



THE TOURISM & HOSPITALITY WORKFORCE PROFILE IN THE LOWER MAINLAND

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The Workforce Profile

COVID-19 resulted in significant layoffs, business closures, and uncertainty regarding the short-term and longer-term impact of the pandemic on the tourism and hospitality industry's demand for and supply of labour. This report was prepared as part of a larger project undertaken by go2HR. The purpose of this project is to provide the tourism & hospitality industry with up-to-date labour market information (LMI) to enable it to monitor labour market demand and supply, and effectively plan its operations.

As part of the project, detailed profiles of the labour market have been prepared at the provincial, regional and sectoral levels. This report presents a profile of the industry workforce in the Lower Mainland Development Region, based on a detailed analysis of Labour Force Survey data collected monthly by Statistics Canada¹, complemented with the results of industry surveys (principally a survey of 800 employers and 262 employees in the industry conduct as part of the study) and other secondary data including Census data. Of those surveyed, 283 employers and 71 employees are in the Lower Mainland.

The Lower Mainland Region

The Lower Mainland region provides visitors with access to a vast assortment of recreational activities, dramatic landscapes, and cultural, artistic, and musical experiences. The climate in the Lower Mainland region is one of the mildest in Canada, with temperate summers that rarely see temperatures exceeding 30 degrees Celsius, and rainy but relatively warm winters where both snowy and sunny days are not abundant.

The region is as renowned for its fine dining establishments, art galleries and museums, and luxury hotels and spas as it is for its beautiful and rugged terrain that promotes activities like mountain biking, hiking, camping, golfing, cycling, sailing, fishing, whale watching, ocean kayaking, mountaineering, snowboarding, and skiing, snowmobiling, snowshoeing and many more. The region also boasts rich agricultural areas like the Fraser Valley and Pemberton Valley that produce a variety of produce and local wines. Metro Vancouver has one of the largest urban Indigenous populations in Canada making it a hub for Indigenous cultural tourism, art, and music. Vancouver also offers a vibrant arts, music, and film scene with numerous events, festivals, and cultural experiences available to visitors.

The Lower Mainland region offers iconic natural landscape sightseeing experiences drawing visitors from around the world, such as the Sea-to-Sky highway, Stanley Park and the Lions Gate Suspension Bridge, and the Grouse Mountain gondola. Those experiences can be accessed through the region's scenic roadways and numerous provincial and regional parks.

The region's tourism industry is well established and spans many communities, having contributed to the diversification of the economy and a shift away from agricultural and/or resource extraction dependence.

¹ Readers should be aware that the LFS is a sample survey and estimates are subject to both sampling and non-sampling errors. Sample bias increases as sample size decreases. Unless otherwise stated, all information contained in this report is based on LFS data.



The Lower Mainland Region (Vancouver Coast Tourism Region) encompasses approximately 36,303 square kilometres of British Columbia's southern coast and interior. The region expands outwards from Metro Vancouver, north along the Sunshine Coast and the Sea-to-Sky Corridor, and east up the Fraser Valley and Fraser Canyon, which are both anchored by the Fraser River. As of 2016, the region was home to 2,759,385 people, with the most populous cities being Vancouver, Surrey, Burnaby, Richmond, Coquitlam, and Abbotsford.

Source: Indigenous Tourism BC Labour Market Research – Roots to a Future – Regional Profile - – Lower Mainland, Government of BC, 2021. <https://www.indigenoussc.com/corporate/news/indigenous-tourism-bc-releases-labour-market-research-indigenous-tourism-labour-strategy-and-a-guide-to-wise-hr-practices/>

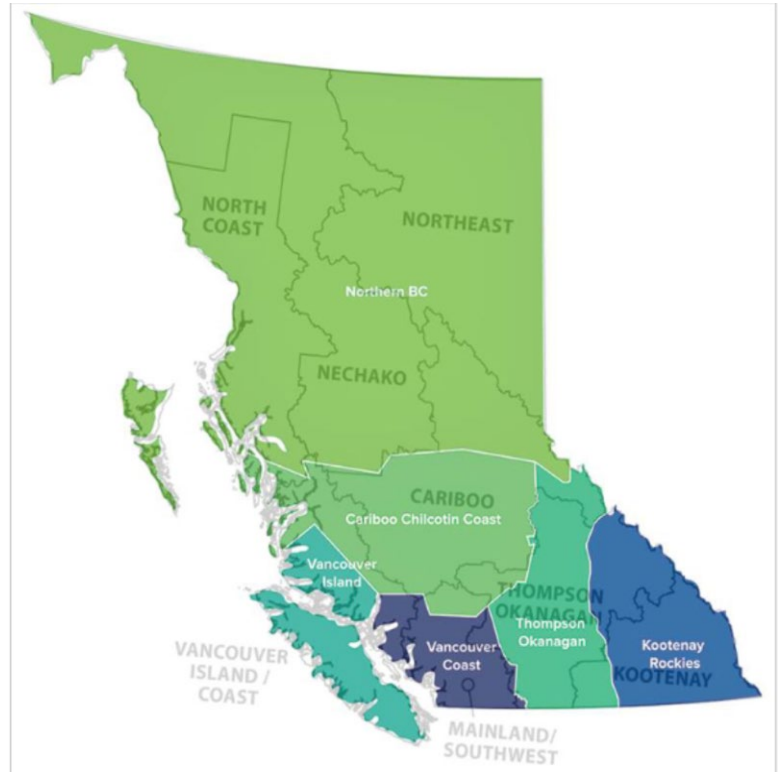
Breakdown of BC's Development and Tourism Regions

There are eight development regions in BC. However, this regional report combines the three most northerly regions, presenting data for six development regions:

- Cariboo
- Lower Mainland
- Northern BC (North Coast, Northeast, Nechako)
- Thompson Okanagan
- Kootenay
- Vancouver Island

Map of Tourism and Development Regions of British Columbia

The map to the right indicates the development regions of British Columbia (displayed in dark text) and the tourism regions of British Columbia (displayed in white text). Some of the development and tourism regions may have the same name but represent slightly different geographic areas.



As indicated in the map above, there is some commonality between the two sets of regional definitions (i.e. tourism vs development regions), however, no region aligns perfectly with their counterpart in the opposite set. For example:

- The Lower Mainland Region (Vancouver Coast Tourism Region on the map above) includes most of the Mainland/Southwest Development Region, and parts of Vancouver Island/Coast and Thompson Okanagan Development Regions. The Cariboo Tourism Region covers small portions of the Vancouver Island/Coast, Mainland/Southwest, and Thompson Okanagan Development Regions.

