

THE CHANGING TEACHER AND STUDENT DEMOGRAPHICS IN BC's K-12 EDUCATION SYSTEM: TRENDS AND IMPLICATIONS

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PART 1: **A LOOK AT LABOUR MARKET** **PROJECTIONS FOR ELEMENTARY** **AND SECONDARY TEACHERS:** **THE SHIFTING TERRAIN OF** **BC's PUBLIC EDUCATION SYSTEM**

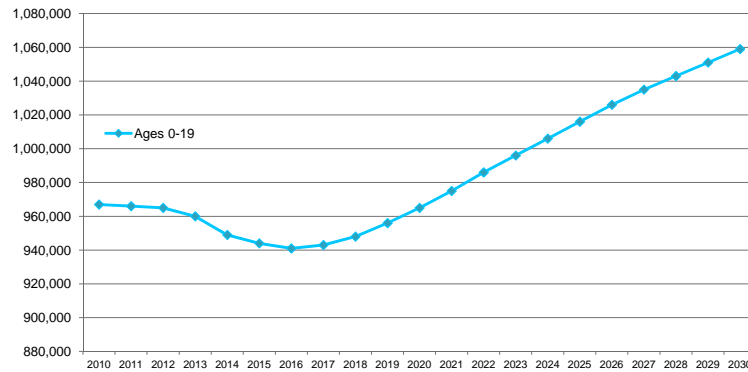
Context: Provincial and School District Data

- Provincial and School District Reports:
<http://www.bced.gov.bc.ca/reporting/province.php>

The changing demographics of BC

- Population changes and the impact on student enrolment
- Labour market predictions
- Teacher demographics

BC population and projections for children, ages 0 to 19 years old: 2010-2030



Sources: Estimates - Statistics Canada

Projections - BC Stats, April 2014

<http://www.bccstats.gov.bc.ca/StatisticsBySubject/Demography/PopulationProjections.aspx>

Note: All figures are as of July 1st of the year stated

Student enrolment – provincial, all public schools – elementary

	K	1	2	3	4	5	6	7
2010/11	36,344	36,723	36,865	36,966	37,477	38,248	39,366	40,761
2011/12	37,202	36,927	36,960	37,145	37,324	37,918	38,680	39,753
2012/13	38,449	37,425	36,863	36,919	37,196	37,440	38,067	38,913
2013/14	38,817	39,036	37,696	37,240	37,331	37,626	37,838	38,582
2014/15	38,911	39,197	39,277	37,908	37,566	37,722	38,011	38,241

Source: Ministry of Education. (2015). 2014/15 student statistics, Province.

http://www.bced.gov.bc.ca/reports/pdfs/student_stats/prov.pdf

2012–2022 Labour Market Outlook Highlights

Total job openings	1,000,000
Retirements	669,800 (68%)
Economic Growth	315,400 (32%)

Source: *British Columbia 2022 Labour Market Outlook.*

<https://www.workbc.ca/WorkBC/media/WorkBC/Documents/Docs/BC-LM-Outlook-2012-2022.pdf>

A tight labour market is expected in BC from 2019-2022

“Overall, labour demand is expected to grow faster than labour supply in BC. As a result, tight labour market conditions, where the demand for workers surpasses the supply of workers, are expected in later part of the outlook period, starting in 2019.”

This might impact the supply of teachers if there is competition to hire well-educated, adaptable and skilled employees, particularly from private sector employers.

Source: *British Columbia 2022 Labour Market Outlook.*

<https://www.workbc.ca/WorkBC/media/WorkBC/Documents/Docs/BC-LM-Outlook-2012-2022.pdf>

Investors Group recruiting teachers in Canada

http://careers.investorsgroup.com/en/careers/become-a-financial-advisor?utm_source=GoogleSearch&utm_medium=EnglishSEM&utm_content=seg2&utm_campaign=ConsultantRecruitment

Occupations projected to have the highest number of job openings

Occupation	Total projected job openings to 2022
Retail and wholesale trade managers	28,000
Professional occupations in nursing	25,300
Secondary and elementary school teachers and educational counsellors	24,900

Source: *British Columbia 2022 Labour Market Outlook*.

