



LOT RCAC 2025/2026 Survey Findings

Youth Unemployment in British Columbia: Drivers, Trends, and Labour Market Implications

Contributors

Sara Alaviyeh, Janelle Dalberry, Xian Kostyrko, Tate Laxton-Coglon, Emma Martin-Rousselle, Mashal Narsi, Gian Gunawan Putra, Ethan Van Dyk, Cathy Yan

Advisors

Junhua (Angell) Qu and Hajar Falouhi

Executive Summary

This report presents the findings of the 2025/2026 LOT RCAC survey on youth employment in the Greater Vancouver area. The survey was open from May 1 to June 5, 2026, and collected 90 responses from young people across the region, most between 19 and 29 years of age and holding a bachelor's degree or higher. Because the survey was self-selected and distributed through personal and professional networks, the findings should be read as indicative of respondent experiences rather than representative of all youth in British Columbia.

The results describe a credentialed cohort that encounters structural barriers when converting education into field-relevant work. Competition is the most frequently cited barrier (57.5%), and 67% of respondents report being screened out at the resume stage before reaching an interview. Most respondents apply to between 30 and 99 positions before receiving an offer, and 54.5% of those who reported underemployment are working outside their preferred field. Networking is the job search method respondents rate most useful, while government employment services show low awareness and limited perceived effect on securing work. Artificial intelligence tools are now a standard part of the job search, used by 83.8% of respondents for resumes and cover letters.

On the basis of these findings, the report sets out two recommendations: first, a multi-stakeholder working group convening government, post-secondary institutions, and industry to coordinate youth employment pathways; and second, a time-limited employer-side hiring subsidy to lower the cost of creating entry-level positions during the current period of elevated youth unemployment. Together, these recommendations aim to expand paid, experience-building pathways and reduce the employer-side barriers that limit entry-level hiring.

Methodology & Objective

Data was collected through a survey that was publicly available from May 1, 2026, to June 5, 2026. The survey was distributed by committee members to their personal and professional networks. Distribution methods included posting on LinkedIn and other social media, emails to other mentees in the LOT program, and word of mouth to peers. By the end of the survey period, 90 responses were received.

The survey opened with demographic questions covering age, location, status in Canada, and level of education. Respondents were then asked about their experiences with finding employment, including the barriers they face, the resources they have accessed, and their outlook on the future of B.C.'s job market. Depending on their reported employment status, respondents were then asked how they found their current job, whether they consider themselves underemployed, and how relevant their job is to their field of study. The survey closed with a free-response section for any additional information.

The objective of the survey was to profile the landscape of (un/under)employment for youth aged 15 to 30 in the Lower Mainland. The two main research questions were:

- How are young people looking for jobs?

- What barriers do young people face in finding employment?

Constraints / Limitations of the Survey

Sample Size and Representativeness

The survey collected 90 responses. While sufficient to indicate trends, this sample is not large enough to produce statistically significant results, and the findings should be read as indicative of the experiences of the respondents rather than generalisable to all young people in British Columbia. The stated target population was youth aged 15 to 30, but the response options also captured a small number of respondents below 19 and above 30, so the sample does not align exactly with that range.

Self-Selection and Network Bias

The survey was distributed by committee members through their personal and professional networks, including LinkedIn, other social media, and direct contact with LOT program mentees. This produced a self-selected respondent pool weighted toward connected, highly educated individuals, which may overstate educational attainment and understate the experiences of young people outside these networks. The results therefore reflect those reached through the distributors' networks rather than a randomised sample.

Branched Questions and Limited Sub-Group Bases

Several questions were shown only to respondents with a given employment status, such as those currently employed or currently unemployed. As a result, some findings rest on small sub-group bases, for example items answered only by unemployed respondents, and percentages drawn from these sub-groups should be interpreted with caution.

Self-Reported Data

All responses are self-reported and reflect respondents' perceptions at the time of the survey. Perceptions of the labour market, confidence, and underemployment are subjective and may differ from measured labour market outcomes.

Analysis

Demographic Overview and Employment Status

Survey Overview

The survey collected 90 responses across 43 questions, providing insight into the educational background, work experience, job search strategies, and current employment situation of young people across the Greater Vancouver area. The following findings emerged.

