

FOOD PROCESSING SKILLS CANADA

Labour Market Information



SECURING CANADA'S **DAIRY** WORKFORCE

Real Challenges. Practical Solutions.
Fresh Perspectives.

Burnaby, BC



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The opinions and interpretations in this publication are those of the author and do not necessarily reflect those of the Government of Canada.

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Food Processing Skills Canada

FPSC is your labour, skills and workforce development non-profit organization. Our job is to provide leadership in professionalizing the food and beverage manufacturing industry so that the most important resource - people - are the best in the world. We have developed a national skills strategy which is a proven long-term approach successfully utilized by other Canadian professional sectors. This strategy builds collaborations with industry, government, academia, unions, associations, community organizations and other stakeholders.

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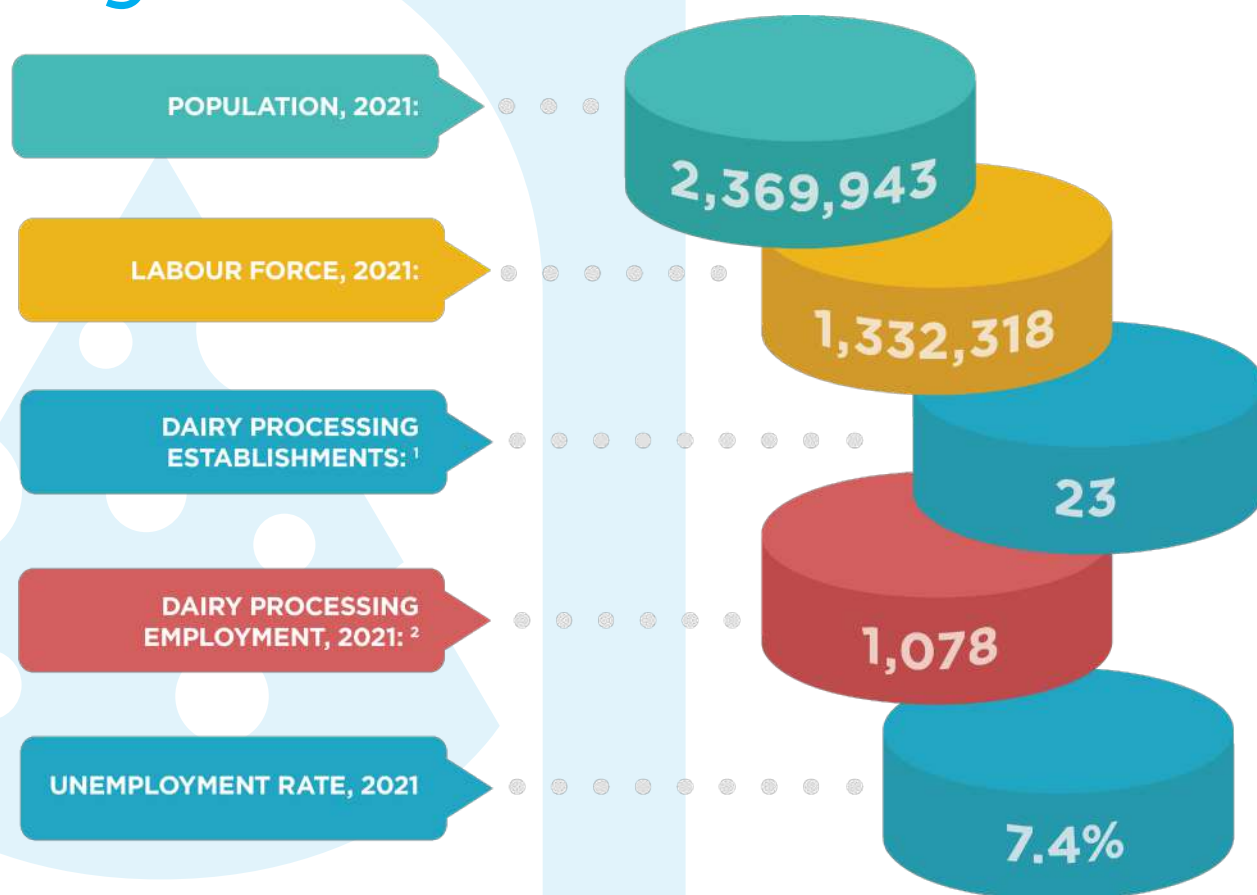
Key Summary

- Burnaby is located in British Columbia, Canada, and is a hub for a region with a population of approximately 2,369,943.
- The region accounts for approximately 40% of dairy processing facilities in British Columbia, and nearly half of the fluid milk establishments in the province.
- Dairy processing employment in the region is estimated at approximately 1,078 in 2021 which is actually about

0.1% of the total employment in the area. Manufacturing overall accounts for approximately 6% of employment.

