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THE TOURISM & HOSPITALITY WORKFORCE PROFILE IN THE NORTHERN BC REGION



In partnership with



Contents

1. THE WORKFORCE PROFILE.....	3
2. THE NORTHERN BC REGION.....	4
3. BREAKDOWN OF BC'S DEVELOPMENT AND TOURISM REGIONS.....	6
4. CHARACTERISTICS OF THE NORTHERN BC WORKFORCE.....	8
5. IMPACT OF THE COVID-19 PANDEMIC.....	20
6. COMPARISON TO OTHER REGIONS IN BC.....	26

List of Tables

Table 1: Employment in the Tourism and Hospitality Industry, 2023.....	8
Table 2: Tourism and Hospitality vs Total.....	9
Table 3: Northern BC Region Tourism and Hospitality Industry Workforce Demographics, 2023.....	9
Table 4: Northern BC Region Tourism and Hospitality Industry Demographics, 2023.....	10
Table 5: Ethnicity, Immigration, and Mother Tongue in the Northern BC Region Workforce, 2021.....	15
Table 6: Leading Occupations in the Northern BC Region Workforce, 2023.....	17
Table 7: Northern BC Region Tourism and Hospitality Workforce Experience, 2023.....	19
Table 8: Northern BC Region Change in Employment by Sector, 2019 - 2023.....	22
Table 9: Northern BC Region Change in Employment by Demographics, 2019 - 2023.....	23
Table 10: Northern BC Region Average Actual Hours Worked Per Week Per Employee.....	24
Table 11: Northern BC Region Average Hourly Wage by Sector.....	25
Table 12: Key Indicators Across BC's Six Tourism and Hospitality Regions, 2023.....	26

List of Charts

Chart 1: Northern BC Region Job Status by Sector, 2023.....	11
Chart 2: Northern BC Region Employee Type by Sector, 2023.....	11
Chart 3: Northern BC Region Workforce Sex by Sector, 2023.....	12
Chart 4: Northern BC Region Workforce Education Level by Sector.....	12
Chart 5: Northern BC Region Workforce by Age Groups.....	13
Chart 6: Northern BC Region Average Hours Worked and Wages by Sector, 2023.....	13
Chart 7: Northern BC Region Tourism and Hospitality Workforce, 2013 - 2023.....	20
Chart 8: Northern BC Region Monthly Change in Tourism and Hospitality Employment, 2023 vs. 2019.....	21
Chart 9: Northern BC Region Annual Change in Tourism and Hospitality Employment, 2019-2023.....	21



THE WORKFORCE PROFILE

In 2020, the global onset of the COVID-19 pandemic triggered unprecedented challenges in the Tourism and Hospitality industry, marked by extensive layoffs, widespread business closures, and profound uncertainty about the pandemic's short-term and long-term effects on both the demand for and supply of labor within the sector. The subsequent years witnessed the industry, along with the broader economy, navigating through these turbulent times, striving for recovery. By 2023, notable strides towards rejuvenation were evident, yet the path to full recovery remains dotted with ongoing challenges, underscoring the need for continued, concerted efforts.

This context sets the stage for the labour market information project initiated by go2HR in 2021, aimed at providing a comprehensive and evolving snapshot of the industry's labour market at provincial, regional, and sectoral levels. These workforce profiles, now encompassing data up to and including the year 2023, offer a detailed understanding of the labour market dynamics, spotlighting the workforce characteristics, and delineating the trajectory of the industry's recovery. This information is crucial for developing effective strategies and policies that not only aid the industry's current recovery but also strengthen its long-term stability.

This report focuses on the Northern BC region, presenting an in-depth profile of its industry workforce. The analysis utilizes detailed Labor Force Survey data, gathered monthly by Statistics Canada¹, and incorporates additional data sources such as Census information.

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 NORTHERN BC REGION

Northern BC offers visitors access to vast expanses of uninhabited wilderness and a multitude of different environments. Sightseeing opportunities, nature and wildlife viewing, cultural experiences, and outdoor activities are plentiful in Northern BC. The region is larger than California and experiences long and cold winters with significant snowfall and short summers, however, climate change has created more variability in both winter and summer months, which can have an impact on the industry.

Northern BC is characterized by sweeping glaciated valleys, mountain ranges with pristine glaciers, large game such as moose, elk, and grizzly bears, and raw rugged beauty that offers both mystery and adventure. Outdoor recreation activities such as heli skiing, snowmobiling, Nordic skiing, mountaineering, river rafting, horseback riding, and fishing are all popular in Northern BC. The stunning scenery on offer culminates on the coast in the Great Bear Rainforest and across the Hecate Strait on Haida Gwaii where some of the largest trees and most rugged coastline in the world exist. The people of Haida Nation have inhabited the Haida Gwaii archipelago for over 10,000 years and are one of the most recognized Indigenous groups in the world. The Haida villages of Skidegate and Masset are home to some of the oldest authentic examples of totem poles and longhouse remains on the Pacific coast, and the intimate cultural experiences available to visitors are unlike anywhere else.

The region has more than 60 provincial, national, and marine parks, and wildlife refuges that offer access to globally unique ecosystems and priceless cultural heritage treasures, highlighted by Monkman Provincial Park and Tatshenshini-Alsek Provincial Park. These parks



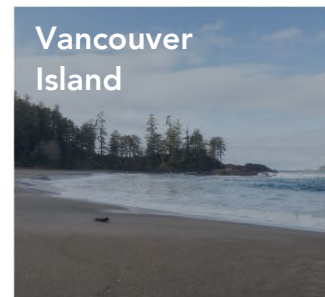
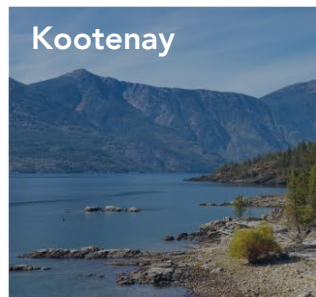
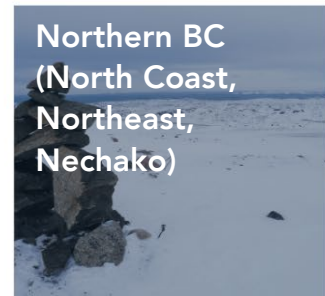
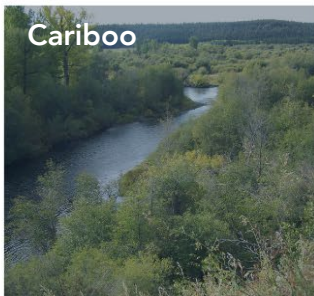
are accessible by the world-famous Alaska Highway that stretches over 2,200 km from Dawson Creek BC to Delta Junction Alaska.