Age and Education Profile

The survey reached its target population, with most respondents aged 19 to 24 (46.7%) or 25 to 29 (42.2%) (see [Figure 1](#), [Appendix](#)). 54.9% of respondents reside in the Vancouver municipality, followed by Burnaby (14.6%) and Bowen Island (4.9%). On education, 55.7% hold a bachelor's degree, 19% hold post-graduate credentials, and fewer than 5% hold only a high

school diploma. This profile frames a question the report returns to: what happens to young people after education, and why entry into employment remains difficult despite years of study and financial investment.

Immigration Status and Work Eligibility

42.5% of respondents are permanent residents, 37.5% are Canadian citizens, and 20% are temporary permit holders (see Figure 2, Appendix). This reflects the composition of the Greater Vancouver area and indicates that most respondents are legally able to work. The barriers they report are therefore structural rather than legal.

Housing Affordability

Housing absorbs a large share of respondents' income. 47.5% reported spending 31 to 40% of their income on housing, and a further 22.5% spend more than 40%, including 15% who spend more than half (see Figure 3, Appendix). In total, 70% of respondents direct at least 31% of their income toward housing. For a group that is early in its earning years and, as the findings show, frequently underemployed or working part-time outside its field, this level of housing cost narrows the financial margin available for job searching, relocation, or further training, and compounds the employment barriers described in this report.

Preferred Work Models

When asked to rank work models, respondents preferred hybrid arrangements. 51 of 80 respondents (63.8%) ranked hybrid as most preferred, compared with 19 (23.8%) for remote work and 10 (12.5%) for fully in-person (see Figure 4, Appendix). Fully in-person work was ranked least preferred by 46 respondents (57.5%). This indicates that young people entering the labour market expect flexibility in where they work, and that roles offering only fully in-person arrangements may be less attractive to this group.

Willingness to Relocate

Respondents showed a high willingness to relocate for work. 47.5% would relocate away from Metro Vancouver and 37.5% would relocate away from British Columbia, while 15% were not willing to relocate (see Figure 5, Appendix). Taken together, 85% expressed some willingness to move for a job. This sits alongside a stated preference to remain in the region: 70% of respondents plan to stay in the Greater Vancouver area over the next five years (see Figure 6, Appendix). The combination indicates that many young people would prefer to build their careers locally but would leave if opportunities required it, which carries a retention risk for the region if local entry-level employment does not keep pace.

Equity and Identity

The sample reflects a diverse respondent group. 40% of respondents identified as members of a visible minority or racialized group, 14% as members of the LGBTQ+ community, 4% as Indigenous, and 2.5% as a person with a disability (see Figure 7, Appendix). Read alongside the barriers respondents reported, including credential recognition (46.6%), health conditions or disability (33%), language barriers (22%), and discrimination or bias (19.2%), this composition indicates that employment barriers are not distributed evenly. Respondents who hold one or

more of these identities may encounter the structural barriers described in this report in combination, which reinforces the case for targeted rather than uniform support.

Skills and Workforce Preparedness

The Gap Between Work Experience and Employment

Most respondents hold a bachelor's degree. When asked whether post-secondary education had prepared them with the skills necessary for their career, 54.4% were neutral and 27.3% agreed they were prepared (see Figure 8, Appendix).

On work history, 43.8% of respondents had less than one year of relevant work experience in their field, 30% had one to two years, and 21.3% had three or more years. On employment status, 36.3% are working part-time and no longer in school, 17.5% are unemployed and actively seeking work, and 10% are students looking for employment, while 26.3% are employed full-time. Among respondents who reported underemployment, 54.5% are working outside their preferred field and 23.6% are working below their skill level (see Figure 9, Appendix). Respondents who were unemployed reported durations of 7 to 12 months (33.3%), 4 to 6 months (26.7%), and 1 to 3 months (26.7%).

Taken together, these results indicate that, for many respondents, the education system and the labour market serve different functions: one produces graduates, the other demands experienced workers. With many respondents holding university degrees yet spending months unemployed, settling for part-time work outside their field, and describing themselves as underemployed. The issue is not primarily a skills mismatch.