- By the end of this decade (2030), it is estimated that 313 new hires will be required for the regional dairy processing industry, with 65% of this requirement due to replacement of current workers (e.g., retirements).
- Recruitment and retention challenges within this time period are expected to increase as a result of increased labour market tightness.

key stats

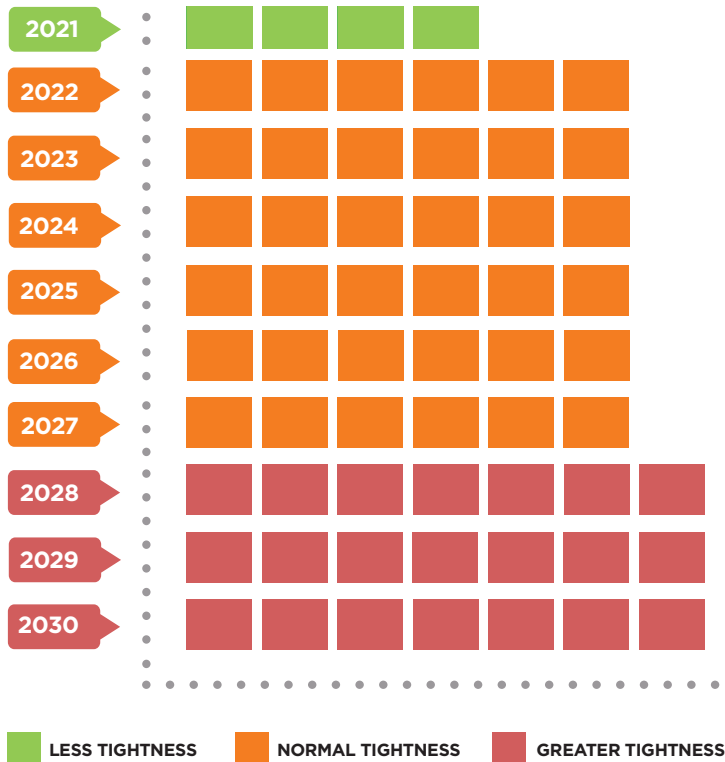


¹ The number of establishments is based on 2021 data from Statistics Canada's Business Register

² Prism Economics and Analysis, 2021

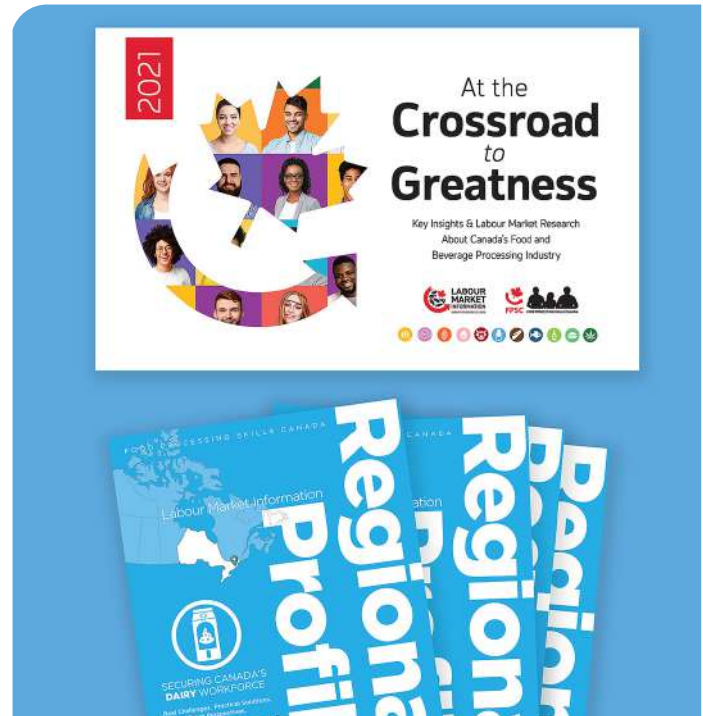


labour market tightness ratings



LMI report series

Food Processing Skills Canada (FPSC) has developed this regional profile of the Burnaby, BC dairy processing as one within a series of 11 regional reports for the Canadian dairy processing industry. The regional report series is one component of a larger labour market information study of dairy processing within the context of an overall study of the Canadian food and beverage processing sector. <https://fpsc-ctac.com/lmi-reports/>



objectives

Labour markets are often best understood at a local or regional level where various contributing factors are well understood, sources of labour supply can be characterized, and detailed knowledge of individual facilities exist. The purpose of this regional report is to provide information on the dairy processing industry in the greater Burnaby, British Columbia area so that readers have detailed information and a better understanding of the local dairy processing industry. The profile outlines the demographic and socio-economic characteristics of the region, the regional labour force, the regional dairy processing industry, and an outlook for the specific dairy processing workforce in the Burnaby region.



