



THE NORTH VANCOUVER CHAMBER
ECONOMIC EMPLOYMENT PROFILE - CENSUS 2021

THE NORTH VANCOUVER CHAMBER - ECONOMIC EMPLOYMENT PROFILE, CENSUS 2021

FINAL REPORT – JULY 2023

Prepared by:



For:



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1 INTRODUCTION

Workforce issues are a dominant concern of the business community and a critical influence on local economic development.

This report uses detailed labour force data from the 2021 Statistics Canada Census to provide an updated profile of North Vancouver employment. It covers both sides of the employment picture - jobs based in North Vancouver versus jobs held by North Vancouver residents – and explores the differences in the industry, occupation, education, and income characteristics of these two groups.

DEFINING NORTH VANCOUVER

This report focuses on the **collective North Vancouver community** and includes data from both the City and District of North Vancouver, as well as the three Indigenous Reserves located within municipal boundaries. The Mission and Seymour Creek Reserves are Squamish Nation lands, and the Burrard Inlet Reserve is Tseil-Waututh.



2021 CENSUS AND THE INFLUENCE OF COVID-19

The 2021 Census occurred in May 2021, a time when some restrictions on public assembly were still in place in British Columbia and working patterns were still heavily influenced by the closure of many in-person workplaces.

These factors have a dramatic effect on the “place of work” data from the 2021 Census, particularly the three-fold increase in the number of jobs based at home. While useful as a record of the labour market impacts of the COVID era, the 2021 numbers reflect temporary conditions and do not accurately represent how employment will look in the coming years.

Estimates are provided in the report of what employment might have been if COVID were already over, providing a better baseline understanding of which changes are likely to endure and which will not.

2 LOCATION OF EMPLOYMENT

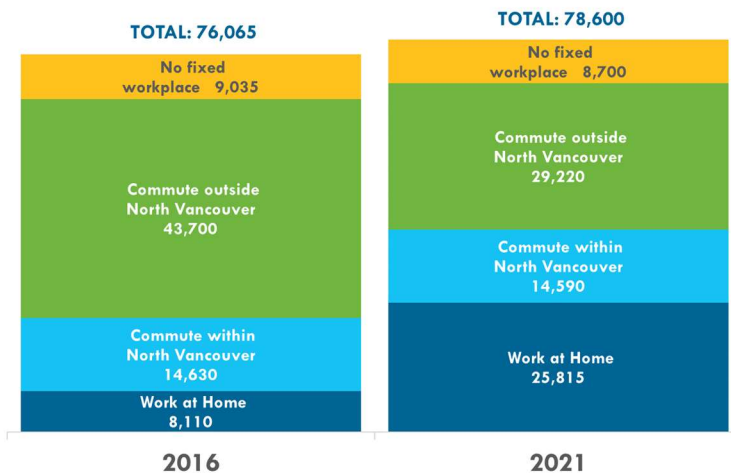
The COVID-19 pandemic had a profound impact on the location of employment in the 2021 Census. These changes are evident when compared to the previous Census in 2016.

EMPLOYED NORTH VANCOUVER RESIDENTS

Total employment of North Vancouver residents increased by 3.3% from 2016 to 2021, which is lower than total population growth of 5.6%.

As shown in the chart below, the number of residents working at home increased by nearly 18,000 and those commuting to workplaces outside North Vancouver dropped by 14,500. There was almost no change in commuting locally to workplaces within North Vancouver, while there was a slight decline in the number of workers with no fixed workplace. Not shown in the chart are residents who work internationally, which fell by more than half due to travel restrictions, from 590 to 275.

Modest employment growth overall, with significant reshuffling of locations

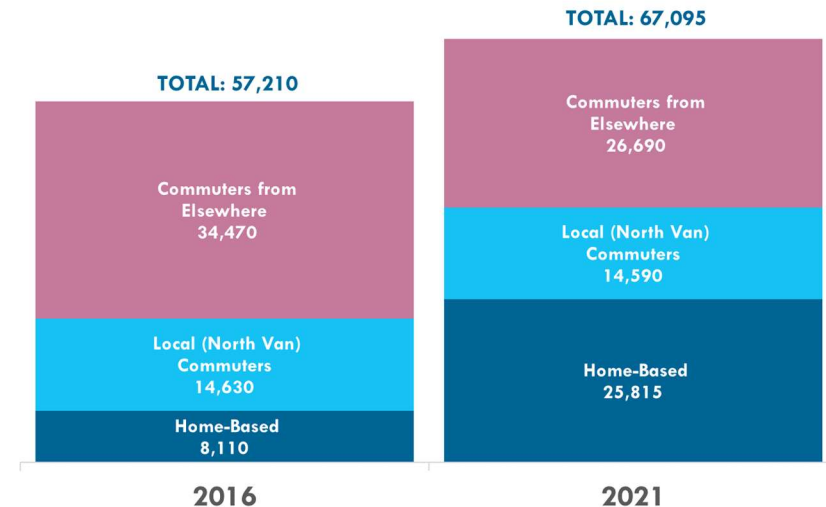


JOBS BASED IN NORTH VANCOUVER

Total employment with a usual place of work in North Vancouver increased by 17% from 2016 to 2021, almost entirely due to the tripling of home-based employment. The inflow of commuters from other areas declined by almost 8,000.

A substantial portion of these changes will be temporary as many home-based workers returned to their regular workplaces after the COVID emergency. The widespread adoption of hybrid working arrangements are not currently reflected in the Census, although by 2026 there may be new employment variables to reflect this emerging standard for many office-based occupations.

Jobs based in North Vancouver much higher, driven by home-based growth



3 WORKFORCE DEMOGRAPHICS

It was noted earlier that growth in the number of employed residents was about half as strong as population growth (3.3% employment growth, 5.8% population growth).