Wanting Experience, but Lacking Access

The survey examined work-integrated learning. Among respondents who completed post-secondary education, 57.5% participated in a co-op or internship placement, while 15% wanted to participate but could not access an opportunity (see Figure 10, Appendix). In a labour market where experience is heavily weighted, being locked out of early placements can set young people on a downward trajectory from the outset.

Job Search Experience

Job Search Behaviour, Barriers, and the Role of AI

The job search process is one of the clearest indicators of how young people experience unemployment and underemployment in British Columbia. The findings indicate that respondents invest considerable time and effort in finding work, yet many continue to face barriers before securing employment. Among respondents who were unemployed, 40% reported spending 11 to 20 hours per week searching for jobs and 33% spent 6 to 10 hours per week, indicating that job searching is a sustained commitment over weeks or months.

The number of applications submitted before receiving an offer reflects the same intensity. 45% of respondents applied to between 30 and 99 positions before receiving an offer, 20% applied to 10 to 29 positions, and 23.8% applied to between 100 and 200 (see Figure 11, Appendix).

These figures point to a competitive labour market in which young applicants submit a high volume of applications before a successful outcome.

The survey also examined which job search methods respondents found useful. Networking through friends and family was among the most useful, identified as helpful by 26 respondents, and directly contacting employers was rated moderately helpful by 34 respondents. More formal supports were either underused or rated lower. For recruitment agencies, 24 respondents found them slightly helpful, 21 had not used them, and 21 found them unhelpful. Government employment services showed a similar pattern: 37 respondents had not used them, and of those who had, 18 found them unhelpful, while 2 described them as extremely helpful. This indicates that formal employment supports may not be reaching young people effectively, or may not be perceived as useful in securing work.

Artificial intelligence is now a standard part of the youth job search. A majority of respondents used AI tools across stages of their applications, including 83.8% for resume and cover letter writing and 75% for improving LinkedIn profiles or networking messages. This indicates that AI increasingly shapes how young people prepare for employment. It may also create new inequalities, as those less familiar with these tools, or with less digital literacy, may be disadvantaged relative to applicants who use them strategically.

Employment barriers were among the strongest findings in this theme. 57.5% of respondents identified competition for positions as the biggest barrier, 17.5% identified lack of experience or qualifications, and 15% identified limited job openings in their field. These results indicate that youth unemployment is connected not only to individual readiness but also to structural conditions, including competition, limited entry-level opportunities, and employer expectations.

The stage at which respondents experience difficulty reinforces this. 67% reported that they struggle to progress beyond the resume screening stage, and 16.2% identified live interviews as the point where they most often stop progressing. Most respondents are therefore screened out before they can demonstrate their interpersonal skills, motivation, or potential, which suggests that the earliest stages of hiring may exclude qualified young people before employers assess their capabilities.

The perception of unrealistic entry-level expectations supports this concern. 51% of respondents agreed, and a further 33% strongly agreed, that employers hold unrealistic expectations for entry-level roles. This points to a mismatch between how employers define entry-level and the experience young people can acquire beforehand. When entry-level roles require prior experience, young people can enter a cycle in which they cannot gain experience because they cannot access the jobs that would provide it.

Overall, this theme shows that young people are actively engaged in the labour market, but their effort does not consistently translate into employment. Respondents spend many hours searching, apply to large numbers of positions, use AI tools, network, and contact employers directly, yet many continue to face barriers at the earliest stages of hiring. From a policy perspective, the findings indicate a need for stronger support at the transition between education and employment, including more paid internships, employer incentives, improved screening practices, and programs that help young people build professional networks.

Future Outlook, Support Systems, and Policy Gaps

Government Programs, Confidence, and Labour Market Direction

Youth perceptions of the labour market provide insight into their confidence, expectations, and planning. When asked how optimistic they feel about their future career prospects, 55% of respondents expressed optimism and 27.5% expressed pessimism (see Figure 12, Appendix). More than half therefore hold a positive outlook. This should be read with caution, as the earlier findings show that many respondents apply to dozens, and in some cases hundreds, of positions before receiving an offer. Optimism may not reflect ease of access to stable or field-relevant employment.