methods

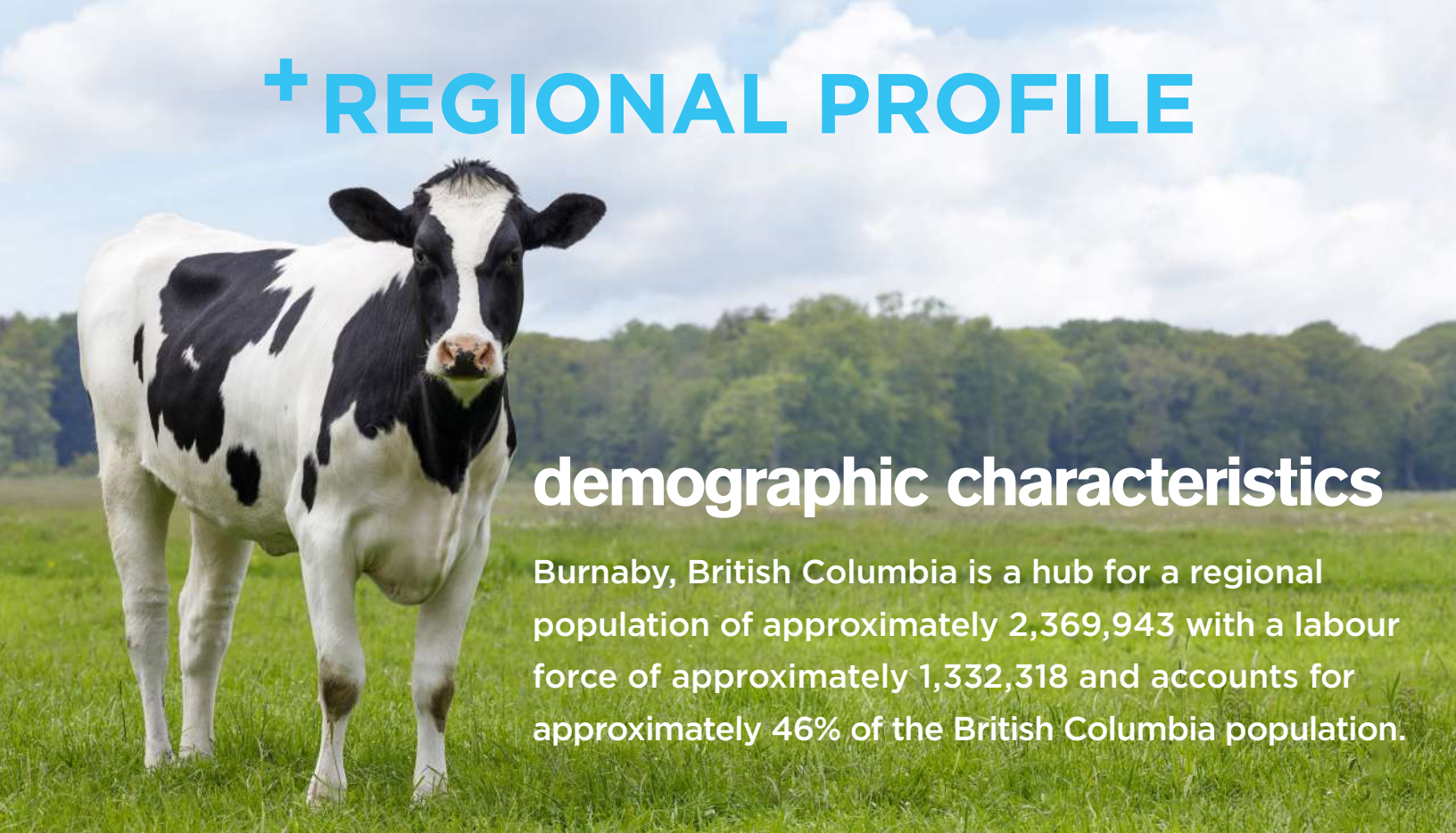
The methods used to develop the regional profiles included an extensive review of Statistics Canada reports and data that contributed to profile the industry, and project growth in production and employment at the regional level.

In addition, the regional profiles benefitted from a review of other primary and secondary data that enabled the research team to estimate potential labour demand for specific regions, and to identify key industry trends.

The “region” of Burnaby, British Columbia focuses on a catchment radius of a one-hour commute to dairy establishments to estimate the approximate distance of maximum commuting distance for potential labour force.