Characteristics of the Lower Mainland Workforce

The tourism and hospitality industry in the Lower Mainland region employed 192,104 people in 2021, of which 43% are employed in the food and beverage sector and 28% in the recreation and entertainment sector. The region accounted for 64% of the total provincial workforce (298,250), and its workforce distribution across sectors is representational of the provincial distribution.

Table 1: Employment in the Tourism and Hospitality Industry, 2021

Sectors ²	Lower Mainland		British Columbia	
	#	%	#	%
Accommodation	16,854	9%	29,875	10%
Food and beverage	83,167	43%	133,938	45%
Recreation and entertainment	53,083	28%	77,854	26%
Transportation and travel	39,000	20%	56,583	19%
Total	192,104	100%	298,250	100%

Note: The LFS data in this table are annual averages

In the Lower Mainland and throughout BC, the tourism and hospitality industry accounts for approximately 11% of total employment.

Table 2: Tourism and Hospitality vs Total

Employment	Lower Mainland	British Columbia
Tourism Employment	192,104	298,250
Overall Employment	1,701,250	2,655,688
Percent Tourism of Overall Employment	11.2%	11.2%

Note: The LFS data in this table are annual averages

The sex of the regional workforce is relatively evenly divided. The age of the workforce is fairly evenly distributed across age groups, and over half (56%) of workers hold a post-secondary degree or diploma.

² NAICs codes were used to define the sectors. Any business is assigned to only one NAICs code, corresponding to the industry classification from which it generates its greatest revenues. Source: North American Industry Classification System, Statistics Canada, 2017. <https://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=380372>

Table 3: Lower Mainland Region Tourism and Hospitality Industry Workforce Demographics, 2021

Demographics	Lower Mainland	
Sex	#	%
Male	101,250	53%
Female	90,854	47%
Age Group	#	%
15 to 24	48,624	25%
25 to 34	42,562	22%
35 to 44	35,271	18%
45 to 54	30,938	16%
55 to 64	27,792	14%
65 or above	6,917	4%
Education	#	%
Below high school	20,375	11%
High school or some post-secondary education	64,010	33%
Degree below bachelor's	52,302	27%
Bachelor's degree or above	55,417	29%

Note: The LFS data in this table are annual averages

Approximately two thirds (64%) of the regional workforce is employed on a full-time basis and one third (36%) are employed part-time. Permanent workers account for 68% of the regional workforce, while 15% are seasonal, temporary, or casual workers. The average wage rate is \$24.40 per hour and the average hours worked per week is 29.

Table 4: Lower Mainland Region Tourism and Hospitality Industry Demographics, 2021

Demographics	Lower Mainland	
Job Status	#	%
Full-time	123,000	64%
Part-time	69,104	36%
Permanent and Seasonal³	#	%
Permanent	129,896	68%
Seasonal	5,333	3%
Casual	8,583	4%
Temporary	15,958	8%
Other	1,146	1%
N/A	31,188	16%
Avg hours worked per week per Individual	29	
Avg Hourly Wage⁴	\$24.40	

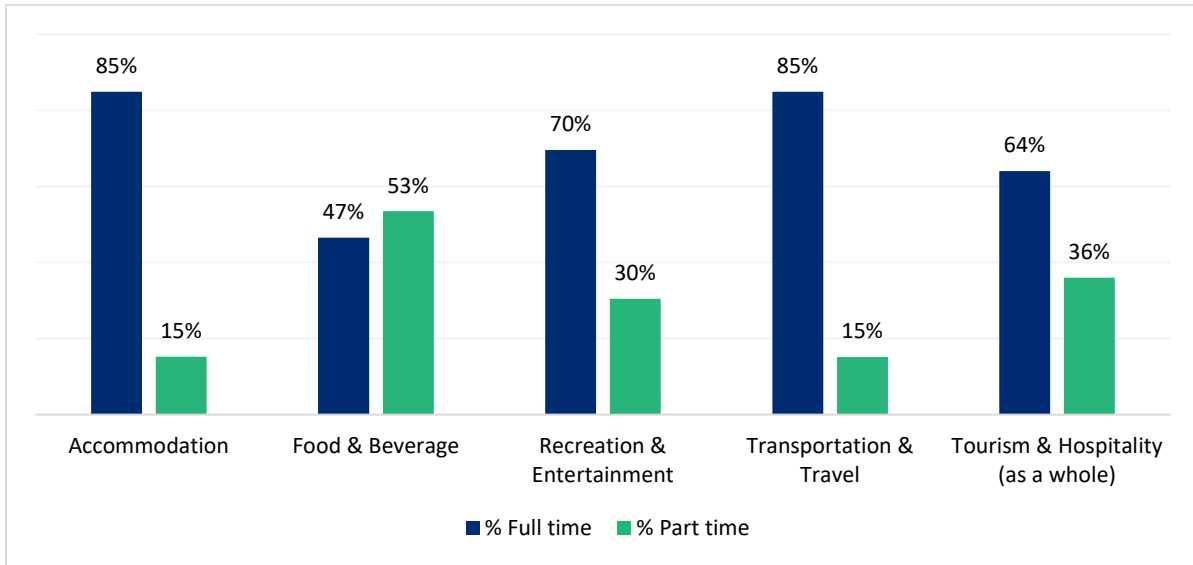
Note: The LFS data in this table are annual averages

The transportation and travel sector, and accommodation sectors have the highest percentage of full-time workers (85%) and the food and beverage sector has the highest percentage of part-time workers (53%). The food and beverage sector also has the highest percentage of permanent employees (78%), while the recreation and entertainment sector has the highest percentage of seasonal employees (25%). The transportation and travel sector has the highest concentration of male workers (65%) and the food and beverage sector has the highest concentration of female workers (56%). Nearly three quarters (72%) of employees in the accommodation and recreation and entertainment sectors have a post-secondary degree or diploma, while approximately two thirds (63%) the food and beverage sector do not. The food and beverage sector also has the youngest workforce with 44% of its workers being between 15 and 24 years of age, and the transportation and travel sector is the oldest with 58% of its workers being 45 or older. Employees in the transportation and travel sector average the most hour worked at 34 hours per week and are paid the most at \$34 per hour.

³ Permanent= indefinite employment position; Seasonal=steady work, but not for all months of the year; Casual= work only when needed or on-call; Temporary= non-permanent position.