<https://www.workbc.ca/WorkBC/media/WorkBC/Documents/Docs/BC-LM-Outlook-2012-2022.pdf>

**BC's LABOUR MARKET OUTLOOK: DEMAND FOR
ELEMENTARY, SECONDARY TEACHERS AND SCHOOL
COUNSELLORS BY REGION, 2015-2022 (estimated)**

REGION	EXPANSION	REPLACEMENT	TOTAL JOB OPENINGS
Vancouver Island/Coast	830	3,250	4,080
Mainland/Southwest	2,100	12,480	14,580
Thompson-Okanagan	600	2,200	2,800
Kootenay	310	810	1,120
Cariboo	170	960	1,130
North Coast and Nechako	30	450	480
Northeast	250	460	710

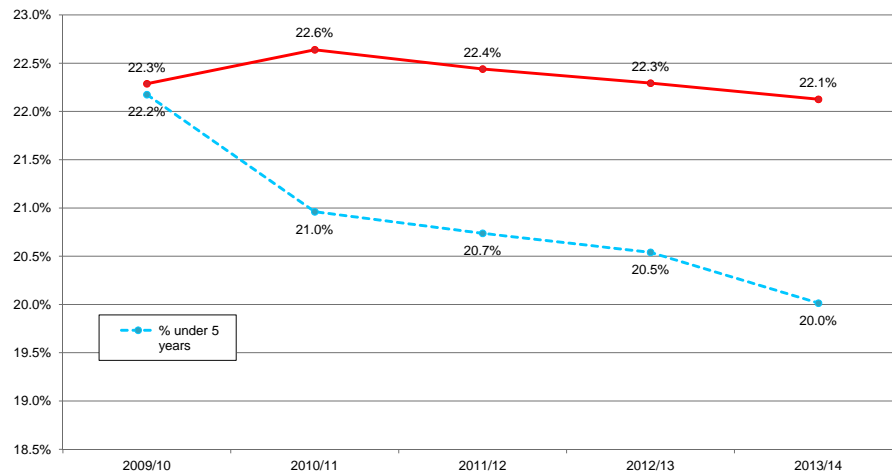
Source: *British Columbia 2022 Labour Market Outlook.*

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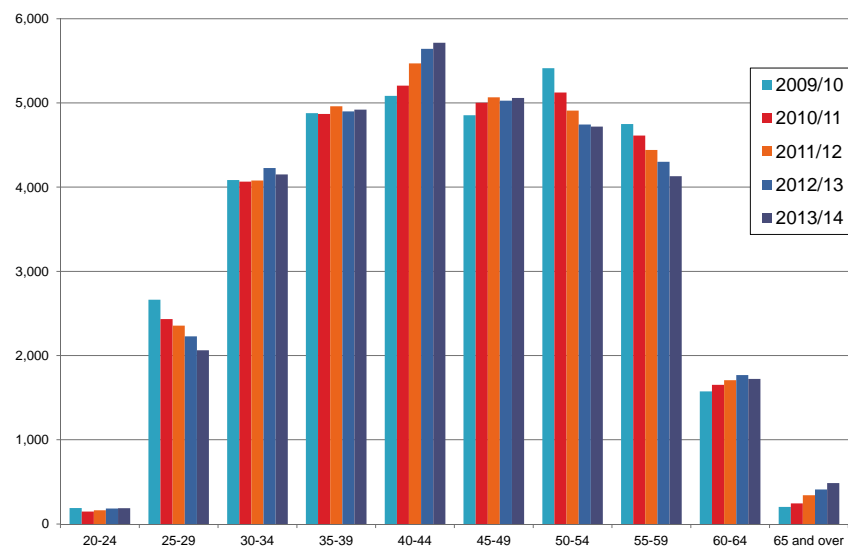
- The three largest regions—Mainland/Southwest, Vancouver Island/Coast and Thompson-Okanagan—are expected to account for 90 percent of total projected job openings in BC over the ten-year period to 2022.
- Almost two-thirds (65 percent) of total job openings in BC are expected in the Mainland/Southwest region.

Years of teaching experience (province)

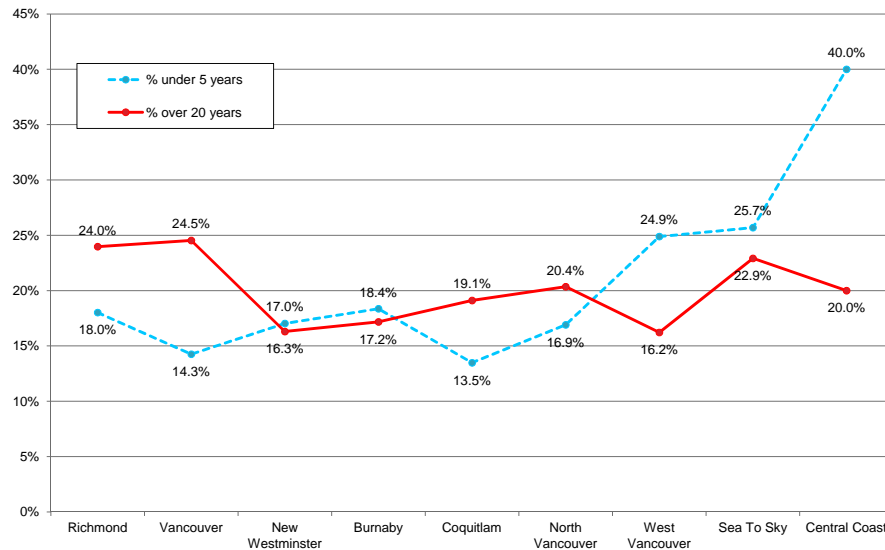
2009/10—2013/14: Percentages of teachers with less than 5 years and over 20 years of work experience in the province