*Source: Indigenous Tourism BC Labour Market Research – Roots to a Future – Regional Profile – Lower Mainland, Government of BC, 2021.
<https://www.indigenoustbc.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

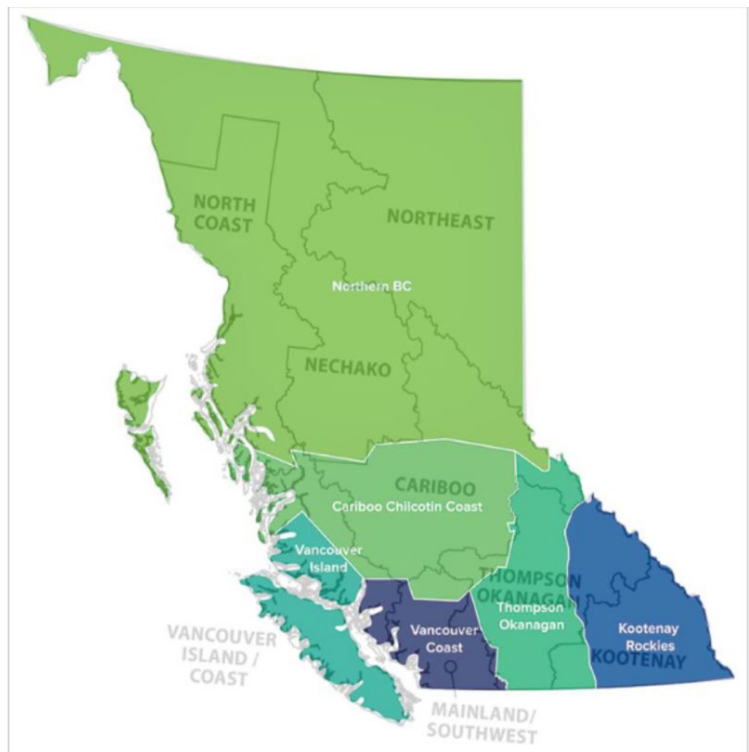
There are eight development regions in BC. The series of regional reports combines the three most northerly regions, presenting data for six development regions:



Map of Tourism & Hospitality 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 to the right 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.



The Northern BC Tourism Region covers three development regions (North Coast, Nechako, and Northeast) and parts of the Cariboo development region. A small portion of the North Coast development region is covered by the Cariboo Tourism Region.



CHARACTERISTICS OF THE NORTHERN BC WORKFORCE

In 2023, the Tourism and Hospitality industry in Northern BC employed 8,167 people, with 44% working in the food and beverage sector and 25% in the transportation and travel sector. The region represented 2.4% of the total provincial industry workforce (343,979). The distribution of workers across sectors in the region shows a higher proportion in accommodation, and transportation and travel sectors, and a lower representation in recreation and entertainment sector compared to the industry distribution in BC.

Table 1: Employment in the Tourism and Hospitality Industry, 2023

Sectors ²	Northern BC		British Columbia	
	#	%	#	%
Accommodation	1,042	13%	30,333	9%
Food and beverage	3,625	44%	153,646	45%
Recreation and entertainment	1,437	18%	99,146	29%
Transportation and Travel	2,063	25%	60,854	18%
Total	8,167	100%	343,979	100%

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

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>

In Northern BC, the Tourism and Hospitality industry comprises about 10% of the total regional employment, which is lower than the industry's proportion in the province.

Table 2: Tourism and Hospitality vs Total

Employment	Northern BC	British Columbia
Tourism Employment	8,167	343,979
Overall Employment	79,563	2,791,792
Percent Tourism of Overall Employment	10.3%	12.3%

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

The sex of the regional workforce is relatively evenly divided. About half of the workforce (54%) is under the age of 35 and approximately 49% of workers hold at least a post-secondary degree or diploma.

Table 3: Northern BC Region Tourism and Hospitality Industry Workforce Demographics, 2023

Demographics	Northern BC	
Sex	#	%
Male	3,813	47%
Female	4,354	53%
Age Group	#	%
15 to 24	2,458	31%
25 to 34	1,896	23%
35 to 44	1,479	18%
45 to 54	1,146	14%
55 to 64	813	10%
65 or above	375	5%
Education	#	%
Below high school	1,167	14%
High school or some post-secondary education	2,958	37%
Degree below bachelor's	2,917	35%
Bachelor's degree or Above	1,125	14%

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

Two thirds (69%) of the regional workforce is employed on a full-time basis and one third (31%) are employed part-time. Permanent workers account for 80% of the regional workforce, while 13% are seasonal, temporary, or casual workers. The average wage rate is \$24.17 per hour and the average hours worked per week is 30.

Table 4: Northern BC Region Tourism and Hospitality Industry Demographics, 2023

Demographics	Northern BC	
Job Status	#	%
Full-time	5,667	69%
Part-time	2,500	31%
Permanent and Seasonal³	#	%
Permanent	6,458	80%
Seasonal	521	6%
Casual	146	2%
Temporary	396	5%
Other	0	0%
N/A	646	7%