Population also increased faster than employment across Metro Vancouver, but at a slightly higher rate of 36 new jobs per 100 new residents in the region compared to 32 new jobs per 100 new residents in North Vancouver.

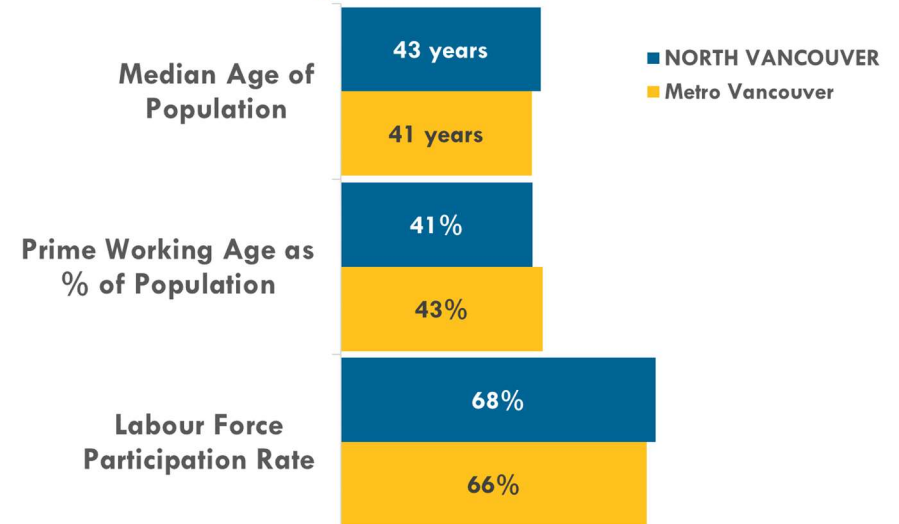
Demographics are partly to blame. The prime working-age population (age 25 to 54) increased by 6% in North Vancouver, compared to 11% growth in the 55+ demographic. This is important because the likelihood that someone is in the labour force is much higher in the prime working years of 25 to 54 compared to ages younger and older. The implication is that a higher share of North Vancouver residents are nearing the end of their working lives.

The other factor in comparing Census years is higher unemployment, which remained elevated in 2021 from the impacts of the pandemic. The local unemployment rate was 7.4% in North Vancouver in 2021 compared to 5.1% in the 2016 Census. Many of those lost jobs have returned since 2021 as the economy recovered and labour shortages re-emerged as a major challenge.

WORKFORCE AGE AND LABOUR FORCE PARTICIPATION

The demographic indicators below show that despite having a slightly older population than the region, North Vancouver still has slightly higher labour force participation.

North Vancouver labour force slightly older than the region, but more involved



There are several explanations for this seeming contradiction. First is that North Vancouver has a higher population share in the 55 to 64 age range (15% versus 13% regionally). This group is slightly older than prime age, but more than two-thirds of the population is still involved in the labour force.

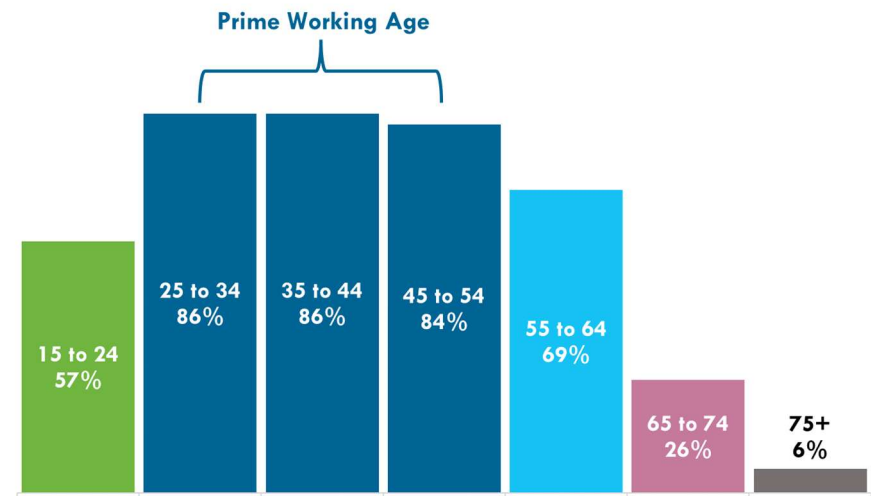
Second is that older workers are more likely to stay working if they are more educated and have higher incomes, which correlates with the higher share of professionals and managers that reside in North Vancouver. Unfortunately, the Census does not report labour force participation rates by age for individual municipalities, but it seems very likely that the characteristics of North Vancouver's population are a key driver of higher labour force participation at older ages.

At the same time, the share of the working population that is older suggests that the resident workforce in North Vancouver is at risk of shrinking, or at least continuing to grow slower than population, in the years to come.

CONTEXT ON LABOUR FORCE PARTICIPATION

Labour force participation rates are the share of population that is in the labour force, either employed or looking for work. The Census data shown below is for all of Metro Vancouver and as discussed above, is likely somewhat higher for the older age groups in North Vancouver.

Labour force participation varies significantly by age (Metro Vancouver, 2021)



4 WORKING FROM HOME

Work from Home (WFH) rates were elevated in all regions in the 2021 Census due to the impact of the pandemic. But the changes provide several key insights for North Vancouver based on the age and industrial composition of its workforce.

The table below shows the percentage of the resident workforce working from home in both 2016 and 2021.