+ REGIONAL PROFILE



demographic characteristics

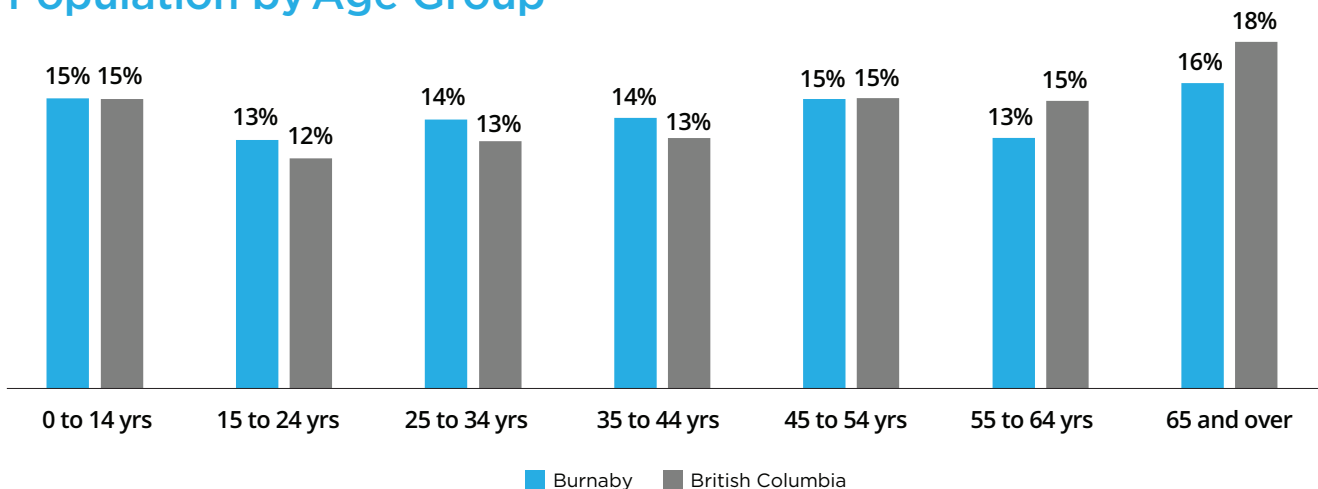
Burnaby, British Columbia is a hub for a regional population of approximately 2,369,943 with a labour force of approximately 1,332,318 and accounts for approximately 46% of the British Columbia population.

Population Summary

	Burnaby	British Columbia
Total Population	2,369,943	5,201,000
Total Labour Force	1,332,318	2,848,600
Total Employment	1,233,223	2,652,100

Source: British Columbia Population Projections, Government of British Columbia; Prism Economics and Analysis, 2021

Population by Age Group



Source: Census 2016

Burnaby region’s population age distribution is similar to the province with 16% in the traditional retirement age category of 65 years or older compared with 18% of the British Columbia population. Similar proportions of the Burnaby region are in the pre-retirement age category of 55 to 64 years of age (13% compared to 15% for British Columbia). The proportion of the classic core working age population (25-54) is 43% in the Burnaby region compared with 41% in British Columbia overall.

Population Diversity

	Burnaby	British Columbia
Immigrants <i>Share of Population</i>	854,160 39%	1,292,675 28%
Not Canadian Citizens <i>Share of Population</i>	273,335 13%	421,935 9%
Visible Minority <i>Share of Population</i>	1,028,635 47%	1,381,235 30%
Aboriginal Identity <i>Share of Population</i>	57,370 3%	270,585 6%

Source: Census 2016

The diversity of population according to immigrant status and visible minorities is significantly higher for the Burnaby region compared with British Columbia overall. The share of population who were immigrants in 2016 was 39% compared with 28% in BC, and self-identified visible minorities made up 47% of the Burnaby population compared with 30% of British Columbia. There were larger proportions of the region’s population who were not Canadian citizens (13%) compared to BC overall (9%).

Population Mobility (5 years)

	Burnaby	British Columbia
Non-migrants <i>Share of Population</i>	471,975 53%	940,895 51%
Migrants <i>Share of Population</i>	422,140 47%	908,535 49%
Internal migrants <i>Share of Population</i>	267,750 63%	672,805 74%
<i>Intraprovincial</i> <i>Share of Population</i>	213,075 80%	503,685 75%
<i>Interprovincial</i> <i>Share of Population</i>	54,690 20%	169,115 25%
External migrants <i>Share of Population</i>	154,365 37%	235,730 26%

Source: Census 2016

According to the 2016 Census, there was similar mobility within the population of Burnaby region (47%) compared with British Columbia overall (49%) meaning that there was similar proportions of people moving into the region within the previous 5 years. The majority of mobility in the region was due to internal migrants (63%), with the vast majority being intraprovincial (80%). External migrants from outside of Canada was higher (37%) compared with British Columbia (26%).

Indigenous Communities

First Nation	Reserve(s)	Location	Population
Musqueam	Musqueam No. 2	West of Vancouver	1,474
	Sea Island No. 2	At the Outlet of an arm of the Fraser River	
Squamish	Mission No. 1	By City of North Vancouver	4,383
	Capilano No. 5	North End of Lions Gate Bridge	
	Kitsilano No. 5	Located in the City of Vancouver, Near English Bay	
Total			5,857

Source: Census 2016

In the surrounding areas, there are two First Nation with five communities with a total population of approximately 5,857 community members. Overall, approximately 3% of the region’s population self-identify as Aboriginal according to the 2016 Census which is slightly lower compared to the overall rate of 6% for the province.