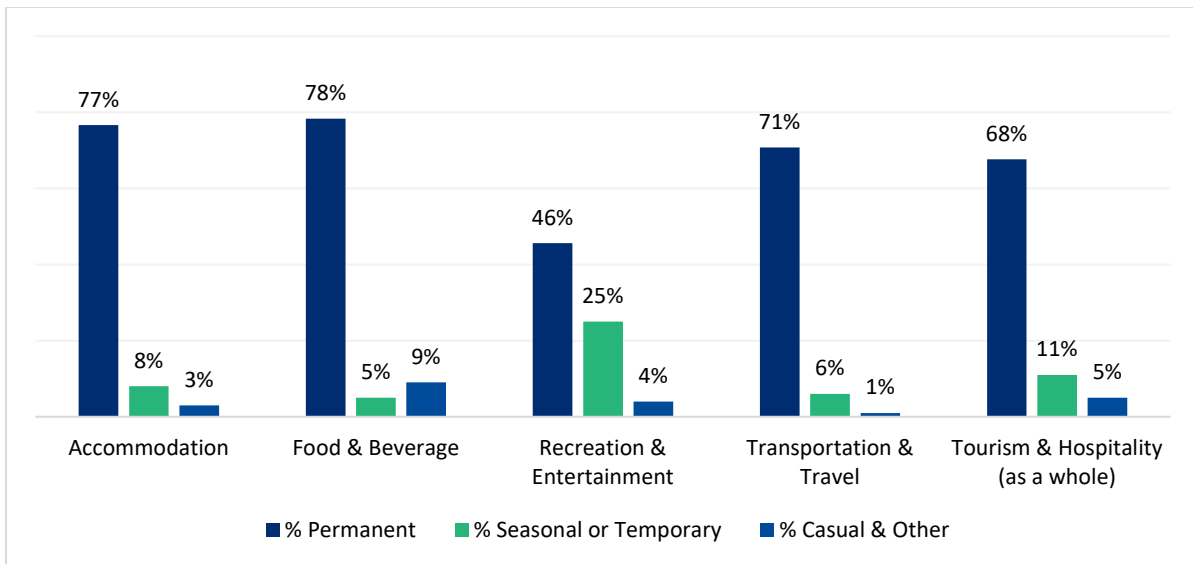
⁴ Includes tips and commissions.

Chart 1: Lower Mainland Region Job Status by Sector, 2021



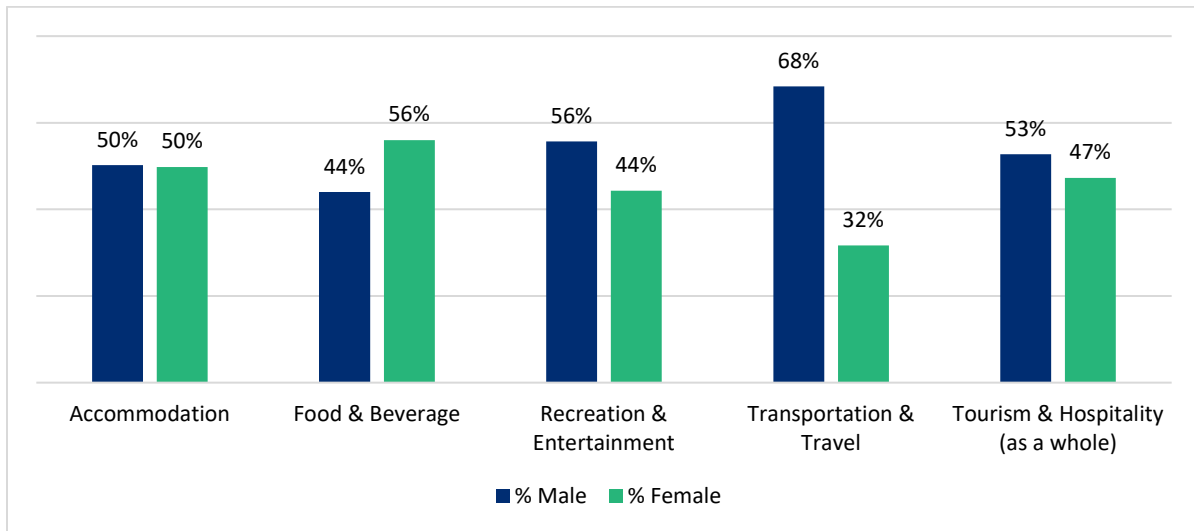
Note: The LFS data in this chart are annual averages

Chart 2: Lower Mainland Region Employee Type by Sector, 2021



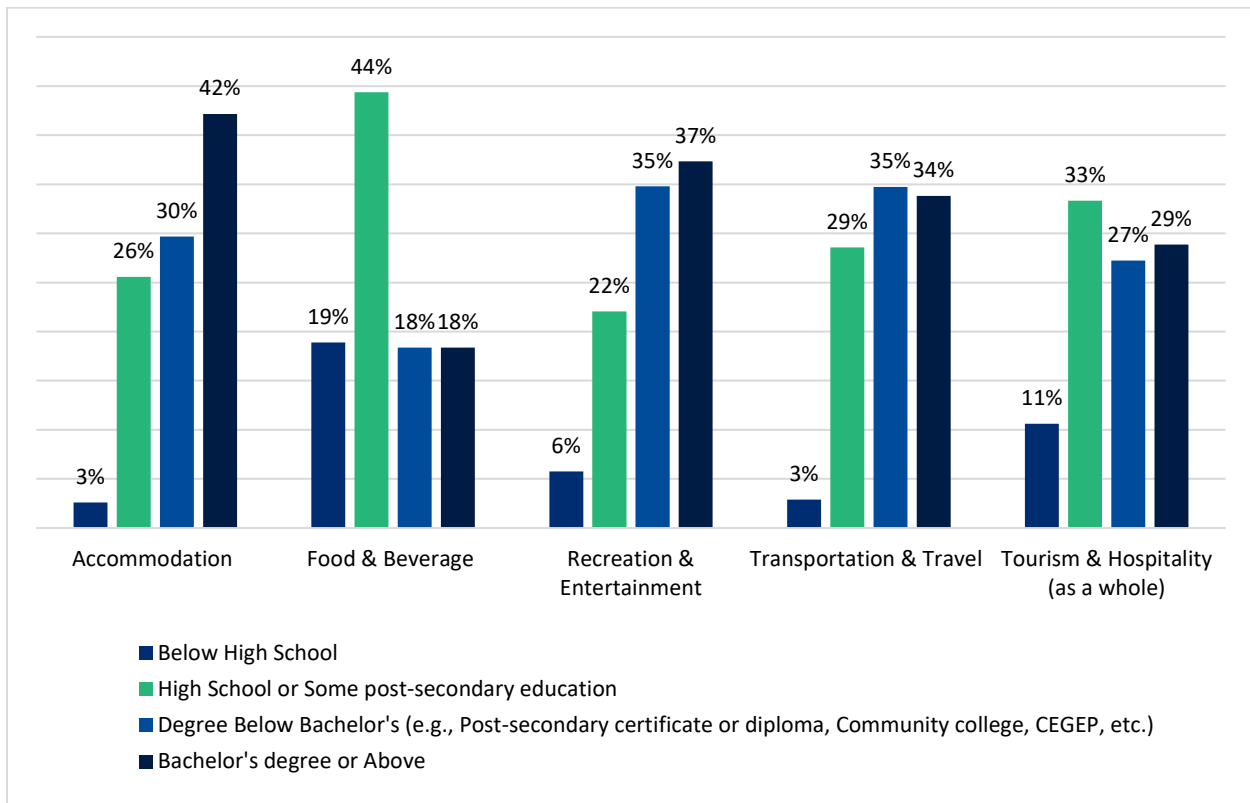
Note: The LFS data in this chart are annual averages