TABLE 1. WORK FROM HOME RATES, 2016-2021

SELECTED SECTORS	NORTH VANCOUVER			METRO VANCOUVER		
	2016	2021	CHANGE	2016	2021	CHANGE
TOTAL EMPLOYMENT	11%	33%	+22%	8%	26%	+18%
Professional, scientific and technical services	25%	63%	+38%	21%	59%	+38%
Health care and social assistance	6%	16%	+10%	5%	12%	+8%
Retail trade	5%	16%	+11%	4%	13%	+9%
Educational services	7%	29%	+21%	6%	31%	+25%
Construction	8%	15%	+7%	6%	10%	+4%
Finance and insurance	10%	56%	+47%	11%	54%	+42%
Accommodation and food services	2%	5%	+3%	2%	5%	+4%
Public administration	2%	41%	+39%	2%	38%	+37%
Manufacturing	12%	27%	+15%	5%	14%	+9%
Transportation and warehousing	3%	16%	+13%	3%	9%	+6%

Source: Statistics Canada Census, Tables 98-400-X2016321 (2016) and 98-100-455 (2021).

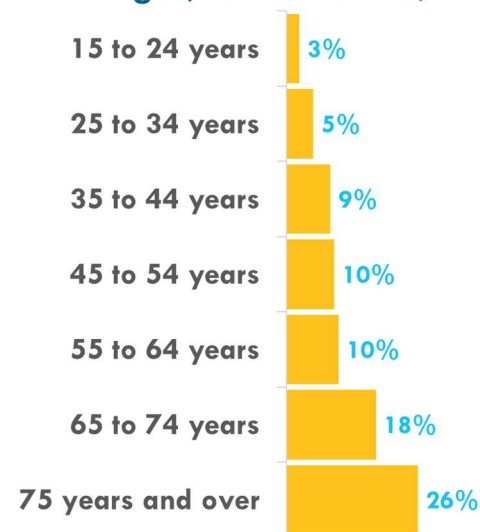
North Vancouver has historically had higher rates of working from home compared to the region and the gap expanded in the pandemic.

These differences are due to multiple factors, including the slightly older population and higher incomes references in the previous section, as well as the nature of locals' jobs being more conducive to home-based work.

CONTEXT ON WORKING FROM HOME BY AGE

Work from home rates by age are shown below for Metro Vancouver from the 2016 Census.

Work-from-home rates historically increase with age (Metro Vancouver, 2016)



The relationship between age and working from home changed somewhat in 2021 as many more types of jobs shifted to the home. The 2026 Census will start to show whether any of those shifts are long-lasting.

5 JOBS IN NORTH VANCOUVER BY SECTOR

The employment tables in this section are for jobs with a **fixed place of work in North Vancouver**. This includes home-based jobs as well as other workplaces, meaning that some sectors are temporarily inflated by the timing of the 2021 Census when many jobs previously based elsewhere in the region moved into the home.

OVERVIEW BY SECTOR

TABLE 2. NORTH VANCOUVER EMPLOYMENT BY SECTOR

SECTOR	JOBS IN NORTH VANCOUVER			2021 LOCATION QUOTIENT*
	2016	2021	GROWTH	
Professional, scientific and technical services	6,185	11,015	78%	1.30
Health care and social assistance	7,420	8,475	14%	1.01
Retail trade	8,275	7,700	-7%	0.94
Educational services	4,630	5,560	20%	0.98
Finance and insurance	3,620	4,175	15%	1.14
Accommodation and food services	5,310	3,740	-30%	0.88
Manufacturing	3,280	3,525	7%	0.80
Other services (except public administration)	3,085	3,180	3%	1.08
Construction	2,270	2,995	32%	1.07
Public administration	2,025	2,950	46%	0.89
Information and cultural industries	1,665	2,720	63%	1.12
Real estate and rental and leasing	1,580	2,080	32%	1.13
Transportation and warehousing	2,020	2,035	1%	0.63
Wholesale trade	1,880	1,995	6%	0.70
Arts, entertainment and recreation	1,785	1,955	10%	1.42
Administrative and support, waste management and remediation services	1,765	1,735	-2%	0.88

SECTOR	JOBS IN NORTH VANCOUVER			2021 LOCATION QUOTIENT*
	2016	2021	GROWTH	
Utilities	115	395	243%	0.93
Mining, quarrying, and oil and gas extraction	100	325	225%	1.79
Management of companies and enterprises	110	300	173%	1.35
Agriculture, forestry, fishing and hunting	130	200	54%	0.36
TOTAL	57,210	67,095	17%	1.00

Source: Statistics Canada Census, custom order. Data includes jobs with a fixed place of work in North Vancouver, including home-based.

* Location quotients measure the relative size of industries in North Vancouver compared to Metro Vancouver. Numbers higher than 1 indicate the industry is more concentrated in North Vancouver than the region, while numbers less than 1 mean it is less concentrated.

There is a lot of information in this table, including:

- The location quotients (LQs) highlighted in pink are particularly high and indicate sectors where North Vancouver has a particular specialization within the Metro Vancouver economy. This includes professional services with an LQ of 1.30, meaning it is 30% more concentrated in North Vancouver than the region overall.
- The LQs highlighted in blue are particularly low and indicate sectors with a relatively small presence in North Vancouver compared to the region. These include sectors relating to transportation and distribution, which despite the prominence of the port on the North Shore, are not a relative strength compared to more central locations with greater supplies of industrial land.
- Many of the larger sectors in total employment, including health care, retail, and education, have a location quotient close to 1,

indicating they are roughly proportional to North Vancouver's share of the regional economy.

INDUSTRIAL SPECIALIZATION

The industries highlighted below have at least 50 jobs located in North Vancouver and a location quotient of at least 1.5, meaning they are at least 50% more concentrated locally compared to Metro Vancouver.

