (Annual)
O (Post-Secondary Education + Experience - Management)	124,352	13.8%	14,175	1,417
A (Post-Secondary Degree)	180,548	20.0%	20,581	2,058
B (Post-Secondary Diploma/Certificate)	286,613	31.7%	32,671	3,267
C (High School Certificate)	228,435	25.3%	26,039	2,604
D (Less than High School)	83,059	9.2%	9,468	947
<b>Totals</b>	<b>903,008</b>	<b>100%</b>	<b>102,934</b>	<b>10,293</b>

Table 3: Total Job Openings by Skill Level (2028)  
BC Labour Market Outlook 2018; Statistics Canada, Census 2016

Prior to 2020, the Surrey economy and labour market showed strong growth, which was projected to continue through for the next decade.

## 2. New Normal: COVID-19 Employer, Labour Force and Workforce Impacts in August 2020

Surrey Employer COVID-19 Employment Impacts: Estimates extrapolated from Statistics Canada's 2016 Census and 2020 Labour Force Survey

For the first time, Surrey has Surrey-specific labour market data!<sup>1</sup> This section compares employment changes in Surrey from 2019 and for each month from February through September 2020 to show the employment impacts of COVID-19.

### Surrey Employment COVID-19 Impacts by Industry – 2019 to September 2020

Based on estimates from the *Labour Force Survey*, the table below shows the structure of the Surrey labour market in 2019 with almost 300,000 employed and employment being led by service industries such as Wholesale & Retail trade (over 48,000), Health Care & Social Services (over 33,000) and Transportation & Warehousing (almost 29,000). Strong goods industries in Surrey are Construction (over 32,000) and Manufacturing (almost 27,000). The smallest employment sectors, but nevertheless important, are Utilities (over 1,300) and Agriculture & Natural resources (over 4,000).

While some of these industries grew or contracted from 2019 to February 2020, all of these industries were impacted (to varying degrees) by COVID-19 between March and September 2020.

Table 4 shows employment change between February 2020 (Pre-COVID) and September 2020 in Surrey, by Industry. The key information to note from this table is as follows:

- Overall, Surrey has lost over 25,000 jobs (8.5% of all jobs) since February 2020. Since the end of July, Surrey has recovered over 12,000 jobs – the greatest losses occurred in March and April of 2020.
- Additional losses, at a slower rate, were incurred between May and July, however, a similar number of jobs were recovered in August and September.
- The greatest gains since February 2020 were seen in the Utilities (61% increase) and Natural Resources (20% increase) industries.
- The greatest overall losses were seen in the following industries: Wholesale & Retail; Transportation & Warehousing; Educational Services; Information; Culture & Recreation; and 'Other' Services.
- Professional, Scientific and Technical Services saw a decrease initially in March/April but saw a gain by July and a small decrease again by September 2020, resulting in an overall increase of 2.5% (or 465 jobs).

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<sup>1</sup> This has been estimated by comparing the industry and occupational shares of employment in Surrey and the broader Vancouver Census Metropolitan Region (or Metro Vancouver Regional District) in 2016 and assuming the industrial and occupational structure in 2019 and 2020 are similar. This is Labour Force Survey data which is estimated at the regional district or Metro Vancouver level but it is not available for communities like Surrey within the broader region. For example, if construction employment in Surrey was 26.2% of total construction employment in Metro Vancouver in 2016, we used that metric to estimate Surrey employment in 2019 and in February through September 2020.

- Most industries saw a gain in August/September, compared to July 2020, with the exceptions of: Natural Resources, Construction, Educational Services and Health Care & Social Assistance.