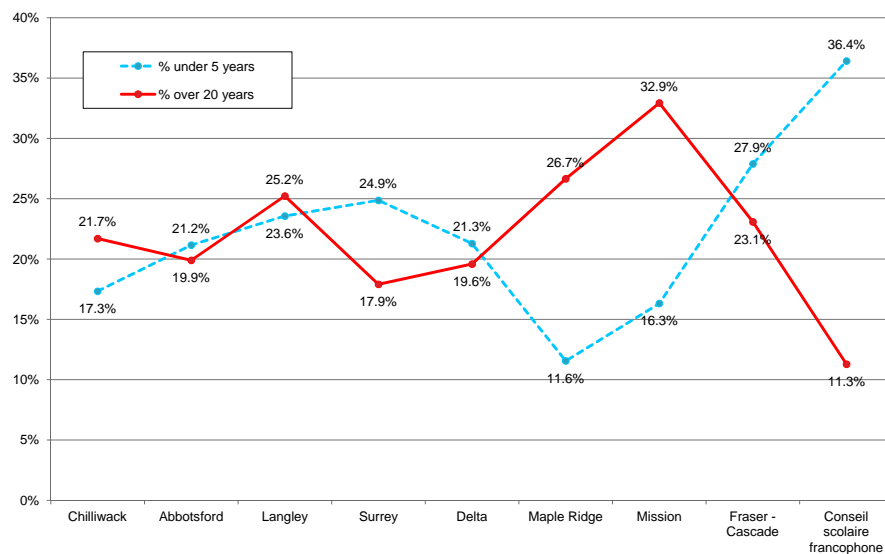
Teachers' headcount, by age



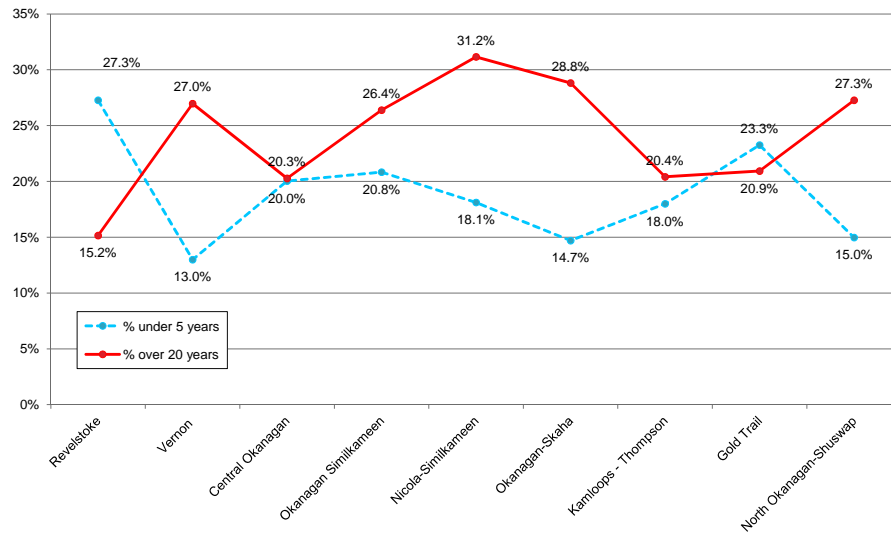
Metro West Zone: Percentage of teachers with under 5 years and over 20 years experience, 2013-14