TABLE 3. NORTH VANCOUVER EMPLOYMENT BY SELECTED INDUSTRY, 2021

INDUSTRY	JOB IN NORTH VANCOUVER	LOCATION QUOTIENT*
Ship and boat building	1,290	12.14
Grain and oilseed milling	50	5.08
Consumer goods rental	80	4.39
Deep sea, coastal and Great Lakes water transportation	270	4.13
Basic chemical manufacturing	95	3.86
Aboriginal public administration	140	3.48
Other heavy and civil engineering construction	150	2.62
Support activities for water transportation	495	2.17
Sound recording industries	50	2.16
Chemical (except agricultural) and allied product merchant wholesalers	55	1.98
Metal ore mining	130	1.96
Personal goods merchant wholesalers	115	1.95
Water, sewage and other systems	110	1.91
Sporting goods, hobby and musical instrument stores	645	1.79
Farm product merchant wholesalers	65	1.78
Other amusement and recreation industries	1,240	1.77
Personal and household goods repair and maintenance	110	1.75
Lawn and garden equipment and supplies stores	65	1.74

INDUSTRY	JOB IN NORTH VANCOUVER	LOCATION QUOTIENT*
Drinking places (alcoholic beverages)	60	1.64
Management, scientific and technical consulting services	1,615	1.62
Support activities for mining, and oil and gas extraction	115	1.61
Architectural, engineering and related services	2,430	1.61
Private households	450	1.55
Book stores and news dealers	60	1.52
Insurance carriers	1,225	1.51

Source: Statistics Canada Census, custom order. Data includes jobs with a fixed place of work in North Vancouver, including home-based.

* Location quotients defined in table notes on page 9.

These results show North Vancouver strengths in a mix of sectors, including large industrial employers like shipyards and related waterfront services, the ICBC head office, recreation industries including ski hills and golf courses, and various professional services.

6 RESIDENT WORKFORCE

This section focuses on workers living in North Vancouver, regardless of where they work. It is like the previous section, which covered jobs based in North Vancouver, regardless of where the workers live.

OVERVIEW BY OCCUPATION

TABLE 4. EXPERIENCED LABOUR FORCE RESIDING IN NORTH VANCOUVER, 2021

OCCUPATION	NORTH VANCOUVER RESIDENTS	LOCATION QUOTIENT*
Total Experienced Labour Force	83,255	1.00
(1) Broad Occupational Category		
Sales and service occupations	19,095	0.90
Business, finance and administration occupations	17,505	1.10
Occupations in education, law and social, community and government services	11,390	1.17
Trades, transport and equipment operators and related occupations	9,720	0.74
Natural and applied sciences and related occupations	8,940	1.12
Health occupations	6,280	1.05
Occupations in art, culture, recreation and sport	5,860	1.36
Legislative and senior management occupations	2,230	1.91
Occupations in manufacturing and utilities	1,185	0.46
Natural resources, agriculture and related production occupations	1,055	0.96

OCCUPATION	NORTH VANCOUVER RESIDENTS	LOCATION QUOTIENT*
(2) TEER Category**		
TEER 0 - Management	13,515	1.30
TEER 1 - University degree (or equivalent experience/expertise)	22,485	1.23
TEER 2 - Post-secondary program of 2-3 years, trades/apprenticeship for 2-5 years, supervisory/safety responsibility, or several years experience in Teer 3	15,480	0.95
TEER 3 - Post-secondary program up to 2 years, apprenticeship up to 2 years, 6+ months of on-the-job training, or several years experience at Teer 4	12,025	0.87
TEER 4 - High school grad, or several weeks on-the-job training, or experience at Teer 5	11,030	0.88
TEER 5 - No formal educational requirements	8,590	0.73

* Location quotients defined in table notes on page 9.

** TEER (Training, Education, Experience, Responsibilities) is a measure of education and experience required for the job.

Source: Statistics Canada Census, custom order. Experienced labour force includes the employed as well as the recently unemployed, who are assigned to the industry/occupation of their most recent job.

North Vancouver has high concentrations of workers in senior management and in jobs requiring university degrees. Jobs with lower formal skill requirements, such as equipment operations and manufacturing workers, are relatively under-represented.

7 COMMUTING FLOWS BY LOCATION

Commuting data from the 2021 Census shows the number of jobs based in North Vancouver is roughly equivalent to the number of employed residents. Broadly speaking, the workforce is “balanced” in having sufficient local jobs for all local workers, if we ignore the area of mismatch between local jobs and local workers.

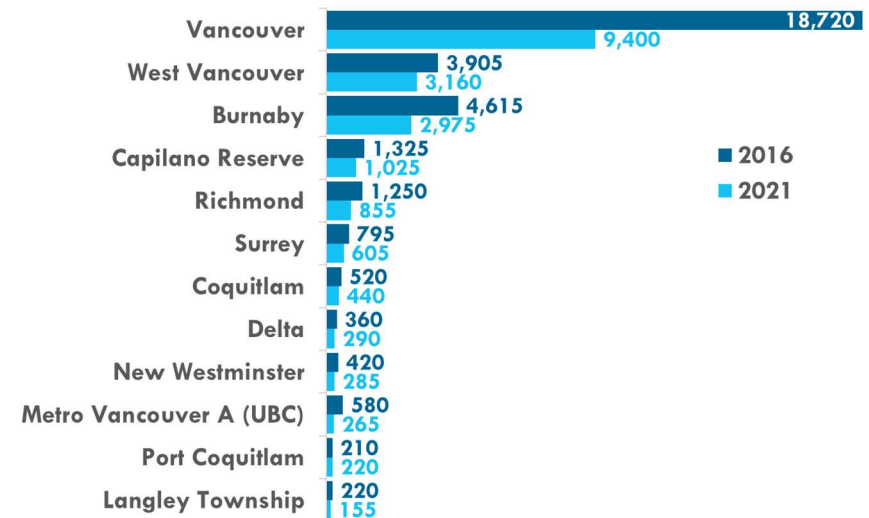
As noted throughout this report, the 2021 commuting data is heavily impacted by COVID as many former commuters to other municipalities were temporarily working from home on the North Shore.

Where possible, the commuting results in the next few sections show both 2016 and 2021 data. Going forward, the “true” level of commuting is likely to revert closer to the 2016 figures than 2021, with some lingering elevation of home-based work and continued hybrid work arrangements.