North American Industry Classification System (NAICS) Two Digit Codes	2019	February 2020	April 2020	Change February to April		July 2020	Change April to July		September 2020	Change July to September		Change Feb to September	
				Jobs	%		Jobs	%		Jobs	%	Jobs	%
				Total Employed (all industries)	297,895		295,632	270,693		-24,939	-8.4%	258,223	-12,470
Agriculture, Forestry, Fishing, Mining, Quarrying, Oil & Gas	4,185	2,963	4,338	1,375	46.4%	5,102	764	17.6%	3,544	-1,558	-30.5%	581	19.6%
Utilities	1,361	1,691	2,255	564	33.4%	2,586	331	14.7%	2,742	156	6.0%	1,051	62.1%
Construction	32,331	32,567	30,078	-2,489	-7.6%	29,973	-105	-0.3%	29,397	-576	-1.9%	-3,170	-9.7%
Manufacturing	26,657	26,934	25,604	-1,330	-4.9%	24,191	-1,413	-5.5%	25,493	1,302	5.4%	-1,441	-5.3%
Wholesale & Retail trade	48,589	50,571	45,364	-5,207	-10.3%	43,572	-1,792	-3.9%	44,500	928	2.1%	-6,071	-12.0%
Transportation & Warehousing	28,739	27,731	24,350	-3,381	-12.2%	22,204	-2,146	-8.8%	23,277	1,073	4.8%	-4,454	-16.1%
Finance, Insurance, Real Estate (rental & leasing)	21,170	18,545	16,806	-1,739	-9.4%	16,000	-806	-4.8%	16,680	680	4.2%	-1,865	-10.1%
Professional, Scientific & Technical Services	19,396	19,321	19,183	-138	-0.7%	19,822	639	3.3%	19,797	-25	-0.1%	476	2.5%
Business, Building & Other Support Services	16,729	13,904	13,543	-361	-2.6%	9,946	-3,597	-26.6%	12,408	2,462	24.8%	-1,496	-10.8%
Educational Services	15,652	16,495	15,446	-1,049	-6.4%	13,915	-1,531	-9.9%	12,954	-961	-6.9%	-3,541	-21.5%
Health Care & Social Assistance	33,453	33,328	32,286	-1,042	-3.1%	32,078	-208	-0.6%	31,870	-208	-0.6%	-1,458	-4.4%
Information, Culture & Recreation	10,921	9,564	8,144	-1,420	-14.8%	7,811	-333	-4.1%	8,181	370	4.7%	-1,383	-14.5%
Accommodation & Food Services	18,964	19,642	14,141	-5,501	-28.0%	14,214	73	0.5%	19,735	5,521	38.8%	93	0.5%
Other Services (except public administration)	13,926	15,134	11,510	-3,624	-23.9%	8,120	-3,390	-29.5%	10,414	2,294	28.3%	-4,720	-31.2%
Public Administration	10,422	9,778	8,671	-1,107	-11.3%	8,631	-40	-0.5%	9,255	624	7.2%	-523	-5.4%

Table 4: Estimated Employment by Industry<sup>2</sup> – 2019, February 2020 through September 2020  
Adapted from Table 14-10-0097-01, Statistics Canada

### **Surrey Employment COVID-19 Impacts by Occupation – 2019 to September 2020**

When we consider employment by occupation in Surrey and impacts by occupation, Table 5, below, shows the greatest number of positions were in Sales & Services (over 83,000), Trades, Transport & Equipment Operators (over 55,000), Business, Finance & Administration (over 44,500), Education, Law, Social, Community & Government Services (almost 26,000) and Management Occupations (over 23,500) as of 2019.

Table 5 shows employment change between February 2020 (Pre-COVID) and September 2020 in Surrey, by Occupation. The key information to note from this table is as follows:

<sup>2</sup> Estimates based on Surrey share of Metro Vancouver (Census Metropolitan Area) by Industry in 2016.

- The greatest employment losses by occupation were in the following sectors: Sales & Services (-21.5%); Education, Law & Social, Community and Government Services (-19.8%); and Trades, Transport & Equipment Operators (-15%).
- Though Natural Resources and Agriculture saw a loss of over 1,000 employees in August/September, overall occupations in this sector saw a gain of 33.9% since February.
- While Manufacturing and Utilities occupations saw an early loss, this sector has seen a steady gain since April 2020 and a 21% increase in employment since before the pandemic.