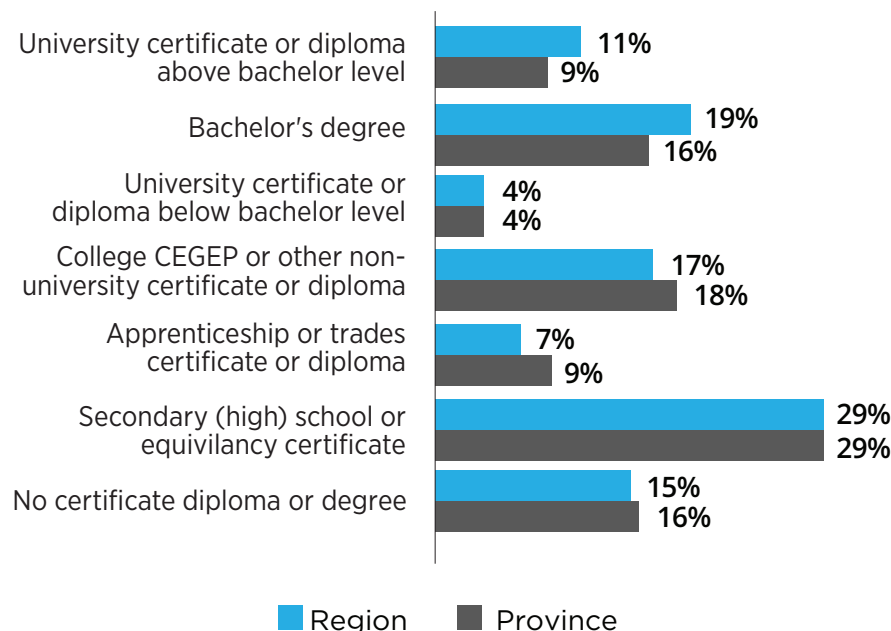
Overall,
approximately 3%
of the region’s
population
self-identify
as Aboriginal.*



* According to the 2016 Census which is slightly lower compared to the overall rate of 6% for the province.

socio-economic characteristics

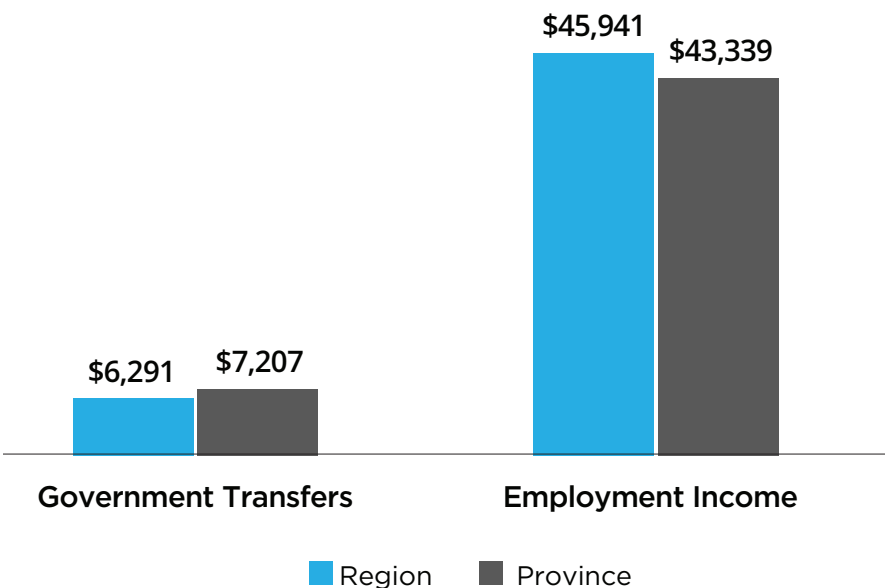
Educational Attainment



Source: Census 2016

The Burnaby regional population has similar rates of post-secondary participation compared with British Columbia overall. Approximately 56% report having some form of post-secondary diploma, certificate or degree compared with 60% of BC overall.