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



30 hours worked per week on average

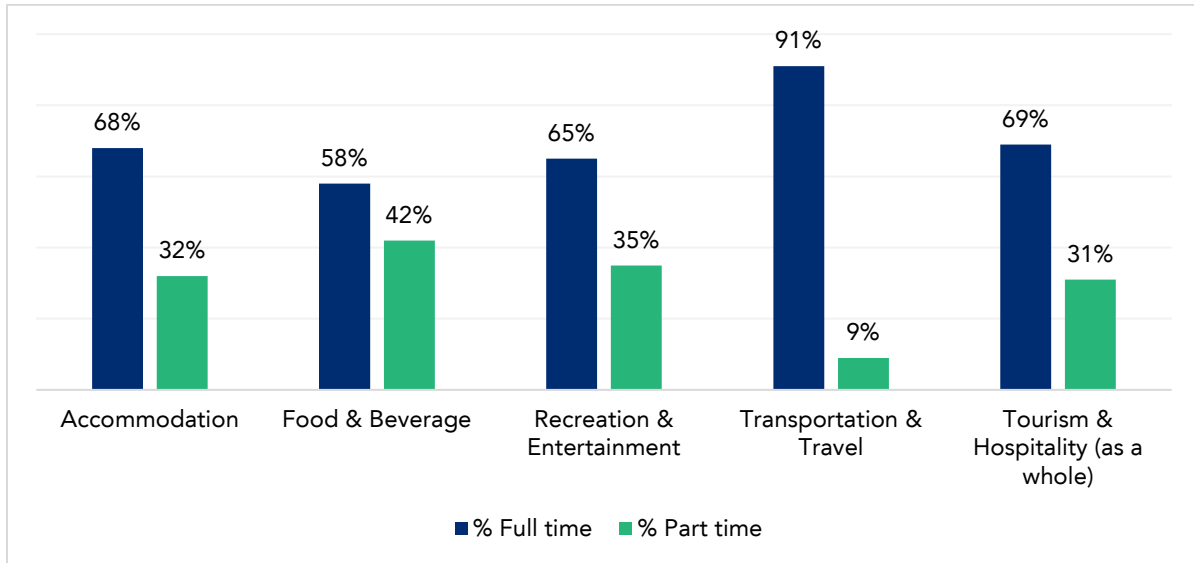


24.17 earned per hour on average

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.

The transportation and travel sector has the highest percentage of full-time workers (91%) and the food and beverage sector has the highest percentage of part-time workers (42%).

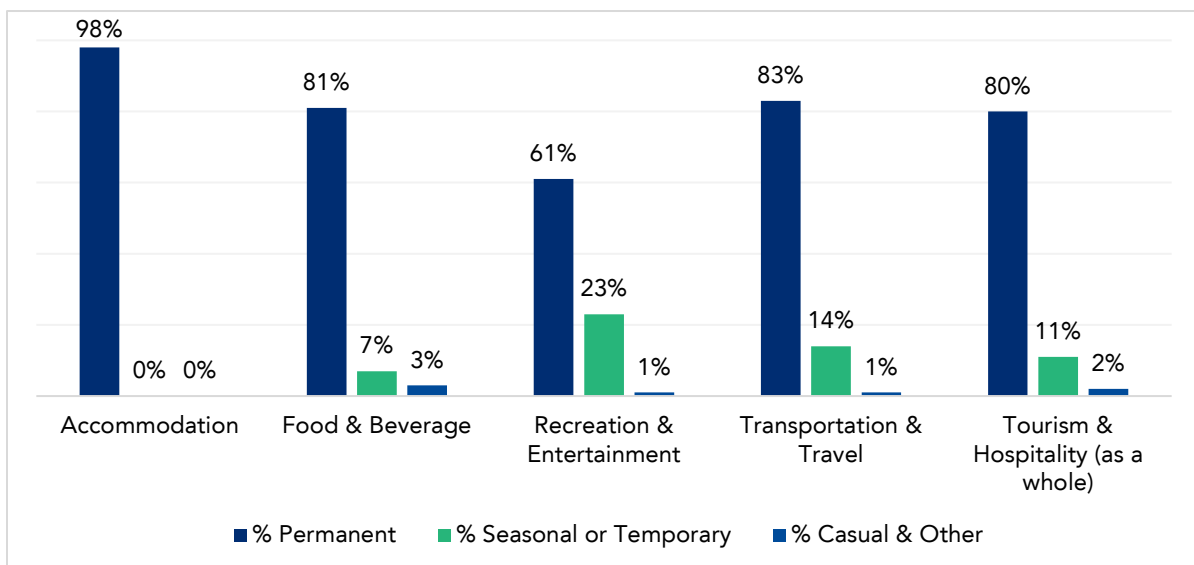
Chart 1: Northern BC Region Job Status by Sector, 2023



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

The accommodation sector has the highest percentage of permanent employees (98%), while the recreation and entertainment sector has the highest percentage of seasonal employees (23%).

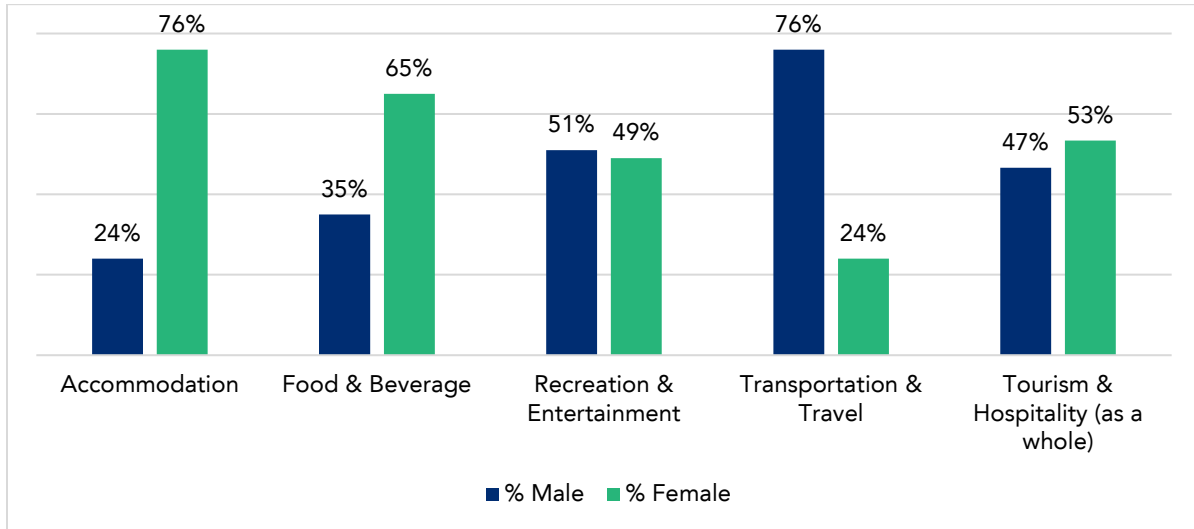
Chart 2: Northern BC Region Employee Type by Sector, 2023



Note: The LFS data in this chart are annual averages. Percentages may not total 100% because a small portion of employees did not record their employment type, which is indicated as N/A in Table 4.

The transportation and travel sector has the highest concentration of male workers (76%) and the accommodation sector has the highest concentration of female workers (76%).