National Occupational Classification One-Digit Categories	2019	February 2020	April 2020	Change February to April		July 2020	Change April to July		September 2020	Change July to September		Change Feb to September	
				Jobs	%		Jobs	%		Jobs	%	Jobs	%
				Total Employed (all occupations)	297,895		295,632	270,693		-24,939	-8.4%	258,223	-12,470
Management	23,521	22,572	22,688	116	0.5%	22,855	167	0.7%	21,655	-1,200	-5.3%	-917	-4.1%
Business, Finance & Administration	44,567	41,700	40,535	-1,165	-2.8%	40,947	412	1.0%	43,420	2,473	6.0%	1,720	4.1%
Natural & Applied Sciences and related	19,276	19,670	17,729	-1,941	-9.9%	17,898	169	1.0%	20,330	2,432	13.6%	660	3.4%
Health	19,511	20,733	20,206	-527	-2.5%	23,388	3,182	15.7%	21,892	-1,496	-6.4%	1,159	5.6%
Education, Law & Social, Community and Government Services	25,946	26,195	24,584	-1,611	-6.1%	21,945	-2,639	-10.7%	21,015	-930	-4.2%	-5,180	-19.8%
Art, Culture, Recreation & Sport	6,715	6,557	5,305	-1,252	-19.1%	4,960	-345	-6.5%	5,956	996	20.1%	-601	-9.2%
Sales & Services	83,179	82,882	68,403	-14,479	-17.5%	56,387	-12,016	-17.6%	65,049	8,662	15.4%	-17,833	-21.5%
Trades, Transport & Equipment Operators and related	55,223	58,549	55,680	-2,869	-4.9%	49,609	-6,071	-10.9%	49,456	-153	-0.3%	-9,093	-15.5%
Natural Resources, Agriculture & related Production	4,150	3,368	4,992	1,624	48.2%	5,533	541	10.8%	4,511	-1,022	-18.5%	1,143	33.9%
Manufacturing & Utilities	14,982	13,359	11,012	-2,347	-17.6%	15,430	4,418	40.1%	16,120	690	4.5%	2,761	20.7%

Table 5: Estimated Employment by Occupation<sup>3</sup> – 2019, February 2020 and September 2020 Surrey, BC

Adapted from Table: 14-10-0313-01, Statistics Canada

<sup>3</sup> Estimates based on Surrey share of Metro Vancouver (Census Metropolitan Area) by Industry in 2016.

### 3. A Focus on the Most Impacted Labour Force Participants

As Surrey is such a diverse city, a look at the specific sectors of the labour force and the impacts of the pandemic on them needs to be factored into employer and labour market strategies.

#### Employment by Key Employment Characteristic

Table 6 shows employment changes organized by demographic. The data available here is Canada-wide and provides us with information on the most impacted employees. The key information to note from this table is as follows:

- There were job losses across all demographics.
- The greatest job loss, by age, is faced by 15 to 24-year olds.
- Females are impacted more greatly than male employees.
- Non-union workers are impacted more than union workers.
- Temporary employees have faced the greatest job loss.

Demographic	Number of Employees at September 2019	Number of Employees at September 2020	Percentage Change between Sept 2019 and Sept 2020
15 years and over	16,271,200.00	15,805,800.00	-2.9%
15 to 24 years	2,362,400.00	2,149,500.00	-9.0%
25 years and over	13,908,800.00	13,656,300.00	-1.8%
Males	8,254,000.00	8,122,200.00	-1.6%
Females	8,017,200.00	7,683,600.00	-4.2%
Union coverage	4,964,700.00	4,989,100.00	0.5%
No union coverage	11,306,500.00	10,816,800.00	-4.3%
Permanent employees	14,151,900.00	13,917,200.00	-1.7%
Temporary employees	2,119,300.00	1,888,600.00	-10.9%