Chart 3: Lower Mainland Region Workforce Sex by Sector, 2021



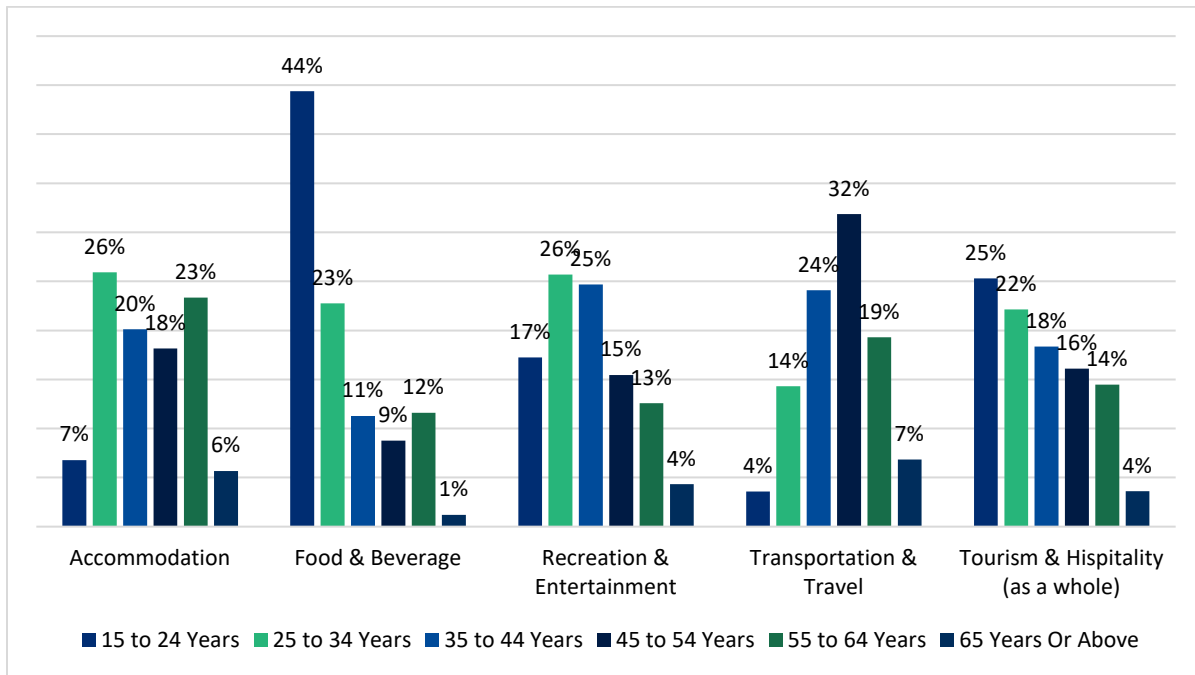
Note: The LFS data in this chart are annual averages

Chart 4: Lower Mainland Region Workforce Education Level by Sector



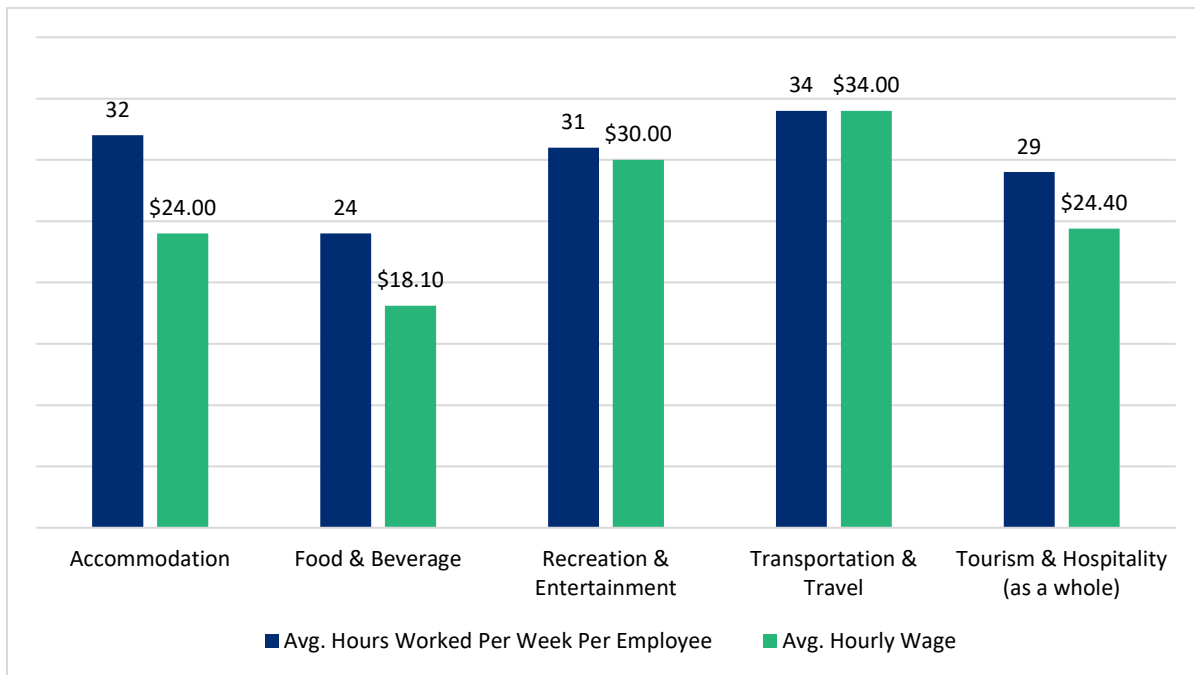
Note: The LFS data in this table are annual averages

