



**For Immediate Release**

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## **Increasing Number of Job Vacancies Leaves BC Employers Struggling**

*Company Operations Hampered; Growth Opportunities Limited*

**Vancouver, BC** – An increasing number of unfilled job vacancies in BC is affecting the ability of some employers to operate their companies properly and grow, according to the BC Human Resources Management Association (BC HRMA).

HR Metrics Service, which collates Canadian job trends for human resources professionals in Canada, reports the job vacancy rate across all industry sectors in BC has been widening steadily since 2009.

The average vacancy rate in BC has increased almost 50 per cent - from 2.0 per cent in 2009, to 2.9 percent in 2012. In industries like mining oil and gas and business services, that vacancy rate is even higher, in the seven per cent range.

The trend is also being noticed outside of BC, as a Price Waterhouse Coopers survey notes one in four CEOs (24%) in the U.S. said they were unable to pursue a market opportunity or have had to cancel or delay a strategic initiative because of talent shortages. One in three CEOs is concerned that these same skills shortages will impact their company's ability to innovate effectively.

BC HRMA says traditional hiring and workforce planning methods are failing to fill vacancies, and this is hurting productivity and profitability. There are many reasons for this shift including the shrinking labour pool, the people and jobs being in different locations and a lack of understanding of how to tap into non-traditional labour pools.

"The long term solution for this talent gap is to look at how we build capability in school and business. There needs to be a closer partnership and the capabilities taught need to match the full demands of the jobs available," said Ian Cook, Director of Research and Learning with BC HRMA. "Research suggests the shortages we're seeing in high-value manufacturing, green technology, in information and communications technology, and in professional careers will only worsen without action starting now."

Cook adds if employer's cannot find skills-ready employees to hire, immediate steps may include retooling to train new or existing employees in-house, or "borrowing" expertise by hiring consultants, outsourcing or even crowdsourcing to solicit solutions.

"Working with someone experienced in modern workforce planning techniques, like a Certified Human Resources Professional, will also help your business avoid the profit and productivity impacts of too few staff or the wrong people in the wrong roles," Cook adds.

(more)

### About BC HRMA

BC Human Resources Management Association is a non-profit organization dedicated to advancing professional people practices through professional development opportunities such as conference, workshops, symposiums, mentorship and volunteer programs.

The association provides leadership to more than 5,500 members and 3,000 affiliates that collectively represent CEOs, directors of HR, consultants, educators, students, HR generalists, and small-business owners. Established in 1942, BC HRMA is a founding member of the Canadian Council of Human Resources Associations (CCHRA) and the exclusive grantor of the Certified Human Resources Professional (CHRP) designation in British Columbia.

[www.bchrma.org](http://www.bchrma.org)

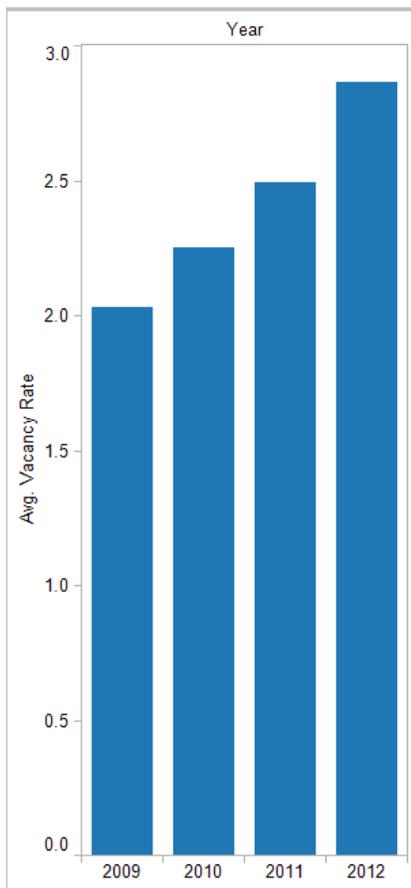
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*HR Metrics Service chart depicting steady growth in average job vacancies across all industry sectors in British Columbia. (Data collected and audited quarterly from Q1 of 2009 to June 30<sup>th</sup> 2012).*

[www.hrmetricservice.org](http://www.hrmetricservice.org)