COMMUTING FROM NORTH VANCOUVER

The chart below shows the communities that received at least 100 commuters from North Vancouver in 2021, shown alongside the 2016 figure. Note that Capilano Reserve is home to Park Royal Mall and surrounding businesses.

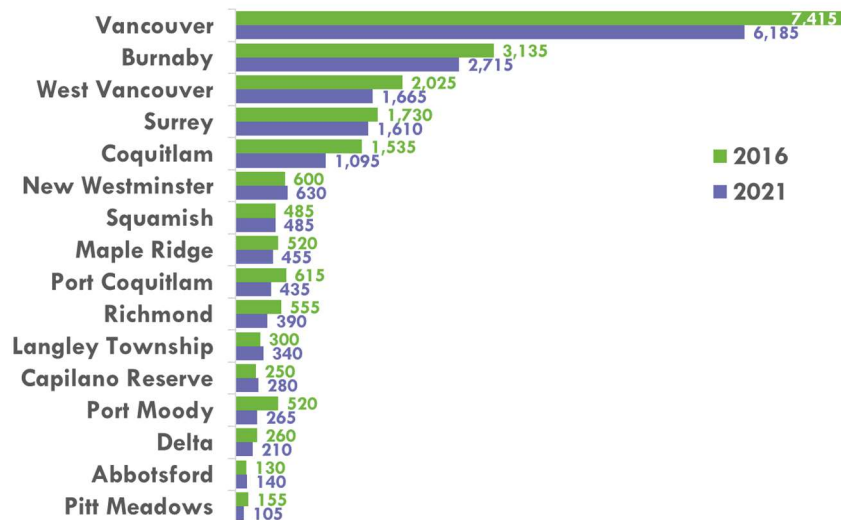
Commuting outflows lower in 2021 to almost all destinations



COMMUTING TO NORTH VANCOUVER

The next chart shows commuters to North Vancouver by origin, showing all communities with at least 100 commuters in 2021. In almost all cases, the number of commuters was lower in 2021 compared to 2016.

Commuting inflows also lower in 2021 from almost all municipalities



NET COMMUTING FLOWS BY LOCATION

The table below combines the previous two charts and shows the balance of commuting between North Vancouver and other municipalities.

On a net basis, many of the outer suburban communities in Metro Vancouver, plus Squamish, send more workers to North Vancouver than travel the other way. The employment core of the region – Vancouver, Burnaby, Richmond and UBC – are all net recipients of North Shore workers, along with Capilano Reserve and West Vancouver.

TABLE 5. NET COMMUTING TO NORTH VANCOUVER BY MUNICIPALITY

SECTOR	2016	2021
Surrey	935	1,005
Coquitlam	1,015	655
Squamish	400	435
Maple Ridge	485	430
New Westminster	180	345
Port Moody	445	240
Port Coquitlam	405	215
Langley Township	80	185
Delta	-100	-80
Metro Vancouver A (UBC)	-555	-240
Burnaby	-1,480	-260
Richmond	-695	-465
Capilano Reserve	-1,075	-745
West Vancouver	-1,880	-1,495
Vancouver	-11,305	-3,215
Other	3,460	140

8 COMMUTING AND WORKFORCE BALANCE BY INDUSTRY

NET COMMUTING BY INDUSTRY SECTOR

The table compares employment in North Vancouver with the number of residents who also work in that sector.

The largest net inflow is in manufacturing, which has 3,500 jobs based locally but less than 2,800 residents who work in manufacturing at a fixed workplace. This creates a “net inflow” of 760 workers from elsewhere.

Ranking next is the other services sector that has a net inflow of 350 commuters. It includes industries like auto repair, dry cleaning, personal care, funeral services, and non-profit organizations.

Transportation is a major local employer with port-related activities, but there are not quite enough workers based locally to fill all the positions.

At the bottom of the table, there are more than 900 extra workers in professional services than there are local jobs, even though many of the nearly 12,000 local workers in this sector shifted to home-based work.

TABLE 6. NET COMMUTING TO NORTH VANCOUVER BY SECTOR, 2021

SECTOR	JOB IN NORTH VANCOUVER	EMPLOYED RESIDENTS*	NET COMMUTING FLOW
Manufacturing	3,525	2,765	760
Other services (except public administration)	3,180	2,830	350
Transportation and warehousing	2,035	1,885	150
Construction	2,995	2,890	105
Accommodation and food services	3,740	3,670	70
Administrative and support, waste management and remediation services	1,735	1,690	45
Management of companies and enterprises	300	305	-5
Agriculture, forestry, fishing, hunting	200	255	-55
Mining, quarrying, and oil and gas extraction	325	400	-75
Utilities	395	475	-80
Arts, entertainment and recreation	1,955	2,080	-125
Information and cultural industries	2,720	2,910	-190
Health care and social assistance	8,475	8,665	-190
Retail trade	7,700	7,935	-235
Finance and insurance	4,175	4,410	-235
Real estate and rental and leasing	2,080	2,335	-255
Wholesale trade	1,995	2,285	-290
Public administration	2,950	3,460	-510
Educational services	5,560	6,365	-805
Professional, scientific and technical services	11,015	11,960	-945
TOTAL	67,095	69,600	-2,505

Source: Statistics Canada Census, custom order and Table 98-10-045

* Includes only employed residents with a fixed place of work. It excludes residents with no fixed workplace to ensure an “apples-to-apples” comparison with local jobs.

WORKFORCE BALANCE BY SPECIFIC INDUSTRY

The next table shows a different and larger set of workforce data. The total local workforce in this table is more than 83,000, which is higher than the previous table because it includes the approximately 9,000 local workers with no fixed workplace, as well as the recently unemployed.

Regardless, it allows for comparisons of local jobs with local workforce for a more detailed set of industries.