Table 6: National Employment by Demographic, Canada  
Adapted from Table: 14-10-0320-02, Statistics Canada

The numbers for BC show similar trends. As shared in the *Surrey Business Leadership Perspective on the BC Labour Force Survey – October 2020<sup>4</sup>* by the Surrey Board of Trade, these numbers trend similarly to those for Canada, overall:

- Female youth unemployment rate dropped to 13.1% from 19.4% over the last month and the male youth rate decreased to 18.6% from 25.4%. The rate for all ages of women (7.7%) was below men of all ages (9.0%) in September.
- Youth 15 to 24 years old are the most affected by unemployment, though their unemployment rate in BC dropped to 15.9% in September from 22.6% in August.

<sup>4</sup> <https://businessinsurrey.com/wp-content/uploads/2020/10/LFS-October-2020-Final.pdf>



- Over 38,400 less youth are employed in BC now, compared to February and there are 23,300 more unemployed youth since the pandemic started.
- Of the almost 94,800 jobs lost since February in BC, 75.3% were filled by men and 24.7% by women.
- Part-time employment as a percentage of total employment during between April and September, in BC, is at 52%, meaning over half of new jobs being created are part-time instead of full-time.
- Private sector employment is now still almost 110,000 or 6.7% below February levels, in BC.

### Employment by Gender BC vs Canada

Table 7 shows employment changes by gender, comparing the numbers for British Columbia and Canada, overall. The key information to note from this table is as follows:

- In Canada, the job losses for women are much higher than those for men.
- Both genders have seen significant losses in the Service Producing sector.
- The national number show that men of seen a 6.6% increase in employment in the Goods-Producing Sector.
- In BC, women have fared better than their counterparts in Canada, overall.
- Women in BC have seen a significant increase in jobs in the Goods-Producing sector (26%).
- Employment losses for men in BC are greater than those for men in Canada, overall.

	North American Industry Classification System (NAICS) Two Digit Codes	February	April	Change February to April		July	Change April to July		September	Change July to September		Change Feb to September	
		2020	2020	Jobs	%	2020	Jobs	%	2020	Jobs	%	Jobs	%
<b>MALE</b>	Total employees, all industries	1,035,000	849,100	-185,900	-18.0%	1,005,200	156,100	18.4%	1,005,400	200	0.0%	-29,600	-2.9%
	Goods-producing sector	285,100	253,900	-31,200	-10.9%	275,800	21,900	8.6%	282,800	7,000	2.5%	-2,300	-0.8%
	Services-producing sector	749,900	595,100	-154,800	-20.6%	729,300	134,200	22.6%	722,600	(6,700)	-0.9%	-27,300	-3.6%
<b>FEMALE</b>	Total employees, all industries	1,028,200	820,900	-207,300	-20.2%	938,600	117,700	14.3%	1,011,200	72,600	7.7%	-17,000	-1.7%
	Goods-producing sector	80,100	76,300	-3,800	-4.7%	95,100	18,800	24.6%	101,100	6,000	6.3%	21,000	26.2%
	Services-producing sector	948,100	744,600	-203,500	-21.5%	843,600	99,000	13.3%	910,100	66,500	7.9%	-38,000	-4.0%
<b>CANADA</b>													
<b>MALE</b>	Total employees, all industries	8,085,000	6,715,800	-1,369,200	-16.9%	7,922,100	1,206,300	18.0%	8,122,200	200,100	2.5%	37,200	0.5%
	Goods-producing sector	2,399,600	1,947,800	-451,800	-18.8%	2,477,500	529,700	27.2%	2,558,900	81,400	3.3%	159,300	6.6%
	Services-producing sector	5,685,500	4,767,900	-917,600	-16.1%	5,444,600	676,700	14.2%	5,563,300	118,700	2.2%	-122,200	-2.1%
<b>FEMALE</b>	Total employees, all industries	7,966,700	6,477,700	-1,489,000	-18.7%	7,325,000	847,300	13.1%	7,683,600	358,600	4.9%	-283,100	-3.6%
	Goods-producing sector	760,700	630,900	-129,800	-17.1%	736,100	105,200	16.7%	751,300	15,200	2.1%	-9,400	-1.2%
	Services-producing sector	7,205,900	5,846,900	-1,359,000	-18.9%	6,588,900	742,000	12.7%	6,932,300	343,400	5.2%	-273,600	-3.8%