Open-ended responses give further context for how young people view British Columbia's job market. Several respondents described the market as competitive, particularly for entry and mid-level roles. One respondent stated that *"BC's job market feels pretty competitive right now, especially for entry and mid-level roles, with a lot of qualified people applying for the same positions."*

Other respondents linked youth employment challenges to broader economic conditions. One suggested that older workers may be delaying retirement because of affordability pressures, which reduces openings for younger workers to move into available positions. The same response raised the concern that some employers may use AI tools for tasks previously assigned to entry-level workers. These comments reflect individual perceptions, but they point to a broader concern that technological change and economic uncertainty may be reshaping entry-level pathways.

Several respondents expressed concern about the role of government in supporting youth employment. One stated that the B.C. government does not actively help young people find opportunities in their own field, and that young applicants are often overlooked because of competition from overqualified candidates. This suggests that some respondents do not view existing government supports as targeted toward their career goals, fields of study, or post-graduation needs.

The results also show a gap between awareness and use of government employment programs. 65% of respondents reported being aware of government-provided employment supports, but only 20% had used them, while 31.3% were not aware of them. Awareness alone is therefore not sufficient: young people may know that programs exist but not use them if they do not see them as relevant, accessible, or effective.

Respondents' evaluation of these services reinforces this. Among those who had used government services, 66% identified the WorkBC job board and job alerts as helpful, followed by 20% who identified WorkBC resume and cover letter support. When asked how helpful government employment supports were in helping them find a job, 5.5% described them as helpful to a high degree, 11% found them unhelpful, and 45.5% were neutral. This indicates that

some government tools may help young people identify opportunities but are less effective in helping them secure employment.

Respondents were also asked what support would be most helpful in finding a job. The most common response was paid internships or co-op opportunities, selected by 76.3% of respondents. Skills training programs and job placement services were each selected by 65%, and roughly half identified wage subsidies for employers. These results indicate demand for practical, employment-connected support rather than general advice. The demand for paid internships and co-op placements points to a need for structured pathways that combine experience with income.

The final question asked whether other factors affected respondents' job opportunities. The most frequently identified was limited networks, reported by 68.5%. This is significant because networking was also among the most useful job search methods: professional networks shape employment outcomes, but not all young people have equal access to them. This places newcomers, first-generation professionals, lower-income youth, and those without family connections in relevant industries at a disadvantage.

Other factors included education or credential recognition (46.6%), health conditions or disability (33%), language barriers and financial constraints (22% each), and discrimination or bias (19.2%). These results indicate that youth employment barriers are not experienced equally. Job search outcomes may be shaped by intersecting factors including immigration background, disability, language, income, and access to professional networks.

Overall, this theme shows that youth unemployment and underemployment in British Columbia are shaped by more than individual skills gaps. Limited networks, uneven access to support programs, employer expectations, credential recognition, and lack of paid work experience all contribute. The findings indicate a need for targeted support, including paid internships, co-op opportunities, job placement services, wage subsidies, mentorship, and stronger employer engagement.

Summary

Young people in Greater Vancouver are highly educated and actively engaged in the labour market, yet many face underemployment, limited access to relevant work experience, competition, and unequal access to professional networks, which together create barriers to securing meaningful career opportunities. The table below summarises the key findings and themes from the analysis.

Theme / Area	Key Findings
Education / Employment Mismatch	Despite high levels of educational attainment, many young people struggle to secure employment that aligns with their qualifications, indicating a disconnect between post-secondary education and labour market outcomes.