Average Employment Income

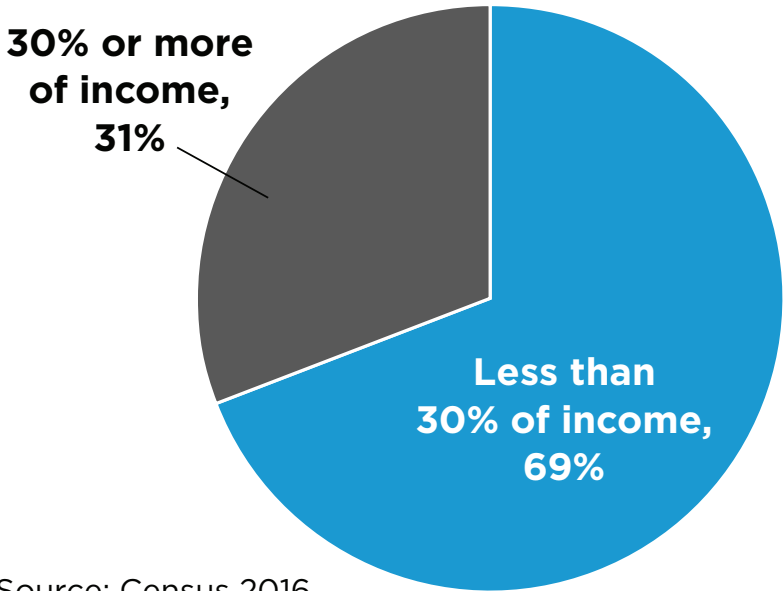


Source: Census 2016

Average employment income among Burnaby regional residents was approximately 6% higher in 2015 compared with British Columbia overall according to Census 2016. The average employment income for Burnaby regional residents was approximately \$45,941 compared with \$43,339 for BC overall. The average government transfers was approximately 13% lower for Burnaby region residents at \$6,291 compared with \$7,207 for BC overall in 2015.

Approximately 65% of the Burnaby region population are home owners, with a similar proportion (69%) reporting spending less than 30% of their income on shelter costs in 2016. The average monthly housing costs for renters was lower at approximately \$1,239 compared for home owners at approximately \$1,387.

Housing Costs

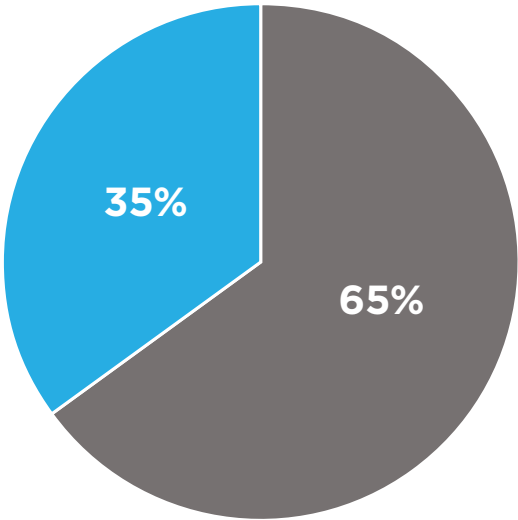


Source: Census 2016



Approximately two-thirds of Burnaby region population (65%) are home owners.

Housing Composition



- Owner households - Average Monthly Cost of Housing for Owners \$1,387
- Renter households - Average Monthly Cost of Housing for Renters \$1,239

Source: Census 2016

regional labour force

The size of the regional labour force in 2021 was over 1,332,000 which was approximately 47% of British Columbia’s overall labour force. The participation rate in the region is somewhat higher (65.7%) compared to British Columbia (63.6%). Among those in the labour force, the unemployment rates were similar (7.3% vs. 6.9% in BC overall).

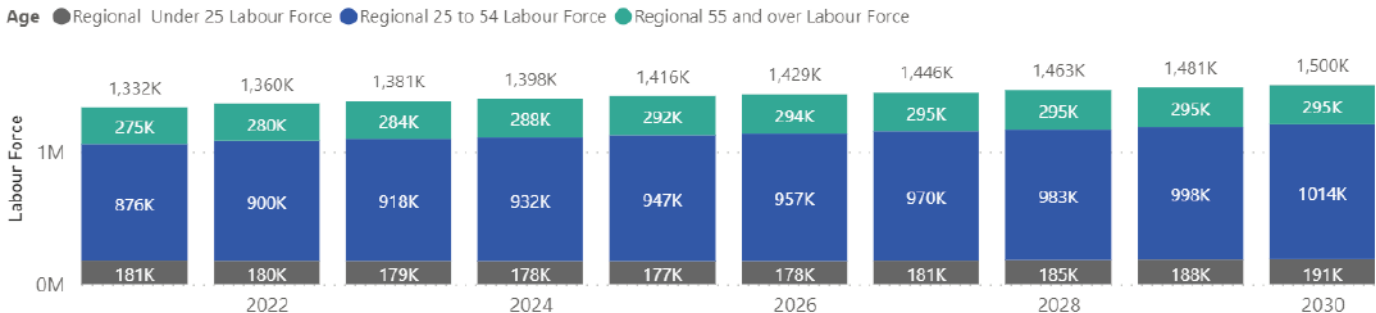
Labour Force Characteristics

	Burnaby	British Columbia
In Labour Force	1,332,318	2,848,600
Employed	1,233,223	2,652,100
Unemployed	99,095	196,200
Participation Rate	65.7%	63.6%
Employment Rate	60.8%	59.2%
Unemployment Rate	7.4%	6.9%

Source: Statistics Canada, Labour Force Survey;
Prism Economics and Analysis, 2021

Labour force projections indicate an approximate 13% overall growth in the next decade rising from approximately 1.3M in 2021 to 1.5M by 2030. The anticipated age composition will see the largest increases occurring in the core group of workers aged 25 to 54 years old.