Table 7: National vs Provincial Employment by Gender, Canada vs BC

Adapted from Table: 14-10-0063-01, Statistics Canada

### Layoffs by Business Ownership Type in Canada

Table 8 shows the percentage of businesses that laid off 50% of their staff or more, as a response to COVID-19, by May 2020, organized by majority ownership characteristic. Though most ownership types were similar to or less

than the Canadian average, businesses that were owned in majority by First Nations, Metis or Inuit owners show that they double the Canadian average.

Majority Ownership	Percentage of Businesses that laid off 50% or more staff
Canada, all provinces and territories	17.4%
Majority ownership, woman	17.7%
Majority ownership, First Nations, Métis or Inuit	32.3%
Majority ownership, visible minority	17.2%
Majority ownership, immigrant to Canada	4.7%
Majority ownership, person with a disability	15.2%
Majority ownership, member of LGBTQ2 community	15.4%
Majority ownership, prefer not to say	25.5%
Majority ownership, other	16.6%

Table 8: Percentage of Businesses that Laid Off Greater than 50% of Staff, by Ownership Characteristic  
Adapted from Table: 33-10-0252-01, Statistics Canada

### Layoffs by Industry Type in Canada

Table 9 shows the percentage of businesses that laid off 50% of their staff or more, as a response to COVID-19, by May 2020, organized by Industry type. The key information to note from this table is as follows:

- The Finance and Insurance (0.5%); Real Estate and Rental and Leasing (5.2%); Wholesale Trade (5.9%) and Agriculture/Forestry/Fishing/Hunting (7.3%) industries were the least affected by layoffs.
- The Industries in which the most businesses laid-off 50% or more of their staff are:
  - Administrative & support, waste management & remediation services (26%)
  - Arts, Entertainment & Recreation (38%)
  - Accommodation & Food Services (48%)
  - Health Care & Social Assistance (20%)
- No data was available for the Educational Services industry.

North American Industry Classification System (NAICS) Two Digit Codes	Percentage of Businesses that laid off 50% or more staff
Canada, all provinces and territories	<b>17.4%</b>
Agriculture, forestry, fishing and hunting	<b>7.3%</b>
Mining, quarrying, and oil and gas extraction	<b>13.7%</b>
Construction	<b>17.7%</b>
Manufacturing	<b>17.1%</b>
Wholesale trade	<b>6.9%</b>
Retail trade	<b>16.9%</b>
Transportation and warehousing	<b>11.8%</b>
Information and cultural industries	<b>13.5%</b>
Finance and insurance	<b>0.5%</b>
Real estate and rental and leasing	<b>5.2%</b>
Professional, scientific and technical services	<b>11.0%</b>
Administrative & support, waste management & remediation services	<b>25.8%</b>
Educational services	<b>N/A</b>
Health care and social assistance	<b>19.8%</b>
Arts, entertainment and recreation	<b>38.0%</b>
Accommodation and food services	<b>48.0%</b>
Other services (except public administration)	<b>21.1%</b>

Table 9: Percentage of Businesses that Laid Off Greater than 50% of Staff, by Industry

Adapted from Table: 33-10-0252-01, Statistics Canada

As reported in LMI #1, across Canada, national data (Statistics Canada. Economic Impact of COVID-19 Among Visible Minority Groups. July 6, 2020) shows that members of certain visible minority groups report more/stronger impacts of COVID. A recent Statistics Canada report found that while 23% of white Canadians reported a “strong or moderate impact of COVID-19 on their ability to meet financial obligations and essential needs, the figure was 44% for Arabs, 43% for Filipinos, 42% for West Asians and 40% for Southeast Asians– almost double the non-visible minority rate.