TABLE 7. INDUSTRIES WITH LARGEST LOCAL WORKER SURPLUS, 2021

SELECTED INDUSTRY	JOB IN NORTH VANCOUVER	EXPERIENCED LOCAL WORKFORCE	LOCAL WORKER SURPLUS
Residential building construction	815	1,960	1,145
Motion picture and video industries	1,110	2,110	1,000
Elementary and secondary schools	2,920	3,850	930
Services to buildings and dwellings	755	1,645	890
Building equipment contractors	685	1,320	635
Clothing stores	535	1,115	580
Other amusement and recreation industries	1,240	1,790	550
Building finishing contractors	400	915	515
Full-service restaurants and limited-service eating places	3,185	3,695	510
Legal services	1,075	1,570	495
Hospitals	2,095	2,515	420
Local, municipal and regional public administration	1,135	1,460	325
Provincial and territorial public administration	650	970	320
Offices of real estate agents and brokers	1,115	1,420	305

SELECTED INDUSTRY	JOB IN NORTH VANCOUVER	EXPERIENCED LOCAL WORKFORCE	LOCAL WORKER SURPLUS
Computer systems design and related services	2,915	3,210	295
Accounting, tax preparation, bookkeeping and payroll services	1,225	1,515	290
Local messengers and local delivery	35	320	285
Architectural, engineering and related services	2,430	2,715	285
Universities	1,195	1,465	270
Other federal government public administration	940	1,160	220
Scheduled air transportation	10	210	200
TOTAL (All Industries)	67,095	83,255	16,160

Source: Statistics Canada Census, custom order

Across all of Metro Vancouver, the majority of construction jobs have no fixed workplace. This makes sense as many construction workers are regularly moving to new job sites, but it creates somewhat misleading results in the table above. It is not really accurate to conclude there is a huge surplus of local construction workers compared to local “fixed workplace” jobs as many of those workers are fully employed at itinerant job sites.

In other sectors, the surplus is more informative. North Vancouver has many extra workers in education (both university level and primary/secondary) and government (federal and provincial). There is a surplus of professionals in the legal services, accounting, architecture, engineering, and computer systems.

The next table is the opposite of the previous, highlighting the industries with the largest deficit of local workforce compared to local jobs.

TABLE 8. INDUSTRIES WITH LARGEST LOCAL WORKER DEFICIT, 2021

SELECTED INDUSTRY	JOB IN NORTH VANCOUVER	EXPERIENCED LOCAL WORKFORCE	LOCAL WORKER SURPLUS
Ship and boat building	1,290	440	-850
Automotive repair and maintenance	615	420	-195
Insurance carriers	1,225	1,040	-185
Warehousing and storage	290	150	-140
Support activities for water transportation	495	360	-135
Automobile dealers	745	615	-130
Basic chemical manufacturing	95	0	-95
Deep sea, coastal and Great Lakes water transportation	270	210	-60
Bakeries and tortilla manufacturing	220	165	-55
Other miscellaneous manufacturing	285	230	-55
Grain and oilseed milling	50	0	-50
Farm product merchant wholesalers	65	20	-45
Aboriginal public administration	140	100	-40

SELECTED INDUSTRY	JOB IN NORTH VANCOUVER	EXPERIENCED LOCAL WORKFORCE	LOCAL WORKER SURPLUS
Ventilation, heating, air-conditioning and commercial refrigeration equipment manufacturing	50	15	-35
Office furniture (including fixtures) manufacturing	35	0	-35
Gasoline stations	95	60	-35
Department stores	270	235	-35
Chemical (except agricultural) and allied product merchant wholesalers	55	25	-30
Sporting goods, hobby and musical instrument stores	645	615	-30
Used merchandise stores	65	35	-30
Personal care services	840	810	-30
TOTAL (All Industries)	67,095	83,255	16,160

Source: Statistics Canada Census, custom order

9 COMMUTING AND WORKFORCE BALANCE BY OCCUPATION

NET COMMUTING BY BROAD OCCUPATIONAL CATEGORY

Looking at net commuting by occupational categories tells a similar story as the previous sections, where North Vancouver needs to import workers in manufacturing, trades, and transportation, while exporting managers and professionals to the rest of the region.

Other occupations like sales and service, health care, and resource-related occupations have a closer balance between local jobs and local workforce.

BROAD OCCUPATIONAL CATEGORY	JOB IN NORTH VANCOUVER	EMPLOYED RESIDENTS*	NET COMMUTING FLOW
Trades, transport and equipment operators and related occupations	6,265	5,220	-1,045
TOTAL	67,095	69,600	2,505

Source: Statistics Canada Census, custom order.

* Includes only employed residents with a fixed place of work. It excludes residents with no fixed workplace to ensure an “apples-to-apples” comparison with local jobs.

TABLE 9. NET COMMUTING TO NORTH VANCOUVER BY OCCUPATION, 2021

BROAD OCCUPATIONAL CATEGORY	JOB IN NORTH VANCOUVER	EMPLOYED RESIDENTS*	NET COMMUTING FLOW
Occupations in education, law and social, community and government services	8,990	10,280	1,290
Business, finance and administration occupations	15,050	16,250	1,200
Legislative and senior management occupations	1,675	2,130	455
Natural and applied sciences and related occupations	7,745	8,085	340
Sales and service occupations	15,920	16,185	265
Health occupations	5,445	5,670	225
Occupations in art, culture, recreation and sport	4,250	4,380	130
Natural resources, agriculture and related production occupations	480	470	-10
Occupations in manufacturing and utilities	1,260	980	-280

WORKFORCE BALANCE BY SPECIFIC OCCUPATION

The next table shows a more detailed set of occupations but uses the larger “experienced labour force” data set.

It shows a lot of diversity in the local workforce. While it is true that North Vancouver has higher concentrations of highly educated managers and professionals, this is far from the only type of worker in the community. There are a large number of sales and service workers, technical trades, transport drivers, labourers, and health workers.