Chart 5: Lower Mainland Region Workforce by Age Groups



Note: The LFS data in this chart are annual averages

Chart 6: Lower Mainland Region Average Hours Worked and Wages by Sector, 2021



Note: Wage includes tips and commissions. The LFS data in this table are annual averages

According to Statistics Canada's 2016 Census, the Lower Mainland's tourism and hospitality industry employees less Indigenous workers (3%) than the provincial industry average (6%) and the provincial population (5%). However, the regional workforce has a higher percentage of workers who are members of a visible minority (46%) than the provincial industry average (35%), or the provincial population (30%). The accommodation sector employs the highest percentage of immigrants at 54% as well as those whose mother tongue is not English or French (49%).

Table 5: Ethnicity, Immigration, and Mother Tongue in the Lower Mainland Region Workforce. 2016

Selected Characteristics	Accommodation		Food & Beverage		Recreation & Entertainment		Transportation & Travel		Tourism & Hospitality		BC Population	
	#	%	#	%	#	%	#	%	#	%	#	%
Labour Force	17,025	100%	103,235	100%	52,720	100%	36,030	100%	209,010	100%	2,471,670	100%
Indigenous Status												
Indigenous	440	3%	3,490	3%	1,650	3%	770	2%	6,350	3%	127,890	5%
Non-Indigenous	16,585	97%	99,745	97%	51,070	97%	35,260	98%	202,660	97%	2,343,780	95%
Visible Minority Status												
Visible Minority	9,195	54%	56,940	55%	14,855	28%	15,685	44%	96,675	46%	729,580	30%
Not a Visible Minority	7,830	46%	46,295	45%	37,865	72%	20,345	56%	112,335	54%	1,742,090	70%
Immigration Status												
Non-immigrant	7,090	42%	53,200	52%	35,870	68%	19,435	56%	115,595	55%	1,679,060	68%
Immigrant	9,100	54%	43,840	42%	14,195	27%	15,990	44%	83,125	40%	741,165	30%
Non-permanent residents	835	5%	6,195	6%	2,655	5%	605	2%	10,290	5%	51,445	2%
Mother Tongue												
English	7,750	46%	51,865	50%	38,085	72%	19,870	55%	117,570	56%	1,704,780	69%
French	240	1%	985	1%	910	2%	640	2%	2,775	1%	33,160	1%
Non-official language	8,370	49%	47,130	46%	12,540	24%	14,610	40%	82,650	40%	681,940	28%
Other	665	4%	3,255	3%	1,185	2%	910	3%	6,015	3%	51,790	2%

Source: Custom Tabulation, 2016 Census, Statistics Canada.

The following table shows the industry’s leading occupations, the primary sector in which they are employed, and some common certifications and training/education that may be required. As indicated, occupations often related to the Food and Beverage Services sector accounted for the four top occupations in the region.

Table 6: Leading Occupations in the Lower Mainland Region Workforce. 2021

NOC	Occupation Title	Certification/Training Requirements	Primary sector*	Employment
671	Food counter attendants	<ul style="list-style-type: none"> On the job training 	Food and Beverage services	26,521
651	Occupations in food and beverage service	<ul style="list-style-type: none"> On the job training Responsible beverage service certification 	Food and Beverage services	22,604
632	Chefs and cooks	<ul style="list-style-type: none"> Cook's trade certification Chef's Red Seal Certification 	Food and Beverage services	21,021
631	Food service supervisors	<ul style="list-style-type: none"> Post-secondary training in restaurant management or food service admin, or; Equivalent job experience 	Food and Beverage services	17,000
751	Motor vehicle and transit drivers	<ul style="list-style-type: none"> Appropriate Class driver's license Additional certifications such as First-Aid, Transportation of Dangerous Goods, and Air Brakes Endorsement 	Transportation and Travel services	12,354
513	Creative and performing artists	<ul style="list-style-type: none"> Related post-secondary degree or diploma Extensive practical experience and training 	Recreation and Entertainment	8,979
652	Occupations in travel and accommodation	<ul style="list-style-type: none"> Related post-secondary diploma On the job training 	Accommodation	7,646
522	Photographers, graphic arts technicians and technical and co-ordinating occupations	<ul style="list-style-type: none"> Related post-secondary degree or diploma Technical training or certification 	Recreation and Entertainment	7,188
525	Athletes, coaches, referees and related occupations	<ul style="list-style-type: none"> Extensive sport related training Coaching and refereeing certificates 	Recreation and Entertainment	6,708
524	Creative designers and craftsperson	<ul style="list-style-type: none"> Related post-secondary degree or diploma Technical training or certification 	Recreation and Entertainment	6,625
227	Transportation officers and controllers	<ul style="list-style-type: none"> Related post-secondary degree or diploma Industry related training and certifications 	Transportation and Travel services	4,500
112	Human resources professionals	<ul style="list-style-type: none"> Related post-secondary degree or diploma 	Recreation and Entertainment	4,479
621	Retail sales supervisors	<ul style="list-style-type: none"> Previous retail sales experience as a retail salesperson or salesclerk, cashier, telemarketer, door-to-door salesperson or rental agent may be required 	Accommodation	3,646

NOC	Occupation Title	Certification/Training Requirements	Primary sector*	Employment
673	Cleaners	<ul style="list-style-type: none"> ▪ On the job training 	Accommodation	3,500
672	Support occupations in accommodation, travel and amusement services	<ul style="list-style-type: none"> ▪ On the job training 	Recreation and Entertainment	3,271
512	Writing, translating and related communications professionals	<ul style="list-style-type: none"> ▪ Related post-secondary degree 	Recreation and Entertainment	3,083
731	Machinery and transportation equipment mechanics (except motor vehicle)	<ul style="list-style-type: none"> ▪ Related post-secondary diploma or certification such as a trade certification or Red Seal Certification 	Transportation and Travel services	2,833
661	Cashiers	<ul style="list-style-type: none"> ▪ On the job training 	Food and Beverage services	2,625
122	Administrative and regulatory occupations	<ul style="list-style-type: none"> ▪ Related post-secondary degree or diploma ▪ Industry certifications or licenses 	Transportation and Travel services	2,167
217	Computer and information systems professionals	<ul style="list-style-type: none"> ▪ Related post-secondary degree or diploma ▪ Technical training or certification 	Recreation and Entertainment	2,083

*Note: The LFS data in this table are annual averages. *"Primary sector" indicates the sector that accounts for the largest portion of the reported employment numbers.*

The majority (63%) of the regional tourism and hospitality workforce has been employed in their current or latest job for less than five years, while 19% have been in their position for five to ten years. The average experience level of the regional tourism and hospitality workforce is representative of the provincial average.