This has significant impacts on the Surrey labour force with its vast ethnic diversity.

## 4. URGENT POST-SCRIPT: Statistics Canada's September 2020 Labour Force Survey Results

### SURREY BUSINESS LEADERSHIP PERSPECTIVE

#### BC Labour Force Survey Data

#### Statistics Canada Labour Force Survey, September 2020 (Released October 9, 2020)

Overall – Canada	<ul style="list-style-type: none"> <li>• Employment recovery is continuing across the country. All provinces except PEI (slight drop in employment) and New Brunswick (1.0% increase in unemployment rate) saw gains in employment and reduced unemployment rates in September.</li> <li>• Canada gained 378,200 jobs between August and September 2020 (stronger than the previous month's job growth), a 2.3% increase in employment – 88% of job growth was in full-time employment. The back to work trend has increased employment by almost 2.3 million jobs for a 14.1% increase since April.</li> <li>• The unemployment rate dropped to 9.0% in September from 10.2% in August, however it remains higher than the 5.6% in February 2020.</li> <li>• Employment in Canada still has 719,500 fewer jobs in September than in February 2020, a 3.7% deficit due to the pandemic.</li> </ul>
Overall - BC	<ul style="list-style-type: none"> <li>• Employment in the province increased more in September (by 54,800) than the 15,300 jobs in August – 70% of the growth was in full-time employment. September's increase in jobs was 2.3% in BC in the last month, equal to the Canadian average. This means BC has had an increase in employment of almost 301,700 jobs since the BC recovery started in April.</li> <li>• BC's unemployment rate dropped to 8.4% in September from 10.7% in August, however it remains higher than the rate of 5% in February 2020. The drop in BC's rate of 2.3% points was second highest across the country behind Nova Scotia's 2.4% points decrease.</li> <li>• Employment is still down by almost 94,800 jobs since February, a 3.7% deficit.</li> </ul>
Goods-Producing Industries	<ul style="list-style-type: none"> <li>• After gaining almost 21,000 jobs in August, goods-producing industries lost 10,000 jobs for a 2.1% drop in September, and collectively they remain at 20,300 fewer jobs now than in February – a 4.2% deficit.</li> <li>• The main job changes in the goods sector in September was manufacturing gaining 6,800 jobs (+4.2%) and construction losing 14,600 jobs (-6.8%). The latter's employment now is almost 40,000 fewer than in February (-16.5%).</li> <li>• Employment levels in agriculture, natural resources, utilities and manufacturing are all now at pre-pandemic levels, higher than in February 2020. Manufacturing and utilities are up 8,300 and 6,300 jobs since February, respectively.</li> <li>• Since the employment trough of April this year, goods-producing industries have increased employment by over 26,000 jobs or 6.0%</li> </ul>
Service-Producing Industries	<ul style="list-style-type: none"> <li>• Employment in the service sector in BC grew by almost 65,000 jobs (+3.4%) in September, meaning a total recovery of over 275,000 since April. However, employment in the sector is still 74,500 lower than in February 2020 (-3.6%).</li> <li>• There were slight job decreases in accommodation &amp; food (-2,200 or -1.2%) and transportation and warehousing (-500 or -0.4%). While gaining over 95,000 jobs since April, employment in accommodation &amp; food remains at almost 17,000 fewer than in February (-8.5%).</li> <li>• All other service industries saw job growth of varying degrees. The biggest employment gains in services in September were:             <ul style="list-style-type: none"> <li>- Other services (including personal services and automotive retail) – up 32,700 (11.4%) in the last month, and up 66,500 jobs (26.0%) since April; however, it still has 23,700 less jobs now than in February 2020, a 6.9% shortfall in recovery.</li> <li>- No surprise that educational services increased in September by over 17,000 jobs for a 10.5% increase; and its employment now exceeds February jobs by 4,600.</li> <li>- Finance &amp; related services, health care &amp; social assistance and professional, scientific and tech services (PSTS) grew by 7,900, 4,400 and 4,200 jobs in the last month, respectively. PSTS employment now exceeds its February jobs by 9,700.</li> </ul> </li> <li>• While retail &amp; wholesale trade saw a modest growth of 500 jobs in September and an increase of over 42,000 jobs since April, its employment is still 33,400 fewer than in February (-8.3%).</li> </ul>