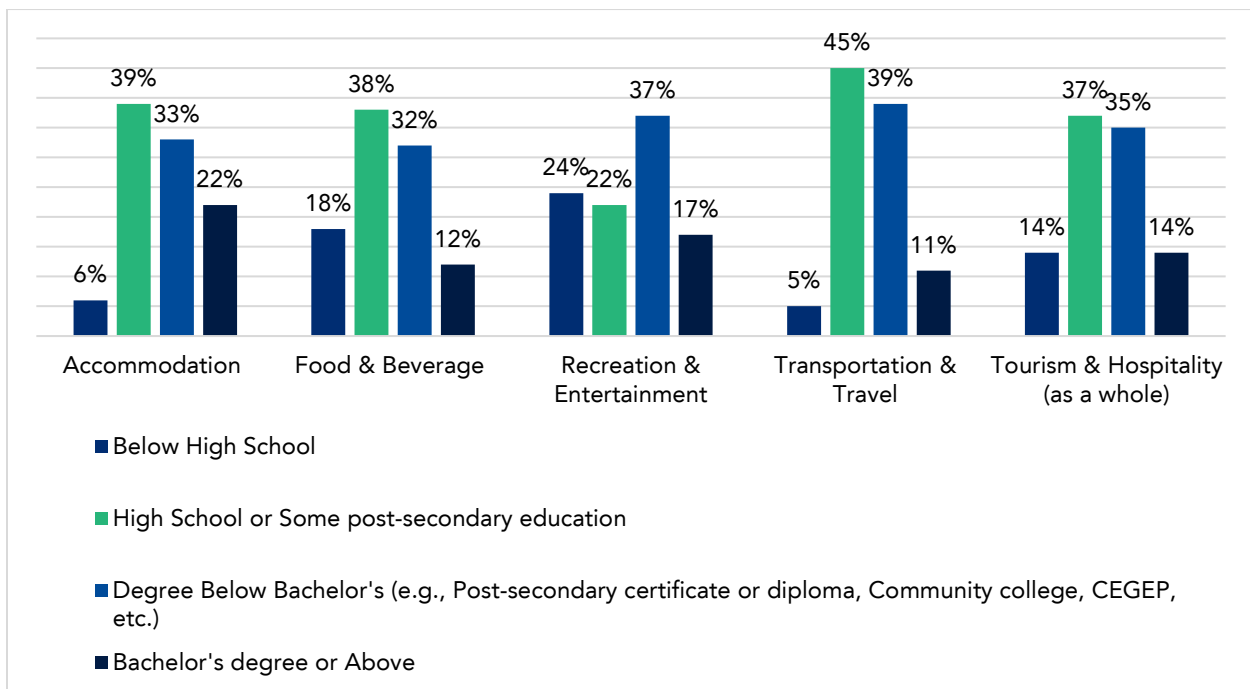
Chart 3: Northern BC Region Workforce Sex by Sector, 2023



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

Over half (55%) of the accommodation sector workers have at least a post-secondary degree or diploma, while 56% of food and beverage employees do not.

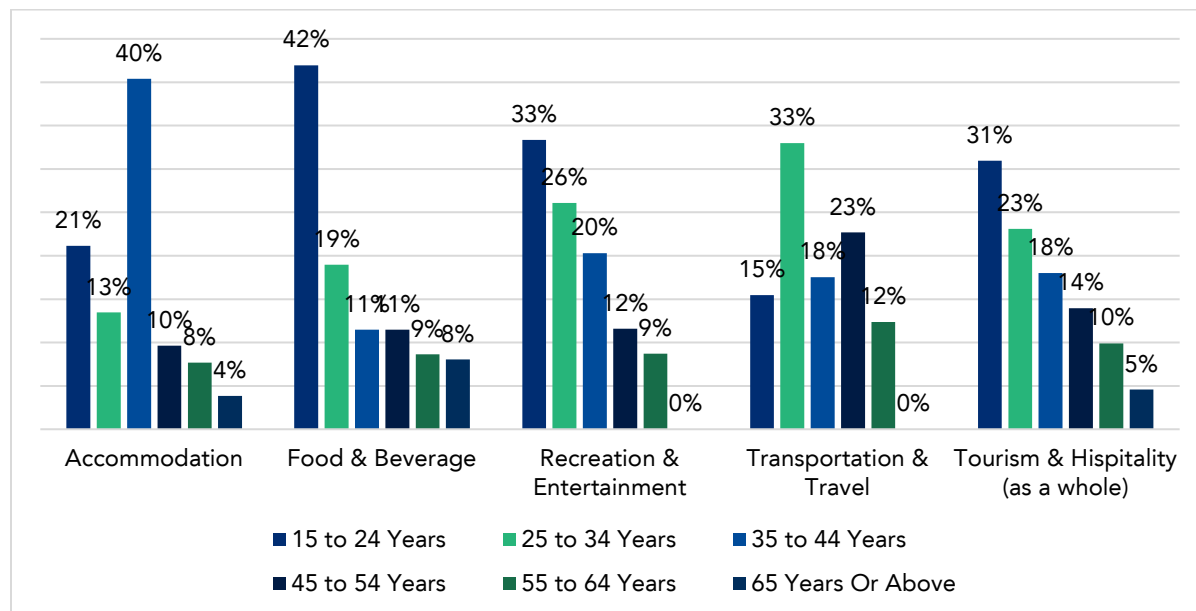
Chart 4: Northern BC Region Workforce Education Level by Sector



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

The food and beverage sector has the youngest workforce with 61% of its workers being under the age of 35, and the transportation and travel sector is the oldest with 35% of its workers being 45 or older.