Table 7: Lower Mainland Region Tourism and Hospitality Workforce Experience, 2021

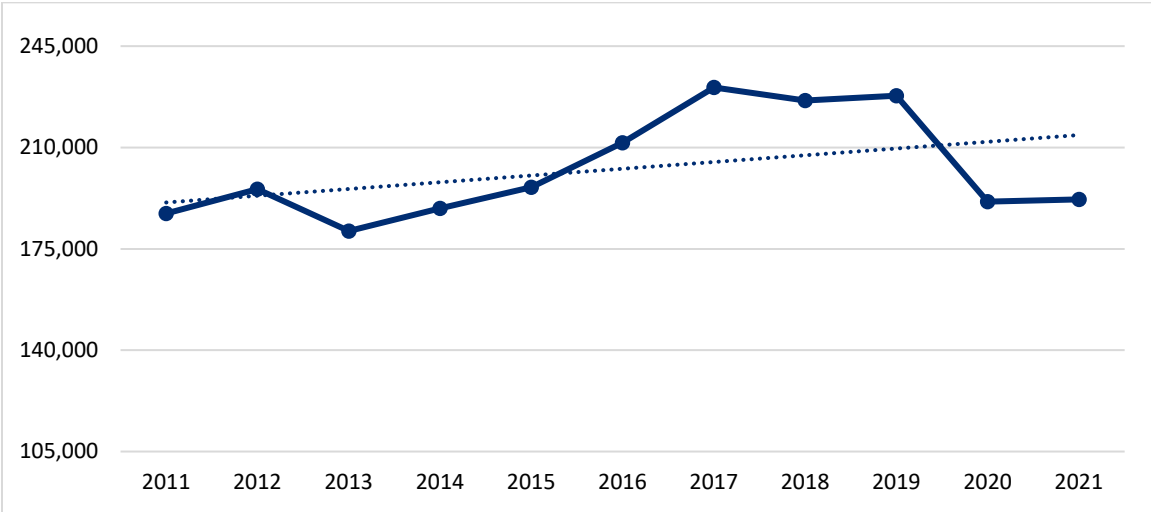
Length of Employment	Lower Mainland		British Columbia	
	#	%	#	%
Less than 1 year	34,521	18%	54,188	18%
2 to 4 years	86,271	45%	133,354	45%
5 to 7 years	20,667	11%	35,104	12%
8 to 10 years	14,875	8%	22,042	7%
11 to 15 years	14,250	7%	20,938	7%
16 to 20 years	6,146	3%	9,854	3%
over 20 years	15,375	8%	22,772	8%
Total	192,104	100%	298,250	100%
Avg. Length	7.1 years		7.0 years	

Note: The LFS data in this table are annual averages.

Impact of COVID-19

Prior to the Covid-19 pandemic, industry employment in the region trended upward from 2011 to 2019, with an average of 187,000 employees per month in 2011 and 228,000 in 2019. The compounded annual growth rate of this eight-year period was 2.5%. However, the COVID-19 pandemic significantly impacted this trend such that employment was down 16% on average to 191,000 in 2020 and 192,000 in 2021. The compounded annual growth rate of the ten-year period from 2011 to 2021 was 0.3%.

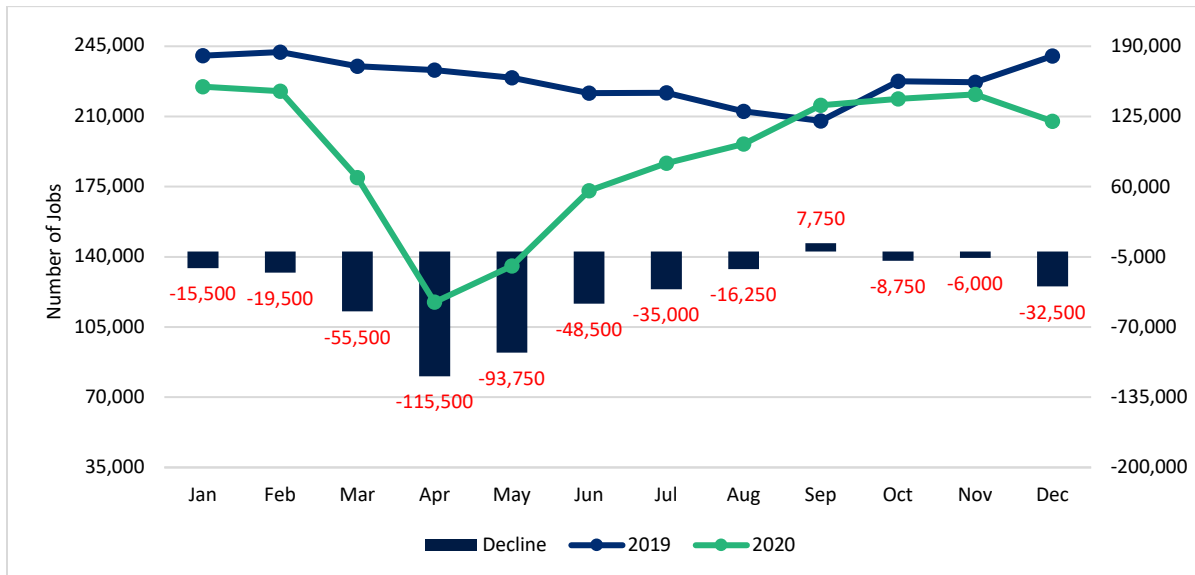
Chart 7: Total Lower Mainland Region Tourism and Hospitality Workforce, 2011 - 2021



Note: The LFS data in this chart are annual averages.

There were significantly fewer people employed in the industry in 2020 as compared to 2019, hitting a low point in April when there were 115,500 fewer employees.