Labour Force Characteristics



Source: Prism Economics and Analysis, 2021

Labour Force by Industry

Industry	Regional Labour Force	% of Labour Force
Health care and social assistance	160,268	12%
Professional, scientific and technical services	151,419	11%
Retail trade	147,707	11%
Construction	89,600	7%
Educational services	88,299	7%
Accommodation and food services	85,905	6%
Manufacturing	82,557	6%

Source: Statistics Canada, Labour Force Survey; Prism Economics and Analysis, 2021

The largest proportions of the Burnaby regional labour force are working in health care and social assistance (12%), with a similar proportion in retail trade (11%) and professional, scientific and technical services (11%). The manufacturing industry accounts for 6% of the regional labour force and is the sector within which the dairy processing sector would be categorized.

Job Characteristics by Industry (British Columbia overall)

British Columbia	Job Vacancy Rate	Average Hourly Wage
All industries	4.7%	\$24.18
Food manufacturing	4.4%	\$19.78
Accommodation and food services	7.6%	\$15.92
Administrative and support, waste management and remediation services	5.7%	\$20.67
Professional, scientific, and technical services	4.7%	\$33.45
Health care and social assistance	5.6%	\$28.18
Arts, entertainment and recreation	3.5%	\$20.28
Transportation and warehousing	5.2%	\$25.40

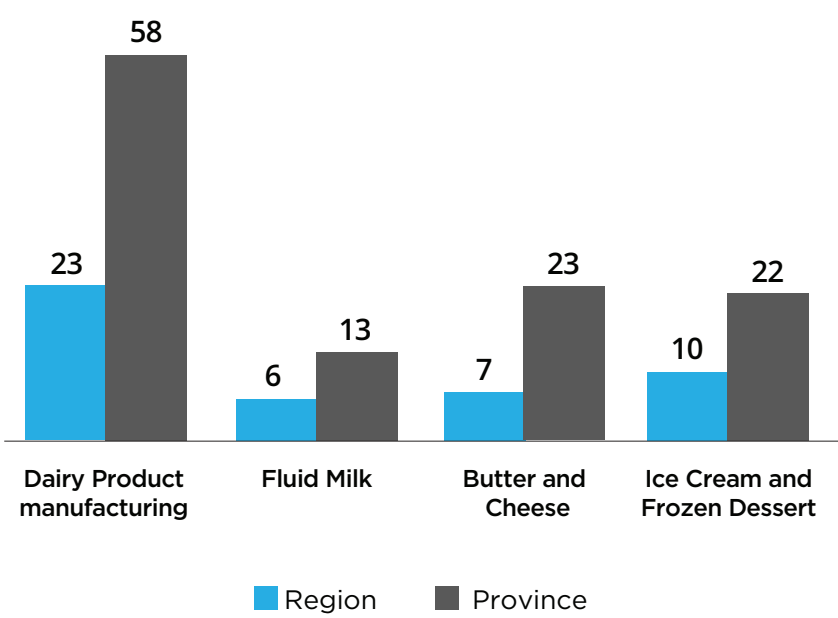
Source: Job Vacancy and Wage Survey Q3 2020 – Q2 2021, British Columbia

Although not available at the regional level, an examination of the British Columbia vacancy rate and average hourly wage data by industry gives some indication for the region as to the potential opportunities and challenges in recruiting and retaining sufficient labour for the dairy processing industry. The job vacancy rate for food manufacturing is similar at 4.4% when compared to all industries at 4.7%. The average hourly wage (\$19.78) is notably lower than that for all industries (\$24.18), but significantly higher than the minimum wage in British Columbia of \$15.65 (as of June 1st, 2022).

dairy processing sector regional profile

Within the greater Burnaby region, there are 23 dairy processing establishments. The region accounts for approximately 40% of the dairy processing facilities in British Columbia. Regional employment in the dairy processing sector is estimated in 2021 at 1,078, with the largest proportions of the workforce in management, finance, sales or administrative positions (495; 46%), and trades (219; 20%). Other sizeable proportions of the regional dairy workforce are found in the skilled/semi-skilled occupation group (184; 17%)

Dairy Processing Establishments (2021)



Source: Source: Canadian Business Counts, establishment and location counts, June 2021

The Burnaby region accounts for approximately 40% of the dairy processing facilities in British Columbia.