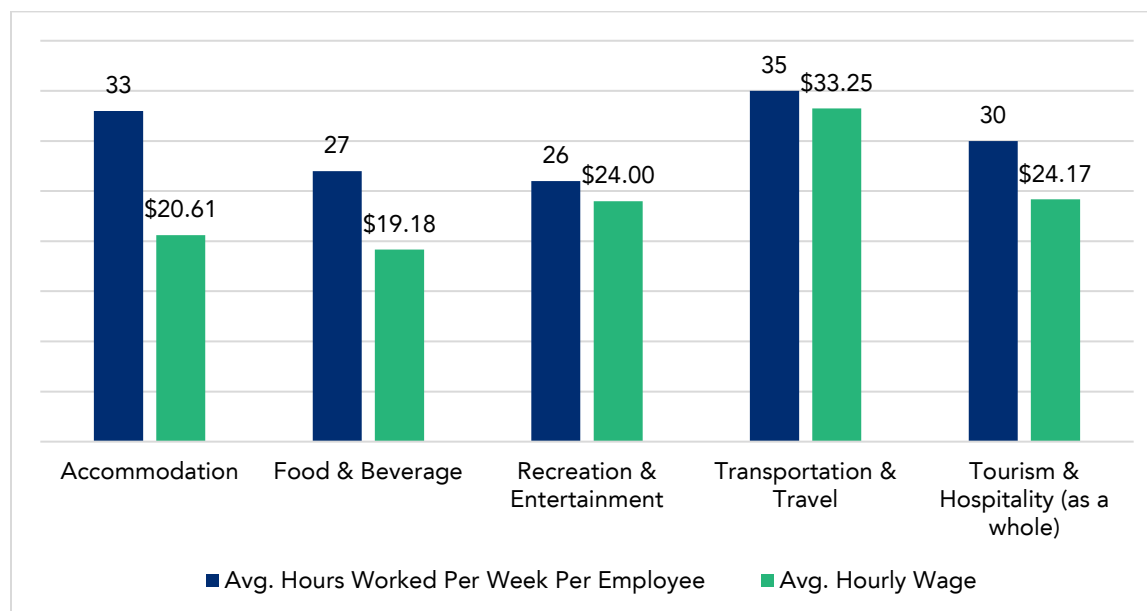
Chart 5: Northern BC Region Workforce by Age Groups



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

Employees in the transportation and travel sector work the most hours per week at an average of 35 hours per employee and received the highest average hourly wage at \$33.25 per hour.

Chart 6: Northern BC Region Average Hours Worked and Wages by Sector, 2023



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

According to Statistics Canada's 2021 Census, Northern BC's Tourism and Hospitality industry employs a significantly higher percentage of Indigenous workers (19%) than the provincial industry average (5%), and the provincial population (5%). However, the regional workforce includes less members of a visible minority (25%) compared to the provincial industry average (40%) or the provincial population (35%). Approximately 18% of the regional workforce are immigrants to Canada, with the accommodation sector employing the highest percentage of immigrants at 24% of its workforce. The regional accommodation sector also employs the highest percentage (29%) of workers whose mother tongue is not English or French.

Table 5: Ethnicity, Immigration, and Mother Tongue in the Northern BC Region Workforce, 2021

Selected Characteristics	Accommodation		Food & Beverage		Recreation & Entertainment		Transportation & Travel		Regional Tourism & Hospitality		BC Tourism and Hospitality	BC Population
	#	%	#	%	#	%	#	%	#	%	%	%
Labour Force	1,215	100%	3,445	100%	1,495	100%	1,355	100%	7,510	100%	100%	100%
Indigenous Status												
Indigenous	255	21%	550	16%	370	25%	235	17%	1,410	19%	5%	5%
Non-Indigenous	960	79%	2,895	84%	1,125	75%	1,120	83%	6,100	81%	95%	95%
Visible Minority Status												
Visible Minority	360	30%	1,350	39%	30	2%	105	8%	1,845	25%	40%	35%
Not a Visible Minority	855	70%	2,095	61%	1,465	98%	1,250	92%	5,665	75%	60%	65%
Immigration Status												
Non-immigrant	820	68%	2,130	62%	1,395	93%	1,150	85%	5,495	73%	61%	65%
Immigrant	295	24%	720	21%	100	7%	205	15%	1,320	18%	31%	31%
Non-permanent residents	100	8%	595	17%	0	0%	0	0%	695	9%	8%	4%
Mother Tongue												
English	825	68%	2,190	64%	1,390	93%	1,165	86%	5,570	74%	63%	66%
French	0	0%	30	1%	0	0%	0	0%	30	0%	1%	1%
Non-official language	350	29%	970	28%	85	6%	120	9%	1,525	20%	32%	29%
Multiple mother tongues*	40	3%	255	7%	20	1%	70	5%	385	5%	4%	4%

Source: Custom Tabulation, 2021 Census, Statistics Canada. *Include the population who claimed a combination of English, French, and Non-official languages as their mother tongue.



The following table shows the industry’s leading occupations, the primary sector in which they are employed, and some of the common training or certification/education requirements. 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 Northern BC Region Workforce, 2023

NOC	Occupation Title	Certification/Training Requirements	Primary sector**	Employment
65201	Food counter attendants, kitchen helpers, and related support occupations	<ul style="list-style-type: none"> ▪ On the job training 	Food and Beverage services	833
63200	Cooks	<ul style="list-style-type: none"> ▪ Cook's trade certification ▪ Completion of a three-year apprenticeship program for cooks or completion of college or other program in cooking or food safety 	Food and Beverage services	667
65200	Food and beverage servers	<ul style="list-style-type: none"> ▪ On-the-job training is usually provided. ▪ Responsible beverage service certification 	Food and Beverage services	646
62020	Food service supervisors	<ul style="list-style-type: none"> ▪ Completion of a community college program in food service administration, hotel and restaurant management or related discipline 	Food and Beverage services	625
60030	Restaurant and food service managers	<ul style="list-style-type: none"> ▪ Completion of a college or other program related to hospitality or food and beverage service management ▪ Responsible beverage service certification 	Food and Beverage services	396
72021	Contractors and supervisors, heavy equipment operator crews	<ul style="list-style-type: none"> ▪ Several years of experience in the occupation supervised is required. ▪ Journeyman/woman trade certification in a relevant trade may be required. 	Transportation and Travel	375
65211	Operators and attendants in amusement, recreation, and sport	<ul style="list-style-type: none"> ▪ On the job training 	Recreation and Entertainment	333
73301	Bus drivers, subway operators, and other transit operators	<ul style="list-style-type: none"> ▪ Up to three months of on-the-job training, including classroom instruction, is usually provided for all occupations in this unit group. ▪ A minimum of one year of safe driving experience is required. 	Transportation and Travel	333
74200	Railway yard and track maintenance workers	<ul style="list-style-type: none"> ▪ On-the-job training is provided ▪ Canadian Rail Operating Rules Certificate 	Transportation and Travel	271
62200	Chefs	<ul style="list-style-type: none"> ▪ The certifications of Certified Working Chef (CWC) and Certified Chef de Cuisine (CCC), administered by the Canadian Culinary Institute (CCI) of the Canadian Culinary Federation (CCF) are available to qualified chefs. ▪ Red Seal endorsement is available upon successful completion of the interprovincial Red Seal examination. 	Food and Beverage services	250