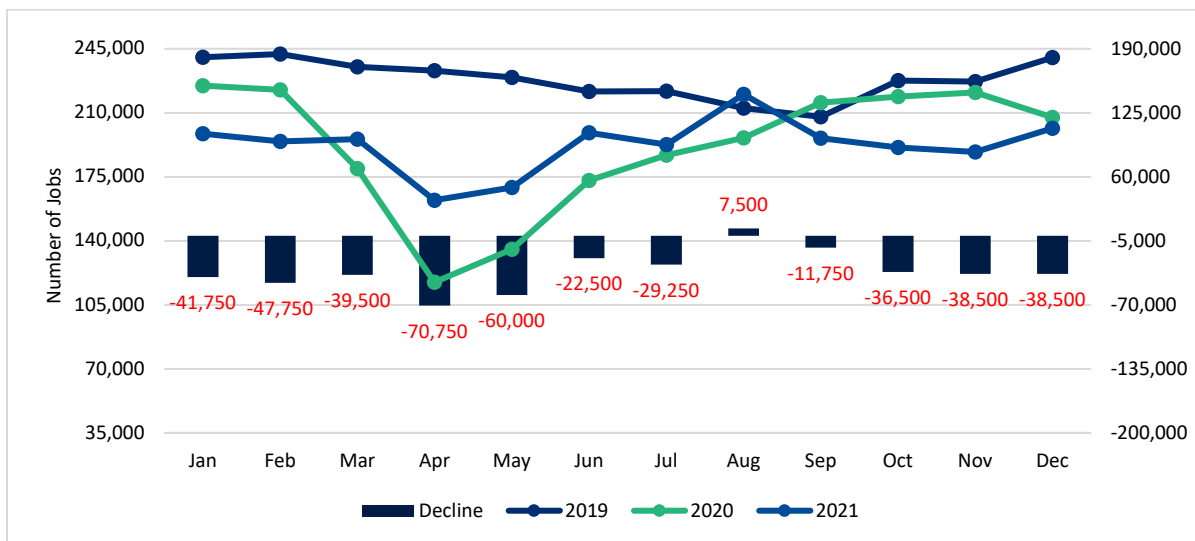
Chart 8: Lower Mainland Region Monthly Decline in Tourism and Hospitality Employment, 2020 vs. 2019



Note: The LFS data in this chart are monthly averages.

Employment numbers recovered somewhat through 2021 but have remained lower than 2019 levels in every month except August during which there were 7,500 more jobs filled.

Chart 9: Lower Mainland Region Monthly Decline in Tourism and Hospitality Employment, 2021 vs. 2019



Note: The LFS data in this chart are monthly averages.

The regional tourism and hospitality industry experienced a consistent 16% decline in employment levels between 2019 and 2020, and 2019 and 2021. Initially the accommodation sector saw the largest decline falling 31% from 2019 to 2020, but has since recovered to 2019 levels in 2021. The

transportation and travel sectors faced the largest employment decline in 2021 at 23% below 2019 levels.

Table 8: Lower Mainland Region Change in Employment by Sector, 2019, 2020, 2021

Employment	2019	2020	2021	% Change 2020 vs 2019	% Change 2021 vs 2019
Sector					
Accommodation	16,793	11,667	16,854	-31%	0.4%
Food and Beverage	96,667	91,667	83,167	-5%	-14%
Recreation and Entertainment	63,458	50,854	53,083	-20%	-16%
Transportation and Travel	50,958	37,104	39,000	-27%	-23%
Total	227,875	191,292	192,104	-16%	-16%

Note: The LFS data in this table are annual averages.

Full-time jobs saw larger declines than full-time jobs, falling by 18% from 2019 to 2020 and 20% from 2019 to 2021. Part-time jobs have recovered somewhat in 2021 to 6% below 2019 levels. Job losses have not impacted all demographics equally, with women facing slightly larger declines than men.

Table 9: Lower Mainland Region Change in Employment by Demographics, 2019, 2020, 2021

Demographics	2019	2020	2021	% Change 2020 vs 2019	% Change 2021 vs 2019
Job Status					
Full-time	154,250 (68%)	126,083 (66%)	123,000 (64%)	-18%	-20%
Part-time	73,625 (32%)	65,188 (34%)	69,104 (36%)	-11%	-6%
Permanent and Seasonal⁵					
Permanent	154,896 (68%)	126,229 (66%)	129,896 (74%)	-19%	-16%
Seasonal	7,458 (3%)	3,042 (2%)	5,333 (5%)	-59%	-28%
Casual	17,275 (8%)	13,521 (7%)	8,583 (4%)	-22%	-50%
Temporary	15,646 (7%)	11,688 (6%)	15,958 (8%)	-25%	2%

⁵ Permanent= indefinite employment position; Seasonal=steady work, but not for all months of the year; Casual= work only when needed or on-call; Temporary= non-permanent position.

Demographics	2019	2020	2021	% Change 2020 vs 2019	% Change 2021 vs 2019
Sex					
Male	117,813 (52%)	101,979 (53%)	101,250 (53%)	-13%	-14%
Female	110,063 (48%)	89,313 (47%)	90,854 (47%)	-19%	-17%
Age Group					
15 to 24	60,479 (27%)	45,167 (24%)	48,624 (25%)	-25%	-20%
25 to 34	53,813 (24%)	46,563 (24%)	42,562 (22%)	-13%	-21%
35 to 44	37,167 (16%)	36,625 (19%)	35,271 (18%)	-1%	-5%
45 to 54	39,146 (17%)	30,229 (16%)	30,938 (16%)	-23%	-21%
55 to 64	29,250 (13%)	26,438 (14%)	27,792 (14%)	-10%	-5%
65 or above	8,021 (4%)	6,271 (3%)	6,917 (4%)	-22%	-14%
Education					
Below high school	23,833 (10%)	15,188 (8%)	20,375 (11%)	-36%	-15%
High school or some post-secondary	82,604 (36%)	68,542 (36%)	64,010 (33%)	-17%	-23%
Degree below bachelor's	63,021 (28%)	54,583 (29%)	52,302 (27%)	-13%	-17%
Bachelor's degree or above	58,417 (26%)	52,979 (28%)	55,417 (29%)	-9%	-5%

Note: The LFS data in this table are annual averages.

The regional workforce saw a 10% decline in average hours worked per employee per week in from 2019 to 2020, but has since recovered in 2021 to 3% below 2019 levels. The food and beverage sector is the only sector that has not recovered fully, remaining 14% below 2019 levels.