	<ul style="list-style-type: none"> <li>• Transportation &amp; warehousing employment remains 12,500 fewer than in February (-9.1%).</li> </ul>
Occupations	<ul style="list-style-type: none"> <li>• Employment growth and changes in unemployment rates was mixed in occupational categories in BC. While the BC unemployment rate has dropped to 8.4%, a number of the occupational categories have unemployment rates in the range of 4.0 or lower (e.g. lowest were management at 1.7% and health jobs at 1.8%).</li> <li>• The biggest gains in jobs over the last month were in positions in education, law, social, community &amp; government (ELSCG) (+31,700 or +14.8%), natural &amp; applied sciences (+28,200 or +13.3%) and sales and service (+17,800 or +3.1%).</li> <li>• The biggest employment losses in September were in a number of occupational categories: natural resources/agriculture (-10,500 or -16.1%); trades, transport &amp; equipment operators (-10,200 or -3.0%); health (-9,400 or -4.7%); and business, finance &amp; administration (-6,300 or -1.6%).</li> <li>• Biggest changes in unemployment rates in September by occupation were: <ul style="list-style-type: none"> <li>- ELSCG rate decreased from 15.52% to 4.2%</li> <li>- Sales and service dropped from 11.7% to 9.1%</li> <li>- Business, finance &amp; admin declined from 7.4% to 4.6%</li> </ul> </li> <li>• Employment in four occupational categories in BC are now at levels above February 2020 (pre-pandemic): <ul style="list-style-type: none"> <li>- Natural &amp; applied sciences: +39,600</li> <li>- Manufacturing &amp; Utilities: +24,100</li> <li>- Natural resources/agriculture: +12,300</li> <li>- Health: +7,400</li> </ul> </li> <li>• Two job categories account for a deficit of over 111,000 jobs lost since February. Sales and service employment is still down by over 68,000 jobs and trades, transport &amp; equipment operators are down by over 43,000. The former driven by the 'high-touch' and big-event services and the latter by reduced construction employment.</li> </ul>
Regions	<ul style="list-style-type: none"> <li>• All metropolitan and development regions in BC saw employment gains in September 2020 except for a small drop (-500) in the Kootenay region. Unemployment rates decreased in all areas since August except for a very small increase in the Cariboo region and that in the Northeast remained at 7.0%.</li> <li>• While Vancouver metro area gained over 21,000 jobs in September, its employment level is still almost 125,000 fewer than in February (-8.5%) and its unemployment rate is highest at 11.2%.</li> <li>• Employment in Victoria and Kelowna metro areas are almost back at February 2020 levels.</li> <li>• The Vancouver Island/Coast region has 13,400 more jobs now than in February; while despite growth of over 26,000 jobs in the Mainland/Southwest region in September, its employment is still down by almost 121,000 jobs (driven by Vancouver metro numbers).</li> </ul>
Age, Gender and Other	<ul style="list-style-type: none"> <li>• The youth (15-24) unemployment rate in BC dropped to 15.9% in September from 22.6% in August. Female youth unemployment rate dropped to 13.1% from 19.4% over the last month and the male youth rate decreased to 18.6% from 25.4%. The rate for all ages of women (7.7%) was below men of all ages (9.0%) in September.</li> <li>• These rates are still much higher than the youth male and youth female unemployment rates pre-pandemic of 11.2% and 6.8% respectively.</li> <li>• Overall, over 38,400 less youth are employed in BC now compared to February (-25,400 males and -13,100 females); and there 23,300 more unemployed youth (11,700 males and 11,300 females) since the pandemic started.</li> <li>• Of the almost 94,800 jobs lost since February in BC, 75.3% were filled by men and 24.7% by women.</li> <li>• The youth participation rate dropped from 64.9% to 60.3% over the last month (school enrolments) while the rate for those 25+ years up-ticked slightly.</li> <li>• In terms of part-time work as a percentage of total employment in BC, it has crept up slowly since the recovery and was at 22.8% in September, up from 22.6% in August and up from 21.4% in February. For men in BC, part-time employment was 14.1% of total jobs; while this was more than double for women at 32.0% in September. These rates are similar and only slighter higher in each gender compared to February 2020.</li> <li>• More troublesome perhaps, or an indication of more unstable or flexible employment, the part-time employment as a percentage of total during the April-September recovery period in BC has been 52% - almost 157,000 of new jobs were part-time compared to 145,000 full-time ones.</li> </ul>