NOC	Occupation Title	Certification/Training Requirements	Primary sector**	Employment
64314	Hotel front desk clerks	<ul style="list-style-type: none"> Completion of a two-year apprenticeship program, or a college program in front desk operations or hotel management may be required. 	Accommodation	250
65310	Light duty cleaners	<ul style="list-style-type: none"> On the job training 	Accommodation	229
54100	Program leaders and instructors in recreation, sport, and fitness	<ul style="list-style-type: none"> Completion of a college program in recreation or physical education or extensive experience in a specific recreational or sports program activity Certification in a specific area of recreational, sports or fitness activity, such as ski instructor or personal trainer, or in first aid or emergency care. 	Recreation and Entertainment	229
64300	Maîtres d'hôtel and hosts/hostesses	<ul style="list-style-type: none"> On the job training 	Food and Beverage services	208
64301	Bartenders	<ul style="list-style-type: none"> Responsible beverage service certification Completion of college or other program in bartending or completion of courses in mixing drinks is usually required. 	Food and Beverage services	167
72600	Air pilots, flight engineers and flying instructors	<ul style="list-style-type: none"> Completion of secondary school and graduation from a certified flying or aviation school Commercial pilot's licence 	Transportation and Travel	167
60031	Accommodation service managers	<ul style="list-style-type: none"> A university degree or college diploma in hotel management or other related discipline is usually required for managers employed by hotel chains or large accommodation establishments. 	Accommodation	146
62024	Cleaning supervisors	<ul style="list-style-type: none"> Previous experience in a particular area of cleaning is usually required. Previous supervisory experience may be required. 	Accommodation	125
74202	Air transport ramp attendants	<ul style="list-style-type: none"> A driver's licence and a good driving record are required 	Transportation and Travel	125
12102	Procurement purchasing agents and officers	<ul style="list-style-type: none"> Procurement and purchasing agents and officers usually require a bachelor's degree or college diploma in business administration, commerce or economics. A certificate in purchasing from the Purchasing Management Association of Canada (PMAC) may be required 	Recreation and Entertainment	125

*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 (70%) of the regional Tourism and Hospitality workforce has been employed in their current or latest job for less than five years, while 14% have been in their position for over ten years. The average experience level of the regional industry workforce is less than the provincial average (4.8 years vs 6.0 years).

Table 7: Northern BC Region Tourism and Hospitality Workforce Experience, 2023

Length of Employment	Northern BC		British Columbia	
	#	%	#	%
Less than 1 year	1,354	17%	56,208	16%
1 to 2 years	3,271	40%	121,978	35%
2 to 4 years	1,021	13%	39,938	12%
5 to 7 years	854	10%	40,313	12%
8 to 10 years	563	7%	22,646	7%
11 to 15 years	604	7%	23,958	7%
16 to 20 years	208	3%	13,146	4%
Over 20 years	292	4%	25,792	7%
Total	8,167	100%	343,979	100%
Avg. Length	4.8 years		6.0 years	

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



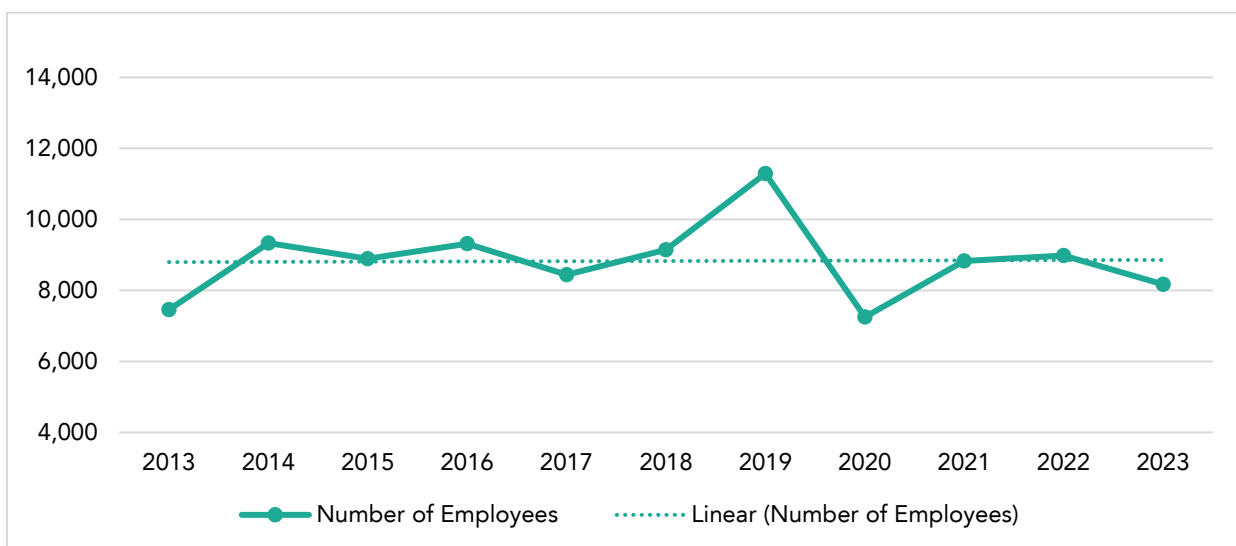
An average employee has been working at their current job for 4.8 years



IMPACT OF THE COVID-19 PANDEMIC

Before the pandemic, industry employment in the region was on an upward trend from 2013 to 2019, with a compounded annual growth rate (CAGR) of 7% over this six-year period. However, the COVID-19 pandemic significantly impacted this trajectory, reducing the CAGR to 1% for the ten-year period from 2013 to 2023.