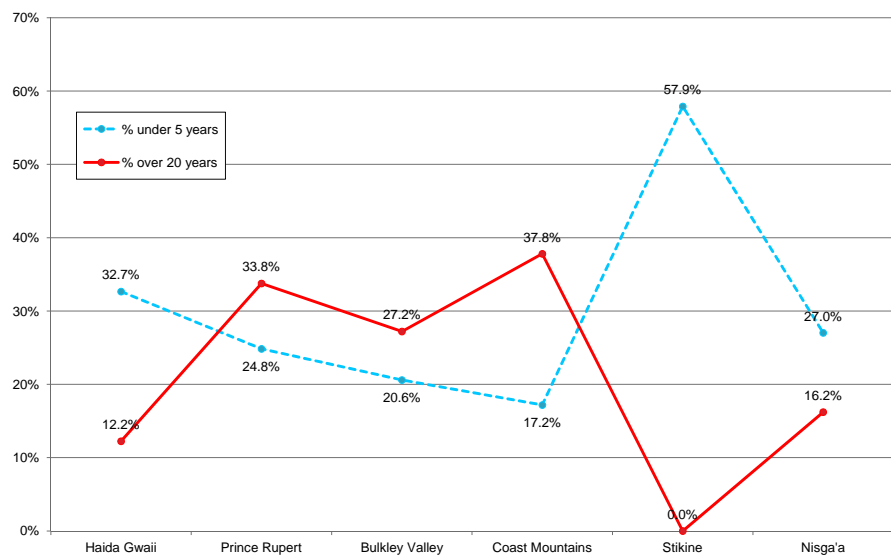
Metro/Fraser Valley Zone : Percentage of teachers with under 5 years and over 20 years experience, 2013-14



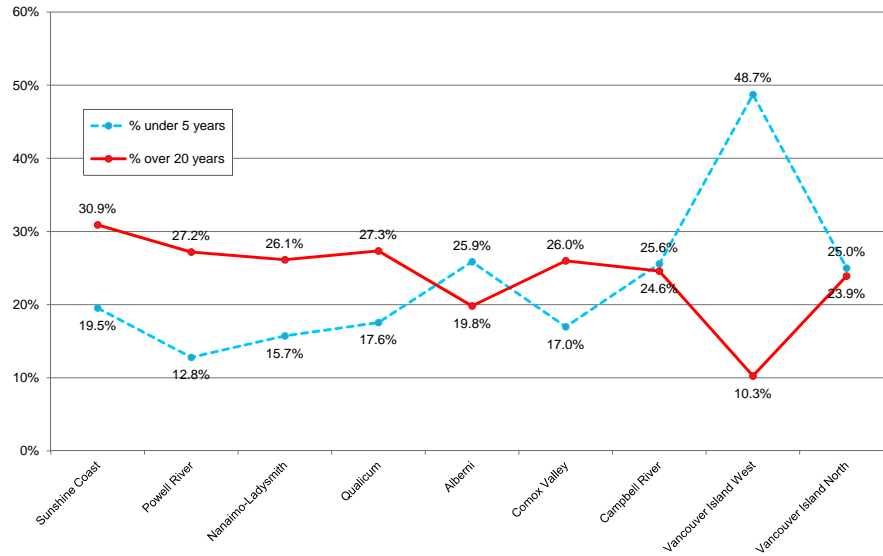
Okanagan Zone: Percentage of teachers with under 5 years and over 20 years experience, 2013-14



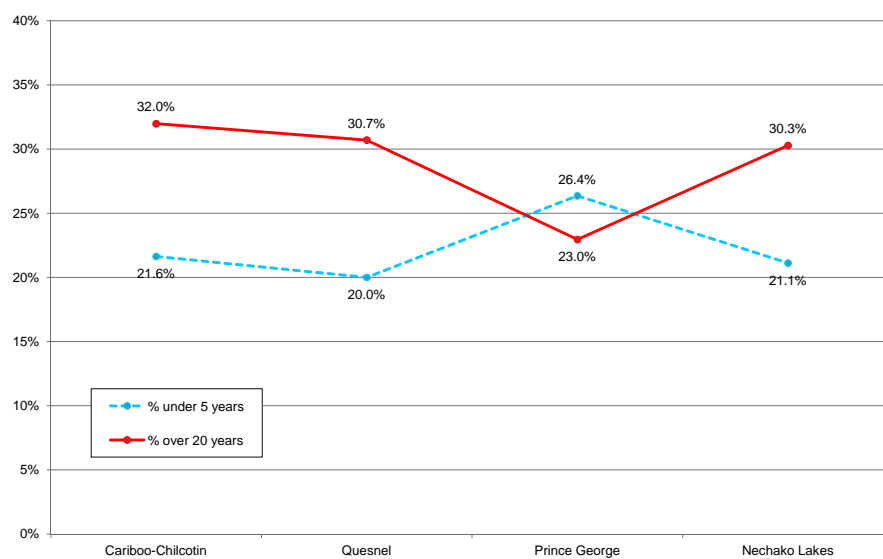
North Coast Zone: Percentage of teachers with under 5 years and over 20 years experience, 2013-14