Dairy Processing Employment (2021)

Occupation Group	# Employed
Entry-level Labourers	80
Management, Finance, Sales, Admin	495
Other	28
Product Development and QC	71
Skilled/Semi-Skilled	184
Trades	219
Total	1,078

Source: Prism Economics and Analysis, 2021

dairy processing workforce outlook

Dairy processing employment in the Burnaby region is expected to grow by approximately 10.2% over the upcoming decade rising from 1,078 in 2021 to 1,188 by 2030 a change of approximately 110. However, the overall hiring requirements will be substantially larger due to the need to replace workers as they retire or leave the industry for various reasons. The actual hiring requirement is expected to be in the range of 313 workers. Anticipated growth will account for 110 new hires (35%) while the remaining 203 new hires (65%) will be needed due to replacement requirements. The largest hiring requirements will occur in the second half of the decade in 2026-2030. From the demographic analysis, the number of youth new entrants into the industry likely available to fill these new hire positions are under 5 per year. This suggests that hiring requirements will need to consider other labour supply sources in order to meet the demand, largely attributable to labour replacement requirements (retirements).

Total Dairy Processing Workforce Outlook

	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Labour Force	1,088	1,112	1,142	1,157	1,171	1,181	1,197	1,214	1,230	1,250
Employment	1,078	1,076	1,100	1,117	1,129	1,141	1,153	1,166	1,177	1,188
Net Hiring Requirement	12	12	36	36	27	34	38	41	39	38
Employment Growth	0	-2	24	17	12	12	13	13	11	10
Replacement	12	13	12	19	15	22	25	28	28	28
Youth New Entrants	27	5	4	3	3	3	3	4	4	4

Source: Census 2016

Dairy processing employment in the Burnaby region is expected to grow by approximately 10.2% over the upcoming decade.



dairy processing workforce outlook

Dairy Processing Employment Outlook

	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Management, Finance, Sales, and Administration	495	511	522	531	536	542	548	554	560	565
Entry-level Labourers	80	75	77	78	79	80	81	81	82	83
Other	28	30	31	31	32	32	32	33	33	33
Product Development and Quality Control	71	64	66	67	67	68	69	69	70	71
Skilled/Semi-Skilled	184	187	191	195	197	199	201	203	205	207
Trades	219	208	213	216	218	220	223	225	227	229
Total	1,078	1,076	1,100	1,117	1,129	1,141	1,153	1,166	1,177	1,188

Dairy Processing Hiring Requirement Outlook

	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030
Management, Finance, Sales, and Administration	6	23	17	18	13	16	18	20	19	19
Entry-level Labourers	1	-4	2	2	2	2	2	2	2	2
Other	1	3	2	2	1	2	2	3	3	3
Product Development and Quality Control	2	-5	3	4	3	4	5	5	5	5
Skilled/Semi-Skilled	1	4	5	4	3	3	4	4	4	3
Trades	2	-9	7	6	5	6	6	7	7	6
Total	12	12	36	36	27	34	38	41	39	38

The types of workers that will be needed for the Burnaby region dairy processing industry vary slightly year to year according to estimates, yet across the decade, the largest proportion of new hires will be within the occupations aligned with management, finance, sales and administration with a total of 169 new workers needed accounting for approximately 54% of the total hiring requirements between 2021 and 2030. Similar numbers of trades (43; 14%), skilled/semi-skilled (35; 11%) and product development and quality control (31; 10%) workers will be needed. This is of particular concern given the more extensive training requirements for these combined with the increasing competition for these occupations from other industries.

labour market tightness

Labour market tightness is a measure of the share of the annual supply change that occurs after accounting for available new entrants. Recruitment challenges increase as the proportion of workers need to be recruited from other industries, occupations and geographic regions rises. Recruitment challenges are exacerbated when tightness in other industries exceeds that of the dairy sector.

Reading the Rankings

Labour markets have tightened significantly in recent years and what were previously periodic recruitment challenges have now become permanent challenges faced by employers in all sectors of the economy. Given this reality, the ranks are intended to be interpreted in relation to recruitment and retention conditions experienced over the previous five years. The analysis of labour market tightness uses a relative ranking system:

- Rank of 1 - recruitment/retention less challenging than previous years
- Rank of 2 - recruitment/retention present comparable challenges to previous years
- Rank of 3 - recruitment/retention more challenging than previous years

For the Burnaby region’s dairy processing sector, the labour market tightness rating increase towards the end of the decade. As of 2028, this will likely result in the industry experiencing more challenges in recruitment and retention than previous years.

Labour Market Tightness Ratings 2021-2030: Burnaby Region

2021	Less Tightness
2022	Normal Tightness
2023	Normal Tightness
2024	Normal Tightness
2025	Normal Tightness
2026	Normal Tightness
2027	Normal Tightness
2028	Greater Tightness
2029	Greater Tightness
2030	Greater Tightness



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