Theme / Area	Key Findings
Underemployment and Career Progression	Underemployment is a recurring concern: many respondents are working outside their preferred field or below their skill level, which limits career development and progression.
Experience Gap and Entry-Level Barriers	Many young people lack relevant work experience, while employers continue to require experience for entry-level positions, creating a cycle that makes workforce entry difficult.
Job Market Competition	Respondents identified competition for positions as the single greatest barrier to employment. Many submitted dozens, and in some cases hundreds, of applications before receiving an offer.
Hiring Process Challenges	Most respondents reported being screened out at the resume stage, before they had an opportunity to demonstrate their skills and potential.
Work-Integrated Learning	Many respondents completed a co-op or placement, while others reported difficulty accessing work-integrated learning, indicating an opportunity to expand experiential pathways in B.C.
Artificial Intelligence Reliance	AI tools are now a standard component of the job search, particularly for resumes and cover letters, which may create inequity for those less able to use them effectively.
Work Model Preferences	Hybrid is the clearly preferred work model, ranked first by 63.8% of respondents, while fully in-person work is least preferred, indicating an expectation of flexibility among young job seekers.
Networking and Social Capital	Professional networks were identified as both one of the most useful job search methods and one of the largest barriers when absent, indicating unequal access based on social capital.
Government Employment Supports	Awareness of employment programs is relatively high, but usage remains low, and many respondents viewed existing support as having limited effect on securing employment.
Housing and Affordability	70% of respondents direct at least 31% of their income toward housing, including 15% who spend more than half, narrowing the financial margin available for job searching, relocation, and training.
Relocation and Retention	85% of respondents expressed some willingness to relocate for work and 37.5% would leave British Columbia, even as 70% plan to stay in Greater Vancouver, signalling a retention risk if local entry-level opportunities lag.

Theme / Area	Key Findings
Labour Market Confidence and Future Outlook	Many respondents remain optimistic about their prospects, while concerns persist about economic conditions, limited opportunities, and competition.
Equity and Accessibility	40% of respondents identified as a visible minority or racialized group, 14% as LGBTQ+, 4% as Indigenous, and 2.5% as a person with a disability. Combined with barriers such as credential recognition, disability, language, financial constraints, and discrimination, this indicates that employment barriers are not experienced equally and supports targeted rather than uniform support.
Youth Policy Priorities	Respondents supported practical, employment-focused interventions, particularly paid internships, co-op opportunities, job placement services, skills training, and wage subsidies.

Recommendations

Recommendation 1: Establish early, multi-stakeholder working groups across government, education, and industry to deliver consistent employment opportunities for young professionals

The survey indicates a structural connection between involvement in government-supported employment programs, support for employers to hire students during school and immediately after graduation, and persistent unemployment for youth in Greater Vancouver. Given the demand for practical, employment-focused interventions alongside an under-used youth labour force, a working group would respond to changing market conditions and support longer-term employment opportunities. Combined with steps to strengthen awareness of employment support programs in B.C., the working group offers a future-oriented opportunity for employed students and for young people outside of education.

A central pitfall of employment interventions is that programs are not perceived as relevant, accessible, or effective. The working group is intended to recognise this and to propose changes to current industry and government policies that expand the usability and applicability of programs available to youth, led by stakeholders who ultimately employ young people. This approach is supported by Deloitte (2024, 41), which notes that it is essential for governments, educational institutions, and businesses to collaborate, implement robust policies, and undertake effective initiatives. Key indicators of success include the number of work-integrated learning opportunities used, higher confidence in changing market conditions, and lower youth unemployment rates.

The urgency of this collaboration is underscored by recent B.C.-specific data. The Business Council of B.C. (Yunis, 2026) reports that, as of May 2025, B.C. had approximately 94,000 fewer young workers employed than pre-pandemic trends would project, a gap accounting for 57% of all missing jobs in the province, while youth unemployment had climbed to 16.6%, the largest single-year increase of any province. These figures indicate that existing siloed

interventions have been insufficient to respond to the scale of the issue. Where multi-stakeholder structures have been trialled at the federal level, results are more encouraging: Canada's Youth Employment and Skills Strategy (YESS), delivered across 12 federal departments in partnership, was designed specifically to provide youth facing barriers with employment supports, work experience, and skills development. A comparable structure at the provincial level, convened through GVBOT's existing relationships with industry and post-secondary institutions, would give B.C. a coordinating mechanism currently absent from the landscape.

Working groups of this kind also address a documented gap between program awareness and program uptake. As the survey findings show, 65% of respondents were aware of government employment supports, yet only 20% had used them, a pattern consistent with broader research suggesting that fragmentation across responsible agencies reduces both accessibility and perceived relevance for youth. Federal analysts have noted that youth entering the labour market face particular difficulty where hiring has stalled across the private sector, with entry-level positions increasingly at risk from both economic uncertainty and technological displacement. A standing working group mandated to review these conditions quarterly, and empowered to surface policy proposals to government, would ensure that programs are continuously calibrated to the conditions young people experience, rather than responding retrospectively to labour market data.