Table 10: Lower Mainland Region Average Actual Hours Worked Per Week Per Employee

Average Hours worked	2019	2020	2021	% Change 2020 vs 2019	% Change 2021 vs 2019
Sector					
Accommodation	32	30	32	-6%	0%
Food and Beverage	28	25	24	-11%	-14%
Recreation and Entertainment	30	28	31	-7%	3%
Transportation and Travel	32	27	34	-16%	6%
Total	30	27	29	-10%	-3%

Note: The LFS data in this table are annual averages.

Average hourly wages for regional workforce increased by 8% from 2019 to 2020, and 11% from 2019 to 2021, with the transportation and travel sector seeing the largest gain at 21%.

Table 11: Lower Mainland Region Average Hourly Wage by Sector

Average Hourly wage ⁶	2019	2020	2021	% Change 2020 vs 2019	% Change 2021 vs 2019
Sector					
Accommodation	\$24.0	\$23.0	\$24.0	-4%	0%
Food and Beverage	\$16.3	\$17.9	\$18.1	10%	11%
Recreation and Entertainment	\$25.0	\$30.0	\$30.0	20%	20%
Transportation and Travel	\$28.0	\$33.0	\$34.0	18%	21%
Total	\$22.0	\$23.8	\$24.4	8%	11%

Note: The LFS data in this table are annual averages.

Of the 262 industry employees surveyed across British Columbia⁷, 71 were in the Lower Mainland region. Their opinions on their actual experience, motivations, and perceptions of working in the industry are summarized below.

- Employees were asked to rate their actual experience working in the sector. On a scale of 1 to 5, where 1 is not at all satisfied, 3 is somewhat satisfied and 5 is very satisfied, employees indicated an average rating of 4.2, including 52% who are very satisfied.
- Relative to other industries, employees are motivated to work in the industry by their ability to do the work, the work setting (e.g. in a tourism area), quality relationships with co-workers, the sense of fulfilment from doing the work, the lifestyle, the work conditions, and the opportunities for advancement. The major concerns (demotivating aspects of the industry) are the wages, the predictability of how much work will be available, the seasonality of the work, and health & safety concerns which have increased as a result of the pandemic.

⁶Includes tips and commissions.

⁷ Of the 262 employee survey respondents, 246 indicated their region (82 Thompson Okanagan, 71 Lower Mainland, 44 Kootenay, 34 Vancouver Island, 15 Northern BC and Cariboo, 16 did not indicate their region).

- Fifty-eight percent of employees surveyed noted that COVID-19 has reduced their interest in working in the industry. Of those surveyed, 60% are relatively optimistic regarding their future work opportunities in the industry, with 31% considering or definitely intending to make the industry a career (i.e. stay in the industry), and 29% considering staying for at least a few more years. On the other hand, 40% are relatively pessimistic, with 22% taking it year-by-year, 13% having left or are about to leave the industry and anticipate that they will not return, and 5% expecting this year to be their last year.

Comparison to Other Regions in BC

The following table presents the key indicators across the six tourism regions in BC.

Table 12: Key Indicators Across BC's Six Tourism Regions

Key Indicators (2021)	Lower Mainland	Vancouver Island	Thompson Okanagan	Kootenay	Cariboo	Northern BC	BC
Employment 2021	192,104	47,563	33,063	8,042	8,542	8,938	298,250
Relative Share to Regional Employment	11.2%	11.4%	11.3%	10.1%	9.9%	11.0%	11.2%
Impact on Employment* (2021 vs 2019)	-16%	-11%	-11%	-17%	-6%	-21%	-14%
Impact on Employment* (2020 vs 2019)	-16%	-19%	-28%	-9%	-16%	-34%	-18%
Avg. Hours Worked Per Week Per Employee and Avg. Hourly Wage							
Avg. Hours Worked	29	27	27	27	26	32	28
Avg. Hourly Wage	\$24	\$22	\$23	\$20	\$20	\$21	\$24
Length of Employment of Current or Latest Job							
Less than 1 year	18%	18%	18%	25%	18%	19%	18%
2 to 4 years	45%	44%	42%	45%	52%	47%	45%
5 to 10 years	19%	18%	25%	15%	21%	21%	19%
Over 10 years	18%	19%	15%	16%	10%	13%	18%
Avg. Length in years	7.1	7.8	6.1	6.2	5.5	5.7	7.0
Job Status							
% Full-time Workers	64%	58%	61%	59%	55%	66%	62%
% Permanent Workers	68%	73%	76%	69%	79%	71%	70%
Age Group							
15 to 24 years	25%	30%	32%	37%	43%	32%	28%

Key Indicators (2021)	Lower Mainland	Vancouver Island	Thompson Okanagan	Kootenay	Cariboo	Northern BC	BC
25 to 34 years	22%	18%	24%	22%	25%	31%	22%
35 to 44 years	18%	15%	16%	11%	13%	10%	17%
45 to 54 years	16%	13%	16%	13%	11%	15%	15%
55 to 64 years	14%	17%	8%	9%	7%	8%	14%
Over 64 years	4%	7%	4%	7%	1%	4%	4%
Sex and Education							
% Female	47%	46%	46%	60%	59%	53%	48%
% Bachelor's degree or above	29%	20%	19%	21%	6%	22%	25%
Ethnicity and Immigration** (2016 Census)							
% Indigenous	3%	8%	9%	7%	16%	22%	6%
% Visible Minority	46%	15%	13%	8%	13%	17%	35%
% Immigrant	40%	17%	14%	11%	13%	15%	31%
Mother Tongue** (2016 Census)							
% English	56%	83%	85%	88%	84%	80%	67%
% French	1%	2%	2%	1%	1%	1%	1%
% Non-official language	40%	14%	12%	10%	14%	17%	30%
Industry Satisfaction and Perception***							
Employee Satisfaction Rating	4.2	3.8	3.8	4.1	4.3	4.3	4.0
Covid-19 Impacted their Interest	58%	64%	60%	67%	40%	40%	60%
% Considering or definitely intend to make the industry a career	31%	39%	23%	31%	50%	50%	30%
% Considering staying for at least a few more years	29%	19%	22%	21%	29%	29%	25%

Note: The LFS data in this table are annual averages. **"Impact on Employment" indicates the percentage change in employment numbers between a normal year and a pandemic year; **Sourced from 2016 Census, Statistics Canada; ***The Cariboo and Northern BC regions were combined as their sample sizes were too small to be used

individually without experiencing bias. However, even after combining the regions the small sample size may affect the reliability and validity of the findings. Their responses should be interpreted with caution.



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