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**British Columbia 2016:
The Job Destination of the Nation**

BRITISH COLUMBIA SWEEPS 2016 LABOUR DAY HOT JOB MARKETS SURVEY

Alberta falls in national rankings

It is a British Columbia hot jobs sweep. Five of the top hot markets nationally are in British Columbia, making it the hottest in terms of available jobs provincially. North Vancouver is the hottest job market in terms of available jobs relative to population. Vancouver is the hottest major city with more than 200,000 people. Surrey is No. 2.

This is the third annual Labour Day survey by Express and results are striking as to how British Columbia has steadily risen in the rankings. Equally clear is the continued and steady decline of Alberta, which dominated the first hot job rankings in the past. Wood Buffalo (Fort McMurray), once the hottest job market in the country, now ranks No. 19 in the nation.

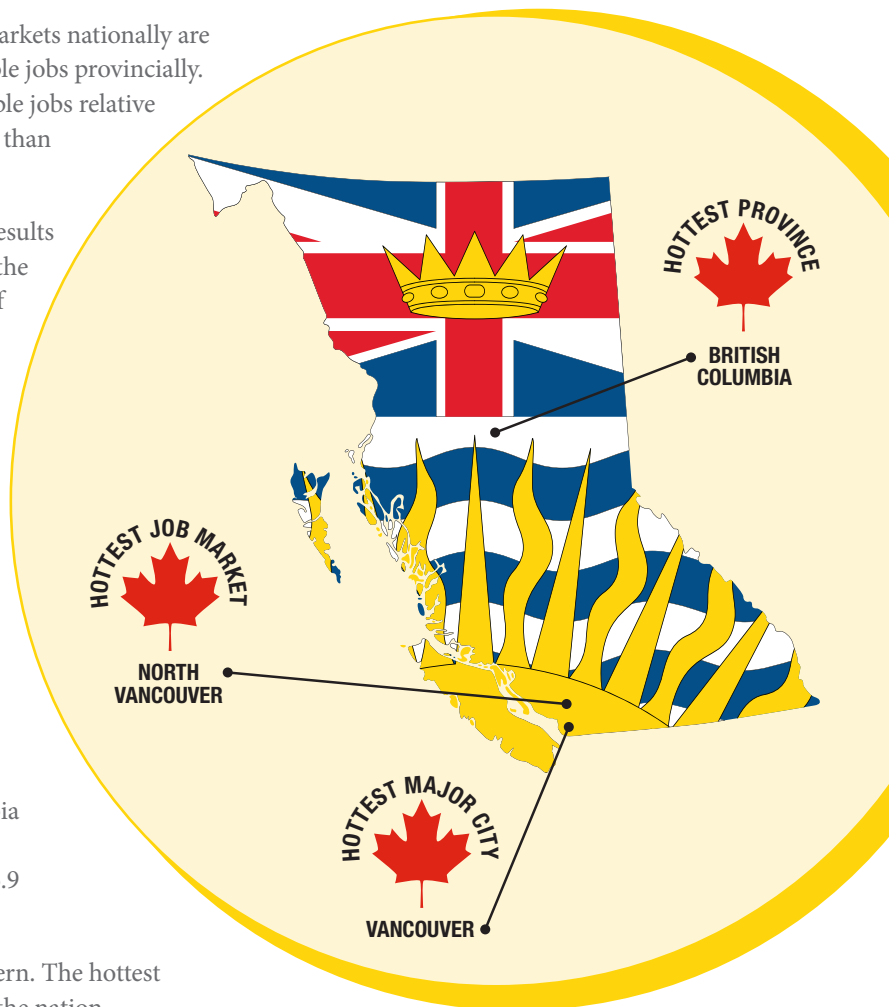
Hottest job markets in terms of major Canadian cities with more than 200,000 people:

1. Vancouver, British Columbia
2. Surrey, British Columbia
3. Burnaby, British Columbia
4. Mississauga, Ontario
5. Edmonton, Alberta

The latest July 2016 Statistics Canada Labour Force Survey confirms British Columbia's impressive results. According to Statistics Canada, the unemployment rate in British Columbia continues to decline, and at 5.6 per cent, is the lowest in the country. This is compared with a rising national average of 6.9 per cent. Alberta's unemployment rate is now 8.6 per cent.