1. GVBOT to construct a working group objective and values plan that provides a foundation for collaboration and uses the GVBOT network across education, industry, and government.
2. GVBOT to identify key industry and education stakeholders of high interest to youth employment.
3. GVBOT to deploy an influence campaign to gather support from youth and engage stakeholders in the working group's outcomes.
4. Working group to be established with a mandate to meet quarterly, or monthly if necessary, with each meeting reviewing how the labour market is underserving entry-level employment and what policies could alleviate the issues.
5. B.C. government to evaluate the success of the working group biannually to adjust to market conditions, changing employment, and the success of proposed multi-stakeholder priorities.

Recommendation 2: Alleviate hiring costs for private-sector employers with capacity for entry-level positions during the period of high youth unemployment

A number of respondents noted the competition for a limited number of entry-level jobs, compounded by a large youth population, changing job-attainment processes, and high costs for employers hiring entry-level workers. To respond to young workers with fewer skills, less experience, and higher training costs (Yunis, 2026, 9), the B.C. government should establish an industry-wide, application-based subsidy for businesses that are able to employ but are

constrained by costs. The application would consider the level of burden on a business's overall finances, including the Employer Health Tax, WorkSafeBC premiums, and other business costs.

This change, directed to government policymakers, is intended to reduce the cost of hiring youth. It should remain temporary until youth unemployment rates decrease by at least 8%. If the policy were permanent, the burden of cost, alongside the benefit of the fees, would ultimately degrade the promotion of the public good, comparable to the way WorkSafeBC premiums help ensure workplace safety.

The evidence for employer-side wage subsidies as a tool for youth employment is well established at the federal level and points to both their value and their design risks. A 2025 federal evaluation of YESS found that wage subsidies encourage employers through financial incentives that reduce labour costs and risks, and that receiving a subsidised work placement, alone or combined with skills training, measurably increases the probability of employment for youth in the short term, particularly for those with lower levels of education. This supports the proposition that cost reduction at the point of hire translates into real employment outcomes for young people, rather than simply shifting existing hiring decisions. The B.C. context makes employer-side intervention particularly warranted: as of May 2024, the federal government cut nearly \$74 million in B.C. workforce development funding, ending the Employer Initiated Wage Subsidy (EIWS) program, which had previously allowed employers to identify and apply for subsidies on candidates they had already chosen to hire. The proposed recommendation would restore and expand a mechanism the province has already lost, with design improvements informed by lessons from that program's closure.

For the subsidy to succeed where previous programs have fallen short, design simplicity is essential. Research on existing wage subsidy uptake across Canada suggests that an estimated 60 to 75% of eligible Canadian employers never claim available wage subsidies, with the primary barriers being application complexity, lack of awareness, and the requirement to apply before a hire is made, which conflicts with how most employers recruit. This reinforces the recommendation's emphasis on a dedicated application staff team and automation: the subsidy's reach will be determined not only by the funding envelope, but by how accessible and responsive the application process is. Structuring the subsidy as time-limited and tied to measurable reductions in youth unemployment also addresses a concern common to wage subsidy programs, that they can subsidise hiring that would have occurred regardless, rather than generating additional employment. A well-scoped, employer-accessible, and outcomes-monitored program positions B.C. to demonstrate both fiscal responsibility and measurable impact on the youth labour market.

1. B.C. government to engage significant employers in British Columbia that have capacity but are unwilling to employ entry-level and training-required positions.
2. B.C. government to evaluate engagement with employers to identify the extent of the fund available, and design an application built on other available workforce interventions.
3. B.C. government to resource a staff team to ensure responsiveness in the application process, alongside any automation opportunities that ease use for employers.

4. B.C. government to evaluate the success of the program quarterly, with key indicators of success in the number of entry-level positions in the overall market, alongside the provincial rate of youth unemployment.