Chart 7: Northern BC Region Tourism and Hospitality Workforce, 2013 - 2023

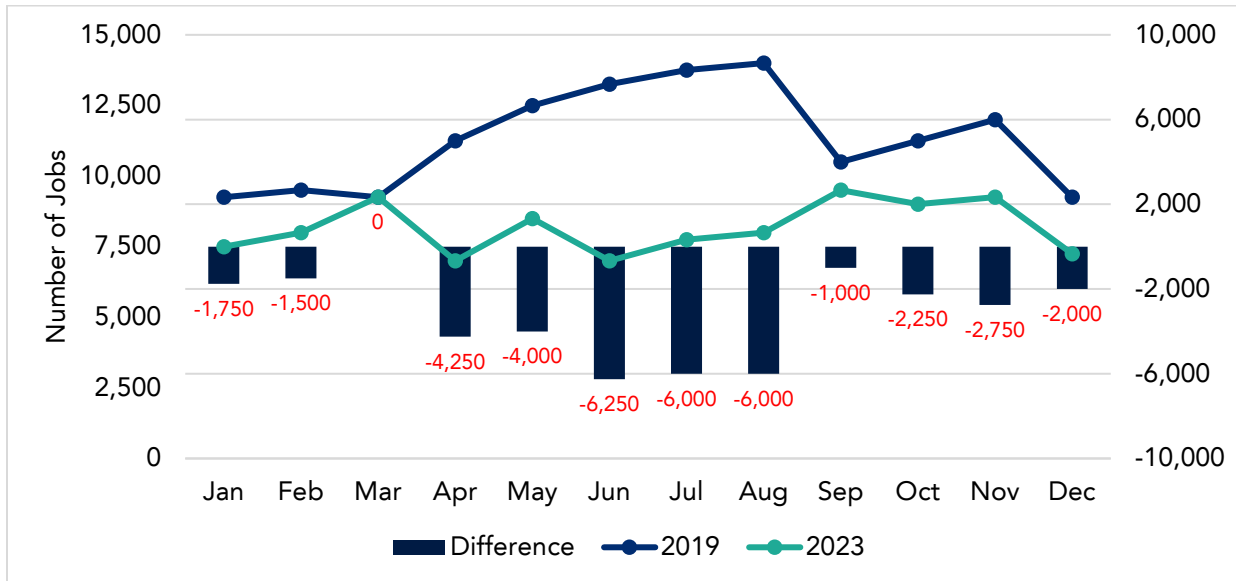


Note: The LFS data in this chart are annual averages.

Despite signs of recovery, employment remained significantly below pre-pandemic levels

There were significantly fewer people employed in the industry in 2023 as compared to 2019, hitting a low point in June when there were 6,250 fewer employees.

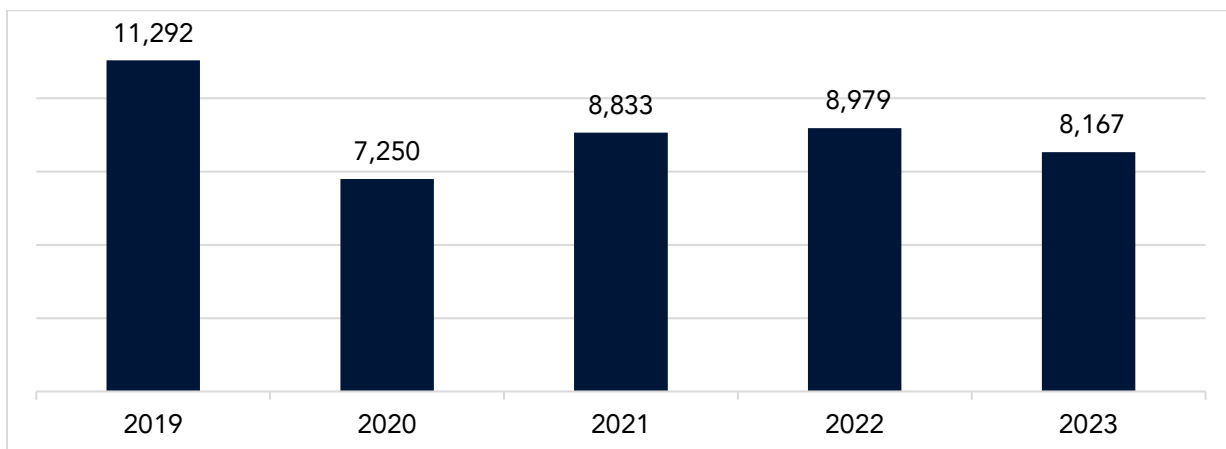
Chart 8: Northern BC Region Monthly Change in Tourism and Hospitality Employment, 2023 vs. 2019



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

Employment levels in Northern BC have not yet rebounded from the pandemic. In 2020, there was a 35% decline in employment. Although there were signs of recovery, 2023 saw a regression, with employment staying 27% below the 2019 levels at 11,292, which was also the peak year of the past decade. Even when not compared with the peak year, the employment level is still 11% lower than that of 2018.

Chart 9: Northern BC Region Annual Change in Tourism and Hospitality Employment, 2019-2023



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

The regional industry workforce experienced a 28% decline in employment levels between 2019 and 2023. The accommodation sector experienced the largest decline (59%) while employment in the transportation and travel sector grew by 52% from 2019 to 2023.

Table 8: Northern BC Region Change in Employment by Sector, 2019 - 2023

Employment	2019	2020	2021	2022	2023	% Change 2023 vs 2019
Sector						
Accommodation	2,396	1,417	1,708	1,521	1,042	-57%
Food and Beverage	5,417	3,103	4,125	2,916	3,625	-33%
Recreation and Entertainment	2,125	1,188	979	2,146	1,437	-31%
Transportation and Travel	1,354	1,542	2,021	2,396	2,063	52%
Total	11,292	7,250	8,833	8,979	8,167	-28%

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



-57% Accommodation
(2023 vs 2019)



In 2023, part-time jobs experienced slightly larger declines than full-time jobs, dropping 36% from 2019 levels, compared to a 24% decline in full-time jobs over the same period. Both permanent and casual positions were significantly affected. The impact of job losses varied across different demographics, with women experiencing larger declines than men, and younger workers facing more significant job losses. Additionally, those with relatively less education were more adversely affected.

Table 9: Northern BC Region Change in Employment by Demographics, 2019 - 2023

Demographics	2019	2020	2021	2022	2023	% Change 2023 vs 2019
Job Status						
Full-time	7,396 (65%)	4,854 (67%)	5,895 (67%)	6,562 (73%)	5,667 (69%)	-24%
Part-time	3,896 (35%)	2,396 (33%)	2,938 (33%)	2,417 (27%)	2,500 (31%)	-36%
Permanent and Seasonal⁴						
Permanent	8,396 (74%)	5,271 (72%)	6,479 (73%)	7,000 (78%)	6,563 (80%)	-22%
Seasonal	604 (5%)	250 (3%)	354 (4%)	500 (6%)	521 (6%)	-14%
Casual	500 (4%)	458 (6%)	729 (8%)	375 (4%)	146 (2%)	-71%
Temporary	479 (4%)	460 (6%)	313 (4%)	167 (2%)	396 (5%)	-17%
Sex						
Male	4,688 (42%)	3,375 (47%)	4,229 (48%)	4,896 (55%)	3,813 (47%)	-19%
Female	6,604 (58%)	3,875 (53%)	4,604 (52%)	4,083 (45%)	4,354 (53%)	-34%
Age Group						
15 to 24	4,459 (39%)	1,563 (22%)	2,604 (29%)	2,083 (23%)	2,458 (31%)	-43%
25 to 34	2,708 (24%)	2,479 (34%)	2,834 (32%)	2,916 (34%)	1,896 (23%)	-30%
35 to 44	1,521 (13%)	938 (13%)	958 (11%)	1,458 (16%)	1,479 (18%)	-3%
45 to 54	1,063 (9%)	1,104 (15%)	1,479 (17%)	1,188 (13%)	1,146 (14%)	8%
55 to 64	1,166 (10%)	833 (11%)	708 (8%)	896 (10%)	813 (10%)	-30%
65 or above	375	333	250	438	375	0%