Ontario's slide in the rankings continues to cause some concern. The hottest job market in Ontario, Mississauga, was ranked at No. 32 in the nation.

The other trend worthy of note is the continued strength of smaller job markets in the province of Quebec. Five of the top 10 jobs markets are in Quebec, including Drummondville at No. 2, Brossard at No. 3, and last year's hottest job market Saint-Hyacinthe at No. 4.



Why A Hot Job Markets Survey?

Every month, Statistics Canada provides a review of unemployment data across the country. So why do we need a Hot Job Markets Survey?

Anecdotal evidence points to hot job markets across Canada, even in provinces with high macro unemployment numbers. Employers in particular sub-regions often have a difficult time finding workers. However, a lack of local data has made it impossible to reliably pinpoint where these hot job markets are within a province.

In order to refine the real job market picture across Canada, for the third year in a row, Express Employment Professionals researched the rate of

job availability by cross-referencing Statistics Canada population data with publicly advertised job postings on the federal Job Bank.*

Using the federal Job Bank (as opposed to data from provincial employment agencies or other providers) ensures a consistent, “apples-to-apples” comparison of job availability from British Columbia to Newfoundland.

*Study Methodology: A list of the 100 most populous municipalities was cross-referenced with the average number of available jobs on July 15, 2016 and August 15, 2016, as identified by the federal Job Bank — maintained by Employment and Social Development Canada — in order to calculate a figure of jobs per 1,000 population.

THE TOP 50 HOT JOB MARKETS IN CANADA BY THE NUMBERS

| 2016 Rank | 2016 Jobs/1000 | Municipality | Province | Population | 2015 Rank | 2015 Jobs/1000 |
|-----------|----------------|---------------------------|----------|------------|-----------|----------------|
| 1 | 10.42 | North Vancouver | BC | 48,196 | 7 | 6.80 |
| 2 | 10.19 | Drummondville | QC | 71,852 | 2 | 8.07 |
| 3 | 10.15 | Brossard | QC | 79,273 | 4 | 7.94 |
| 4 | 10.04 | Saint-Hyacinthe | QC | 53,236 | 1 | 8.55 |
| 5 | 7.76 | Blainville-Sainte Thérèse | QC | 79,535 | 8 | 6.75 |
| 6 | 7.63 | Victoria | BC | 80,017 | 13 | 5.49 |
| 7 | 6.53 | Richmond | BC | 190,473 | 25 | 4.45 |
| 8 | 6.46 | Vancouver | BC | 603,502 | 15 | 5.29 |
| 9 | 6.22 | Lévis | QC | 138,769 | 12 | 5.88 |
| 10 | 6.15 | Delta | BC | 99,863 | 42 | 3.57 |
| 11 | 6.03 | Coquitlam | BC | 126,456 | 47 | 4.31 |
| 12 | 5.63 | Saint-Jérôme | QC | 68,456 | 33 | 4.15 |
| 13 | 5.60 | Granby | QC | 63,433 | - | - |
| 14 | 5.59 | Langley | BC | 104,177 | 28 | 4.27 |
| 15 | 5.56 | Regina | SK | 193,100 | 5 | 7.79 |
| 16 | 5.48 | Surrey | BC | 468,251 | 20 | 4.80 |
| 17 | 5.47 | Kelowna | BC | 117,312 | 17 | 4.94 |
| 18 | 5.17 | Trois-Rivières | QC | 131,338 | 34 | 4.09 |
| 19 | 5.09 | Wood Buffalo | AB | 65,565 | 6 | 7.53 |
| 20 | 4.97 | New Westminster | BC | 65,976 | 40 | 3.65 |
| 21 | 4.89 | Kamloops | BC | 85,678 | 18 | 4.88 |
| 22 | 4.74 | Rimouski | QC | 46,860 | 32 | 4.21 |
| 23 | 4.60 | Abbotsford | BC | 133,497 | - | - |
| 24 | 4.58 | Saint-Jean-sur-Richelieu | QC | 92,394 | 37 | 3.77 |
| 25 | 4.52 | Burnaby | BC | 223,218 | 28 | 4.27 |
| 26 | 4.46 | Terrebonne | QC | 106,322 | 39 | 3.66 |
| 27 | 4.40 | Prince George | BC | 71,974 | 23 | 4.55 |
| 28 | 4.34 | Saguenay | QC | 144,746 | - | - |
| 29 | 4.30 | Sherbrooke | QC | 154,601 | 36 | 3.82 |
| 30 | 4.17 | Moncton | NB | 69,074 | 21 | 4.68 |
| 31 | 4.11 | Nanaimo | BC | 83,810 | 45 | 3.33 |
| 32 | 3.85 | Mississauga | ON | 713,443 | 10 | 6.08 |
| 33 | 3.84 | Edmonton | AB | 812,201 | 8 | 6.75 |
| 34 | 3.83 | Saskatoon | SK | 222,189 | 11 | 5.90 |
| 35 | 3.77 | Newmarket | ON | 79,978 | 41 | 3.64 |
| 36 | 3.50 | Chilliwack | BC | 77,936 | - | - |
| 37 | 3.42 | Fredericton | NB | 56,224 | 38 | 3.71 |
| 38 | 3.39 | Grande Prairie | AB | 55,032 | 2 | 8.07 |
| 39 | 3.30 | Shawinigan | QC | 50,060 | - | - |
| 40 | 3.06 | St. John's | NL | 106,172 | - | - |
| 41 | 3.02 | Barrie | ON | 135,711 | 26 | 4.40 |
| 42 | 2.91 | Waterloo | ON | 98,780 | 47 | 3.18 |
| 43 | 2.88 | Repentigny | QC | 82,000 | - | - |
| 44 | 2.81 | Niagara Falls | ON | 82,997 | 23 | 4.55 |
| 45 | 2.80 | Red Deer | AB | 90,564 | 14 | 5.38 |
| 46 | 2.79 | Montréal | QC | 1,649,519 | - | - |
| 47 | 2.75 | Guelph | ON | 121,688 | 22 | 4.56 |
| 48 | 2.73 | Oakville | ON | 182,520 | 46 | 3.31 |
| 49 | 2.68 | Saint John | NB | 70,063 | - | - |
| 50 | 2.60 | Lethbridge | AB | 83,517 | 31 | 4.24 |