	<ul style="list-style-type: none"> <li>• In terms of ‘class of worker’, a significant impact has been experienced by those self-employed, losing 5,600 jobs in the last month for 1.3% drop, and losing 14,200 jobs since February (-3.2%). Private sector employment outpaced public sector jobs in September, gaining 36,100 or 2.4% vs. 24,300 or 5.2%.</li> <li>• However, private sector employment is now still almost 110,000 or 6.7% below February levels; whereas public sector jobs (health care, school opening, long term care) have increased by almost 29,000 or 6.2%.</li> </ul>
Summary	<ul style="list-style-type: none"> <li>• Economic activity in Canada and BC continues to produce increases in employment and reduced unemployment rates since April and this continued in September, with larger employment growth than in August, particularly in a few goods industries and a number of services industries.</li> <li>• We are now seeing employment levels in more industries and occupations which match or exceed February levels.</li> <li>• In terms of job losses, BC’s economy is still in a job-deficit from impacts of the pandemic (almost 95,000 jobs lost and not yet recovered) and the recovery is variable across industries and occupations: <ul style="list-style-type: none"> <li>- Goods-producing industries – After gaining 10,000 jobs in August, goods industries’ employment dropped by an equal amount in September. Manufacturing, natural resources and utilities and agriculture are at pre-pandemic job levels, while construction is lagging.</li> <li>- While still below pre-pandemic job levels (by almost 75,000), the services-producing industries gained 65,000 jobs in September, perhaps driven by school and post-secondary openings, more hiring in health and long-term care, more openings in personal and other services and increased confidence and expansion among service businesses that reopened in May.</li> <li>- A positive indicator is that employment levels in 4 of 9 occupational categories (natural &amp; applied sciences, manufacturing &amp; utilities, natural resources/agriculture and health) are now in September at levels higher than the pre-pandemic February milestone.</li> </ul> </li> <li>• BC continues to be well-positioned fiscally, economically and public health-wise to ‘survive and thrive’ through this pandemic. Continued employment recovery will depend on planning for a ‘next normal’, safe work and consumer practices and mitigation of coronavirus outbreaks including new measures in light of school openings and the cold and flue season. Employers and employees, consumers and parents, students and educators will all have important roles in this.</li> <li>• The September 2020 LFS data provides continued positive momentum for a BC economic recovery that will require effective public policies and support, innovative business practices, increased digital transformation, business resilience and a collaborative approach to economic recovery among governments, businesses, workers and public sector service providers.</li> </ul>

Source: BC Stats – *Statistics Canada, Labour Force Survey, September 2020*. Released October 9, 2020. Retrieved from <https://www2.gov.bc.ca/gov/content/data/statistics/employment-labour/labour-market-statistics>.



# WORKFORCE RESET

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