⁴ 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	2022	2023	% Change 2023 vs 2019
	(3%)	(5%)	(3%)	(5%)	(5%)	
Education						
Below high school	1,771 (16%)	1,229 (17%)	1,813 (21%)	813 (9%)	1,167 (14%)	-34%
High school or some post-secondary	4,667 (41%)	2,188 (30%)	2,582 (29%)	2,708 (30%)	2,958 (37%)	-34%
Degree below bachelor's	3,604 (32%)	3,104 (42%)	2,792 (32%)	3,854 (42%)	2,917 (35%)	-19%
Bachelor's degree or above	1,250 (11%)	729 (10%)	1,646 (19%)	1,604 (18%)	1,125 (14%)	-10%

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

The transportation and travel sector saw the largest decline in average hours worked per week, dropping 10% from 2019 to 2023. Overall, average hours worked per week in the industry remained unchanged in 2019 and 2023.

Table 10: Northern BC Region Average Actual Hours Worked Per Week Per Employee

Average Hours worked	2019	2020	2021	2022	2023	% Change 2023 vs 2019
Sector						
Accommodation	36	33	31	33	33	-8%
Food and Beverage	27	30	29	29	27	0%
Recreation and Entertainment	27	19	27	30	26	-4%
Transportation and Travel	39	33	40	37	35	-10%
Total	30	29	32	32	30	0%

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

Average hourly wages for the regional industry increased 31% from 2019 to 2023. The food and beverage sector had the largest increase (30%), while the transportation and travel sector had the smallest increase (3%). Average hourly wage in the regional industry is roughly 1.4 times higher than the provincial minimum wage (\$24.16 vs \$16.75).

Table 11: Northern BC Region Average Hourly Wage by Sector

Average Hourly wage ⁵	2019	2020	2021	2022	2023	% Decline 2023 vs 2019
Sector						
Accommodation	\$18.78	\$24.40	\$23.00	\$20.64	\$20.61	10%
Food and Beverage	\$14.72	\$16.53	\$19.02	\$18.44	\$19.18	30%
Recreation and Entertainment	\$20.80	\$22.01	\$22.81	\$24.46	\$24.00	15%
Transportation and Travel	\$32.18	\$31.11	\$23.00	\$35.08	\$33.25	3%
Total	\$18.38	\$22.90	\$21.83	\$25.00	\$24.16	31%

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



Wages in the transportation and travel sector are the highest in 2023

Comparison to Other Regions in BC

The following table presents the key indicators across the six Tourism and Hospitality regions in BC.

Table 12: Key Indicators Across BC's Six Tourism and Hospitality Regions, 2023

Key Indicators (2023)	Lower Mainland	Vancouver Island	Thompson Okanagan	Kootenays	Cariboo	Northern BC	BC
Employment 2023							
Relative Share to Regional Employment	12.9%	10.8%	11.0%	10.1%	7.4%	10.3%	12.3%
Employment Change (2023 vs 2019)	3%	3%	-10%	-6%	-31%	-28%	-0.4%
Hours Worked and Wages							
Avg. Hours Worked	29	27	27	24	28	30	28
Avg. Hourly Wage	\$28.33	\$24.75	\$23.83	\$25.08	\$23.00	\$24.17	\$27.00
Experience							
Less than 1 year	15%	19%	19%	25%	19%	17%	16%
1 to 2 years	35%	37%	35%	33%	49%	40%	35%
3 to 4 years	12%	8%	14%	12%	9%	13%	12%
5 to 7 years	12%	10%	13%	8%	12%	10%	12%
8 to 10 years	7%	6%	4%	10%	2%	7%	7%
11 to 15 years	8%	6%	6%	5%	4%	7%	7%
16 to 20 years	4%	4%	3%	2%	3%	3%	4%
over 20 years	8%	9%	6%	6%	3%	4%	7%
Avg. Length in years	6.2 years	6.4 years	5.3 years	5.2 years	3.7 years	4.8 years	6.0 years
Job Status							
% Full-time Workers	68%	61%	60%	51%	59%	69%	66%
% Permanent Workers	69%	69%	70%	72%	78%	80%	70%
Age Group							
15 to 24 years	26%	32%	35%	29%	44%	31%	29%

Key Indicators (2023)	Lower Mainland	Vancouver Island	Thompson Okanagan	Kootenays	Cariboo	Northern BC	BC
25 to 34 years	26%	22%	22%	26%	28%	23%	25%
35 to 44 years	19%	14%	15%	13%	14%	18%	17%
45 to 54 years	15%	13%	12%	12%	6%	14%	14%
55 to 64 years	10%	12%	11%	15%	6%	10%	11%
65 years and above	3%	7%	5%	4%	2%	5%	4%
Sex and Education							
% Female	47%	53%	53%	48%	48%	53%	49%
% Bachelor's degree or above	33%	20%	15%	17%	11%	14%	28%
Ethnicity and Immigration* (2021 Census)							
% Indigenous	3%	8%	8%	7%	14%	19%	5%
% Visible Minority	46%	19%	18%	13%	19%	25%	40%
% Immigrant	37%	17%	15%	12%	12%	18%	31%
Mother Tongue* (2021 Census)							
% English	57%	80%	80%	83%	81%	74%	63%
% French	1%	2%	2%	2%	1%	0%	1%
% Non-official language	37%	16%	16%	12%	15%	20%	32%

Note: The LFS data in this table are annual averages. *Sourced from 2021 Census, Statistics Canada. Employment numbers between a normal year and a pandemic year; **Sourced from 2021 Census, Statistics



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