Notes:

- 1) Available jobs as reported by the Canadian federal Job Bank on July 15, 2016 and August 15, 2016. www.jobbank.gc.ca
- 2) Population figures from the 2011 Census as reported in Statistics Canada's Population and Dwelling Count for Census Sub-Divisions (municipalities).
- 3) EI rates and qualifying hours as provided by Employment and Social Development Canada for the EI period from July 12, 2016 to August 8, 2016. http://srv129.services.gc.ca/eiregions/eng/rates_cur.aspx
- 4) Some adjustments have been made to reconcile Census municipalities with Job Bank locations.

THE TYPES OF AVAILABLE JOBS: A BREAKDOWN BY PROVINCE

BRITISH COLUMBIA — TOP ADVERTISED OCCUPATIONS



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| Type of Job | NOC Code | Number of Available Jobs |
|---|----------|--------------------------|
| Cooks | 6242 | 1322 |
| Babysitters, Nannies & Parents' Helpers | 6474 | 1095 |
| Retail Salespersons & Sales Clerks | 6421 | 953 |
| Food Service Supervisors | 6212 | 558 |
| Registered Nurses | 3152 | 395 |
| Visiting Homemakers, Housekeepers & Related Occupations | 6471 | 381 |
| Truck Drivers | 7411 | 354 |
| Retail Trade Managers | 621 | 322 |
| Cashiers | 6611 | 274 |
| Carpenters | 7271 | 271 |

Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do



ALBERTA — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|--|----------|--------------------------|
| Food Service Supervisors | 6212 | 981 |
| Cooks | 6242 | 722 |
| Babysitters, Nannies & Parents' Helpers | 6474 | 608 |
| Retail Salespersons & Sales Clerks | 6421 | 534 |
| Retail Trade Supervisors | 6211 | 446 |
| Registered Nurses | 3152 | 286 |
| Food Counter Attendants, Kitchen Helpers & Related Occupations | 6641 | 272 |
| Retail Trade Managers | 621 | 241 |
| Cashiers | 6611 | 238 |
| Restaurant & Food Service Managers | 631 | 212 |

Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do



SASKATCHEWAN — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|--|----------|--------------------------|
| Retail Salespersons & Sales Clerks | 6421 | 283 |
| Cooks | 6242 | 185 |
| Registered Nurses | 3152 | 120 |
| Food Counter Attendants, Kitchen Helpers & Related Occupations | 6641 | 108 |
| Truck Drivers | 7411 | 95 |
| Retail Trade Managers | 621 | 94 |
| Food & Beverage Servers | 6453 | 87 |
| General Office Clerks | 1411 | 74 |
| Cashiers | 6611 | 72 |
| Babysitters, Nannies & Parents' Helpers | 6474 | 65 |



Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do

MANITOBA — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|--|----------|--------------------------|
| Retail Salespersons & Sales Clerks | 6421 | 123 |
| Cooks | 6242 | 66 |
| Airline Sales & Service Agents | 6433 | 58 |
| Truck Drivers | 7411 | 54 |
| Retail Trade Managers | 621 | 50 |
| Registered Nurses | 3152 | 42 |
| Cashiers | 6611 | 37 |
| Customer Service, Information & Related Clerks | 1453 | 36 |
| Banking, Insurance & Other Financial Clerks | 1434 | 30 |
| Community & Social Service Workers | 4212 | 28 |



Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do

ONTARIO — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|---|----------|--------------------------|
| Retail Salespersons & Sales Clerks | 6421 | 1,983 |
| Babysitters, Nannies & Parents' Helpers | 6474 | 1,376 |
| Visiting Homemakers, Housekeepers & Related Occupations | 6471 | 834 |
| Airlines Sales & Service Agents | 6433 | 723 |
| Cooks | 6242 | 720 |
| Material Handlers | 7452 | 683 |
| Computer Programmers & Interactive Media Developers | 2174 | 655 |
| Truck Drivers | 7411 | 591 |
| Retail Trade Managers | 621 | 531 |
| Information Systems Analysts & Consultants | 2171 | 510 |



Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do

QUEBEC — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|--|----------|--------------------------|
| Retail Salespersons & Sales Clerks | 6421 | 2,182 |
| Cooks | 6242 | 1,195 |
| Food Counter Attendants, Kitchen Helpers & Related Occupations | 6641 | 1,004 |
| Truck Drivers | 7411 | 858 |
| Material Handlers | 7452 | 851 |
| Custom Service, Information & Related Clerks | 1453 | 838 |
| Cashiers | 6611 | 721 |
| Light Duty Cleaners | 6661 | 669 |
| Nurse Aides, Orderlies & Patient Service Associates | 3413 | 666 |
| Retail Trade Managers | 621 | 658 |



Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do

NEW BRUNSWICK — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|--|----------|--------------------------|
| Retail Salespersons & Sales Clerks | 6421 | 148 |
| Cooks | 6242 | 83 |
| Cashiers | 6611 | 69 |
| Truck Drivers | 7411 | 58 |
| Retail Trade Managers | 621 | 51 |
| Visiting Homemakers, Housekeepers & Related Occupations | 6471 | 46 |
| Customer Service, Information & Related Clerks | 1453 | 43 |
| Light Duty Cleaners | 6661 | 42 |
| Food Counter Attendants, Kitchen Helpers & Related Occupations | 6641 | 30 |
| Food & Beverage Servers & Related Occupations | 6453 | 27 |



Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do

PRINCE EDWARD ISLAND — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|--|----------|--------------------------|
| Food Counter Attendants, Kitchen Helpers & Related Occupations | 6641 | 53 |
| Cooks | 6242 | 43 |
| Retail Salespersons & Sales Clerks | 6421 | 36 |
| Cashiers | 6611 | 26 |
| Light Duty Cleaners | 6661 | 23 |
| Food & Beverage Servers | 6453 | 13 |
| Banking, Insurance & Other Financial Clerks | 1434 | 12 |
| Visiting Homemakers, Housekeepers & Related Occupations | 6471 | 11 |
| Bakers | 6252 | 10 |
| Sales, Marketing & Advertising Managers | 611 | 9 |



Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do

NOVA SCOTIA — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|--|----------|--------------------------|
| Retail Salespersons & Sales Clerks | 6421 | 142 |
| Cooks | 6242 | 101 |
| Cashiers | 6611 | 87 |
| Light Duty Cleaners | 6661 | 54 |
| Construction Trades Helpers & Labourers | 7611 | 42 |
| Visiting Homemakers, Housekeepers & Related Occupations | 6471 | 41 |
| Banking, Insurance & Other Financial Clerks | 1434 | 39 |
| Retail Trade Managers | 621 | 38 |
| Food Counter Attendants, Kitchen Helpers & Related Occupations | 6641 | 37 |
| Customer Service, Information & Related Clerks | 1453 | 35 |



Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do

NEWFOUNDLAND & LABRADOR — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|--|----------|--------------------------|
| Retail Salespersons & Sales Clerks | 6421 | 108 |
| Cashiers | 6611 | 77 |
| Cooks | 6242 | 70 |
| Retail Trade Managers | 621 | 38 |
| Visiting Homemakers, Housekeepers & Related Occupations | 6471 | 30 |
| Food Counter Attendants, Kitchen Helpers & Related Occupations | 6641 | 30 |
| Specialist Physicians | 3111 | 29 |
| Light Duty Cleaners | 6661 | 28 |
| Food Service Supervisors | 6212 | 19 |
| Food & Beverage Servers | 6453 | 18 |



Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do

YUKON — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|--|----------|--------------------------|
| Retail Trade Managers | 621 | 14 |
| Food Counter Attendants, Kitchen Helpers & Related Occupations | 6641 | 11 |
| Early Childhood Educators & Assistants | 4214 | 8 |
| Architecture & Science Managers | 212 | 7 |
| Retail Salespersons & Sales Clerks | 6421 | 7 |
| Cashiers | 6611 | 7 |
| Light Duty Cleaners | 6661 | 7 |
| Grocery Clerks & Store Shelf Stockers | 6622 | 6 |
| Cooks | 6242 | 5 |
| Hotel Front Desk Clerks | 6435 | 5 |
| Food & Beverage Servers | 6453 | 5 |



Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do

NORTHWEST TERRITORIES — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|--|----------|--------------------------|
| Babysitters, Nannies & Parents' Helpers | 6474 | 9 |
| Retail Trade Managers | 621 | 7 |
| Food Counter Attendants, Kitchen Helpers & Related Occupations | 6641 | 7 |
| Cooks | 6242 | 5 |
| Administrative Officers | 1221 | 4 |
| Food Service Supervisors | 6212 | 4 |
| Truck Drivers | 7411 | 4 |
| Retail Salespersons & Sales Clerks | 6421 | 3 |
| Pet Groomers & Animal Care Workers | 6483 | 3 |
| User Support Technicians | 2282 | 2 |



Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do

NUNAVUT — TOP ADVERTISED OCCUPATIONS

| Type of Job | NOC Code | Number of Available Jobs |
|---|----------|--------------------------|
| Retail Trade Managers | 621 | 5 |
| Cooks | 6242 | 4 |
| Carpenters | 7271 | 4 |
| College & Other Vocational Instructors | 4131 | 2 |
| Babysitters, Nannies & Parents' Helpers | 6474 | 2 |
| Electricians (Except Industrial & Power System) | 7241 | 2 |
| Plumbers | 7251 | 2 |
| Automotive Service Technicians: Truck & Bus Mechanics & Mechanical Repairers | 7321 | 2 |
| Senior Managers: Health, Education, Social & Community Services & Membership Organizations | 14 | 1 |
| Financial Managers | 111 | 1 |

Note: As of July 15, 2016. Data from www.jobbank.gc.ca/top_jobs-eng.do



About Express Employment Professionals and Express in Canada

Express Employment Professionals puts people to work. It generated \$3.02 billion in sales and employed a record 500,002 people in 2015. Its long-term goal is to put a million people to work annually.

Express launched in Canada in July 1996, with a franchise in London, Ontario, and since then, has expanded and grown across Canada significantly. There are currently 37 Express franchises in Canada – six in British Columbia, five in Alberta, two in Saskatchewan, 23 in Ontario and one in Nova Scotia.

The Top 50 Hot Job Markets in Canada study is released annually by the Express Employment Professionals Canada Employed campaign that explores the state of employment and unemployment in Canada today. If you would like more information on Express Employment Professionals or this topic, please contact Kellie Major at (613) 222-7488 or kellie@mapleleafstrategies.com.



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