TABLE 10. OCCUPATIONS WITH LARGEST LOCAL WORKER SURPLUS, 2021

OCCUPATION	JOB IN NORTH VANCOUVER	EXPERIENCED LOCAL WORKFORCE	LOCAL WORKER SURPLUS
Professional occupations in law, education, social, community and government services	5,085	6,575	1,490
Sales and service representatives and other customer and personal services occupations	4,115	5,355	1,240
Helpers and labourers and other transport drivers, operators and labourers	945	2,000	1,055
Sales and service support occupations	4,685	5,625	940
Professional occupations in finance and business	4,590	5,425	835
Technical trades and transportation officers and controllers	2,945	3,755	810
General trades	980	1,745	765
Middle management occupations in trades and transportation	1,125	1,870	745
Professional occupations in natural and applied sciences	5,160	5,775	615
Professional occupations in health	2,845	3,445	600
Legislative and senior managers	1,675	2,230	555

OCCUPATION	JOB IN NORTH VANCOUVER	EXPERIENCED LOCAL WORKFORCE	LOCAL WORKER SURPLUS
Technical occupations in art, culture and sport	1,560	2,100	540
Specialized middle management occupations in administrative services, financial and business services and communication (except broadcasting)	2,690	3,225	535
Middle management occupations in retail and wholesale trade and customer services	2,965	3,480	515
Administrative occupations and transportation logistics occupations	2,790	3,300	510
TOTAL (All Occupations)	67,095	83,255	16,160

Source: Statistics Canada Census, custom order

The opposite picture, showing occupations with a local shortage or a small surplus, shows a range of occupations requiring technical training as well as middle managers and production and support workers.

TABLE 11. OCCUPATIONS WITH LARGEST LOCAL WORKER DEFICIT (AND SMALLEST SURPLUS), 2021

OCCUPATION	JOB IN NORTH VANCOUVER	EXPERIENCED LOCAL WORKFORCE	LOCAL WORKER SURPLUS
Machine operators, assemblers and inspectors in processing, manufacturing and printing	565	430	-135
Central control and process operators and aircraft assembly assemblers and inspectors	40	0	-40
Occupations in natural resources and related production	15	0	-15
Labourers in processing, manufacturing and utilities	215	205	-10
Processing, manufacturing and utilities supervisors and utilities operators and controllers	175	170	-5
Support occupations in art and culture	10	15	5
Student monitors, crossing guards and related occupations	0	15	15
Workers in natural resources, agriculture and related production	20	35	15
Middle management occupations in production and agriculture	70	95	25
Specialized middle management occupations in health care	165	205	40
Mail and message distribution, other transport equipment operators and related maintenance workers	270	325	55
Assisting occupations in support of health services	1,405	1,470	65

OCCUPATION	JOB IN NORTH VANCOUVER	EXPERIENCED LOCAL WORKFORCE	LOCAL WORKER SURPLUS
Specialized middle management occupations in art, culture, recreation and sport	150	215	65
Supervisors in natural resources, agriculture and related production	85	160	75
Middle management occupations in manufacturing and utilities	265	340	75
TOTAL (All Occupations)	67,095	83,255	16,160

Source: Statistics Canada Census, custom order

WORKFORCE BALANCE BY TRAINING, EDUCATION, EXPERIENCE AND RESPONSIBILITIES (TEER)

The TEER categorization is another way to examine workforce capabilities. It was introduced in the 2021 Census and groups occupations according to the combination of education and other qualifications required to hold each position.

North Vancouver has more workforce than local jobs in each of the TEER categories, but the largest surplus in management and fields requiring university degrees.

TABLE 12. TEER OCCUPATIONS BY TEER WITH LARGEST LOCAL WORKER DEFICIT (AND SMALLEST SURPLUS), 2021

OCCUPATION	JOBS IN NORTH VANCOUVER	EXPERIENCED LOCAL WORKFORCE	LOCAL WORKER SURPLUS
TEER 1 - University degree (or equivalent experience/expertise)	18,735	22,485	3,750
TEER 0 - Management	10,675	13,515	2,840

Source: Statistics Canada Census, custom order. Data includes jobs with a fixed place of work in North Vancouver, including home-based.

* Includes only employed residents with a fixed place of work to enable an “apples-

OCCUPATION	JOBS IN NORTH VANCOUVER	EXPERIENCED LOCAL WORKFORCE	LOCAL WORKER SURPLUS
TEER 2 - Post-secondary program of 2-3 years, trades/apprenticeship for 2-5 years, supervisory/safety responsibility, or several years experience in Teer 3	12,650	15,480	2,830
TEER 5 - No formal educational requirements	5,925	8,590	2,665
TEER 3 - Post-secondary program up to 2 years, apprenticeship up to 2 years, 6+ months of on-the-job training, or several years experience at Teer 4	9,805	12,025	2,220
TEER 4 - High school grad, or several weeks on-the-job training, or experience at Teer 5	9,030	11,030	2,000

Source: Statistics Canada Census, custom order

to-apples” comparison with jobs based in North Vancouver. Jobs with no fixed workplace are not included.

10 INCOME COMPARISONS

There are many possible reasons why someone chooses to live in one community and work in another, but finding the best and highest-paid job in their field is often one of them.

Averaged across all jobs, people who live in North Vancouver with employment income averaged \$75,400 in 2020 (based on the 2021 Census). Jobs based in North Vancouver paid average income of \$55,600, a differential of nearly \$20,000.

Average employment incomes higher for residents than for local jobs



The table shows the specific occupations with the largest income difference. In every case but the bottom row, incomes are higher for residents than for local jobs.