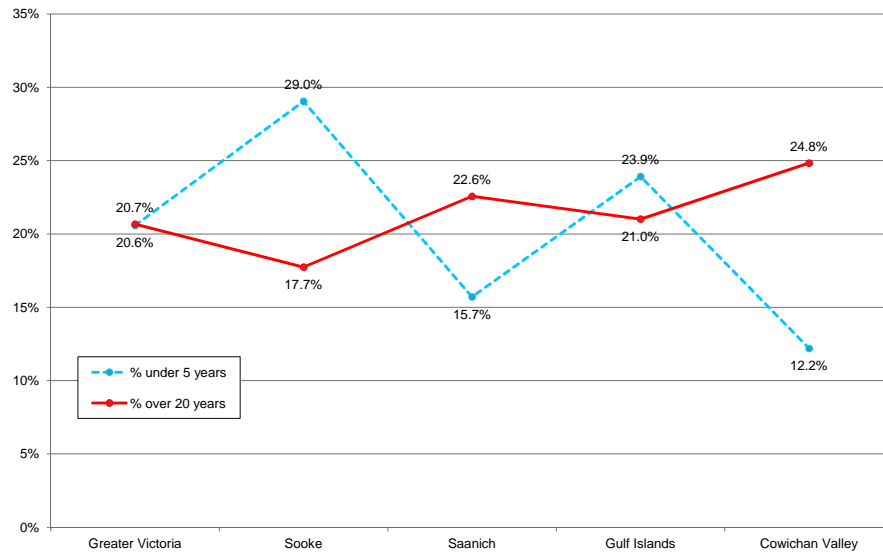
Vancouver Island North Zone: Percentage of teachers with under 5 years and over 20 years experience, 2013-14



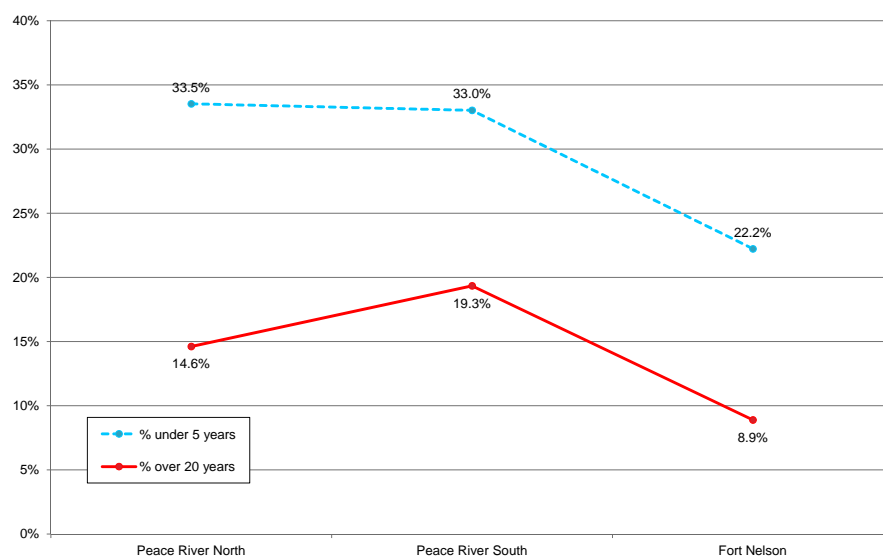
North Central Zone: Percentage of teachers with under 5 years and over 20 years experience, 2013-14



Vancouver Island South Zone: Percentage of teachers with under 5 years and over 20 years experience, 2013-14



Peace River Zone: Percentage of teachers with under 5 years and over 20 years experience, 2013-14



Some demographic reflections

- Districts with consistent patterns over time (Stikine, Conseil scolaire francophone)
- Districts with patterns that have changed (Sooke, Surrey, West Vancouver)
- Districts that look like they have stayed the same but are likely to change (Nanaimo-Ladysmith, Maple Ridge-Pitt Meadows)

Labour Market Issues

- Are the retirement/expansion predictions accurate? If so, considerable demand for teachers.
- If there is an acute labour shortage, might some teachers exit teaching and change careers?
- Might the working conditions of teaching impact retention and attrition in a tightening labour market?

Variations across BC

- Where housing is relatively cheaper and employment is accessible, school districts are more likely to have significant student enrolment growth, with young families moving to districts like Surrey and Sooke
- Industrial development: expansion or contraction would impact where growth or declines take place in non-metro areas (LNG?)