TABLE 13. OCCUPATIONS WITH LARGEST DIFFERENTIAL IN AVERAGE EMPLOYMENT INCOME (RESIDENTS VERSUS LOCAL JOBS), 2020

SELECTED OCCUPATION	JOBS BASED IN NORTH VANCOUVER	EMPLOYED NORTH VANCOUVER RESIDENTS	DIFFERENCE
Legislative and senior managers	\$154,400	\$211,800	-\$57,400
Professional occupations in finance and business	\$74,000	\$119,500	-\$45,500

SELECTED OCCUPATION	JOBS BASED IN NORTH VANCOUVER	EMPLOYED NORTH VANCOUVER RESIDENTS	DIFFERENCE
Middle management occupations in production and agriculture	\$89,000	\$133,900	-\$44,900
Specialized middle management occupations - engineering, architecture, science and information systems	\$143,800	\$186,200	-\$42,400
Occupations in sales and services	\$31,000	\$56,200	-\$25,200
Specialized middle management occupations in administrative services, financial and business services and communication (except broadcasting)	\$100,700	\$125,400	-\$24,700
Occupations in art, culture and sport	\$24,400	\$48,100	-\$23,700
Assisting occupations in support of health services	\$43,600	\$66,800	-\$23,200
Middle management occupations in retail and wholesale trade and customer services	\$62,100	\$85,200	-\$23,100
Professional occupations in art & culture	\$34,900	\$57,800	-\$22,900
Professional occupations in law, education, social, community and government services	\$74,000	\$94,900	-\$20,900
Professional occupations in natural and applied sciences	\$92,000	\$110,300	-\$18,300
Retail sales supervisors and specialized occupations in sales and services	\$39,900	\$57,900	-\$18,000
Specialized middle management occupations in health care	\$79,500	\$97,100	-\$17,600
Specialized middle management in art, culture, recreation and sport	\$65,600	\$83,200	-\$17,600
Helpers and labourers and other transport drivers, operators, labourers	\$65,300	\$47,400	\$17,900
TOTAL (All Occupations)	\$55,600	\$75,400	-\$19,800

Source: Statistics Canada Census, custom order.

11 POST-COVID ADJUSTMENTS TO PLACE OF WORK

The impact of COVID on the 2021 Census poses a significant challenge for analysts using the data to understand longer-term trends. By 2026, we can expect that many of the temporary COVID impacts will have faded away, but working patterns have been permanently altered and will not entirely return to pre-COVID norms.

The statistical approach outlined below “adjusts” the 2021 Census employment totals to estimate what they would have been if the pandemic was already over. This approach is based on two key assumptions:

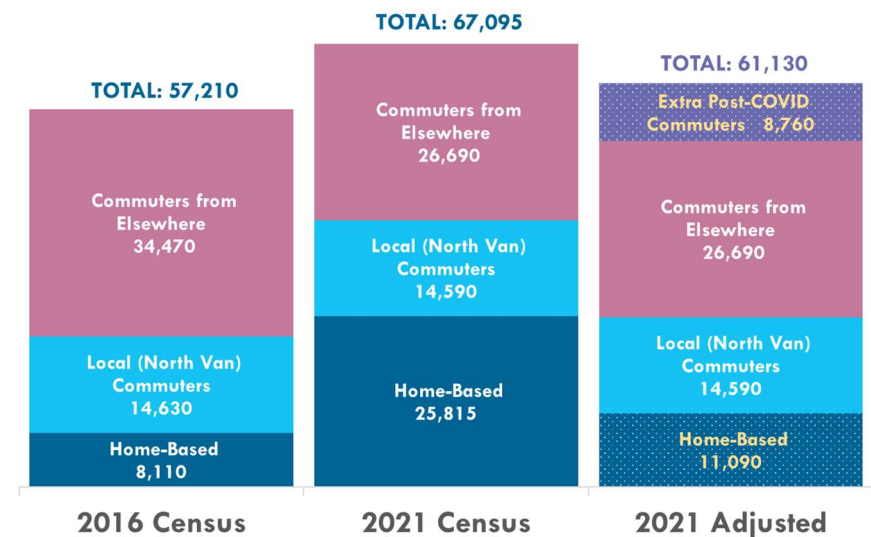
1. **Home-based employment will remain elevated**, by an estimated factor of 50% for each industry. For example, an industry that previously had 8% home-based employment is assumed to now have 12%, while an industry that previously had 30% home-based employment is now assumed to have 45%. This reflects the fact that the home-based shift in some industries (largely office-based, including professional services and public administration jobs) is much larger than in others (construction, manufacturing).
2. **Temporary home-based workers “return to the workplace”** in proportion to their 2016 job location, plus a small adjustment for 2021 job location. Even though many workers now have a hybrid arrangement where they split their work week between home and the office, this refers to workers who return to the workplace for at least 2-3 days per week (that is, they are not wholly home-based). In the absence of more recent information, the best we can do is put most of these workers back in the location where they worked in 2016.

The way to think about this adjustment is if the pandemic occurred a few years earlier so that by the 2021 Census the post-pandemic adjustments

had already occurred. These are estimates only, but provide a better baseline understanding for where post-pandemic employment is going.

Jobs with a fixed place of work in North Vancouver increased by 17% from 2016 to 2021 due to the massive rise in home-based work. After adjustments that put many of those home-based workers back in their former location, North Vancouver still achieved a strong 7% growth in jobs.

Adjusting for post-COVID impacts suggests local jobs grew by 7% from 2016



OVERALL BALANCE OF JOBS TO WORKERS

This report provides various ways of comparing the jobs based in North Vancouver with the workers who live in North Vancouver. Broadly speaking, as of the 2021 Census, these two groups were roughly in balance.

There were 96 local jobs per 100 local workers how had a fixed place of work. (Jobs with no fixed workplace are being ignored on both sides of the equation).

This is a considerable improvement from the 85 local jobs per 100 local workers in the 2016 Census, but some of that change is due to COVID. Based on the estimated adjustments outlined on the previous page, a truer estimate of the local jobs to local workers balance is 91 jobs per 100 workers.

Local Jobs per 100 Local Workers (workers with fixed place of work only)