Bibliography

- Business Council of British Columbia. 2025. "B.C. Youth Hit Hardest by Labour Market Weakness."
<https://www.bcbc.com/insight/l0bh0moabgwbp5t429pvfkx1xsud5d>.
- Deloitte. 2024. Failure to Launch: The Economic and Social Costs of Youth Unemployment and Their Long-Term Impacts. The King's Trust Canada.
<https://www.kingstrust.ca/wp-content/uploads/2024/11/TKTC-Deloitte-Report-Failure-to-Launch-Final-1.pdf>.
- Employment and Social Development Canada. 2025. Horizontal Evaluation of the Youth Employment and Skills Strategy. Government of Canada.
<https://www.canada.ca/en/employment-social-development/corporate/reports/evaluations/youth-employment-and-skills-strategy.html>.
- GrantCompass. 2026. "Wage Subsidy & Hiring Programs Canada 2026."
<https://grantcompass.ca/wage-subsidy-hiring-programs-canada.html>.
- WorkBC. 2024. "Wage Subsidy Program."
<https://www.workbc.ca/access-employer-resources/wage-subsidy-program>.
- Yunis, Jairo. 2026. "What Is Happening in B.C.'s Youth Labour Market?" Business Council of British Columbia.
<https://static1.squarespace.com/static/65b003ec4edede0a855a88d4/t/6a1db2d2546011658679369f/1780331218029/Youth+Unemployment+%282%29.pdf>.

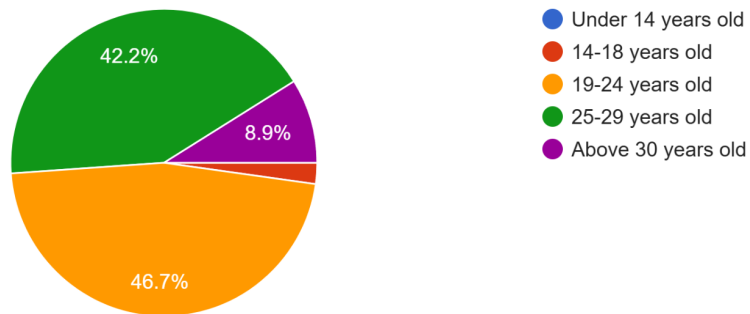
Appendix 1: Charts and Figures

Insert survey charts and figures. The in-text references all say "Figure 1" in the current draft. Once the appendix charts are in, number them and update the references to match.

1. Figure 1: What is your age?

What is your age?

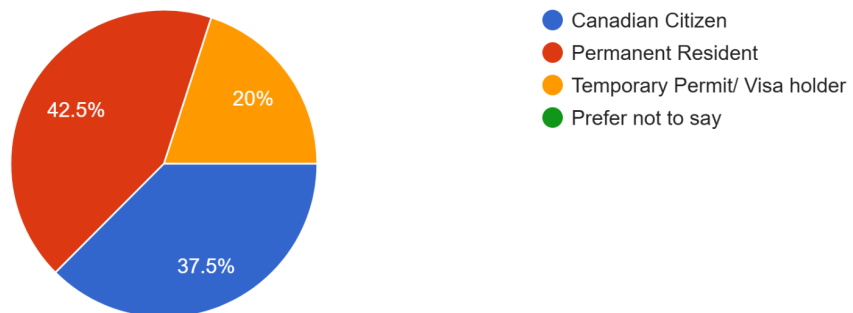
90 responses



2. Figure 2: What is your current status in Canada?

What is your current status in Canada?

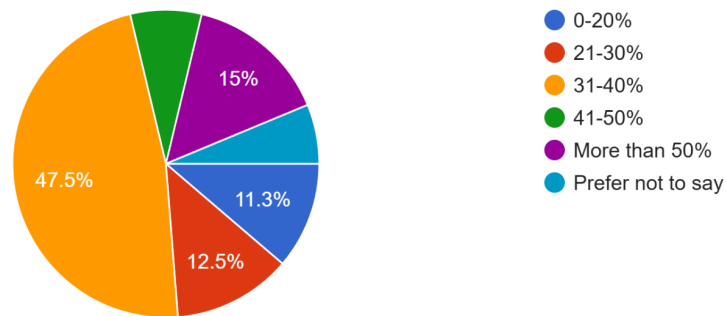
80 responses



3. Figure 3: What percentage of your income goes towards housing?

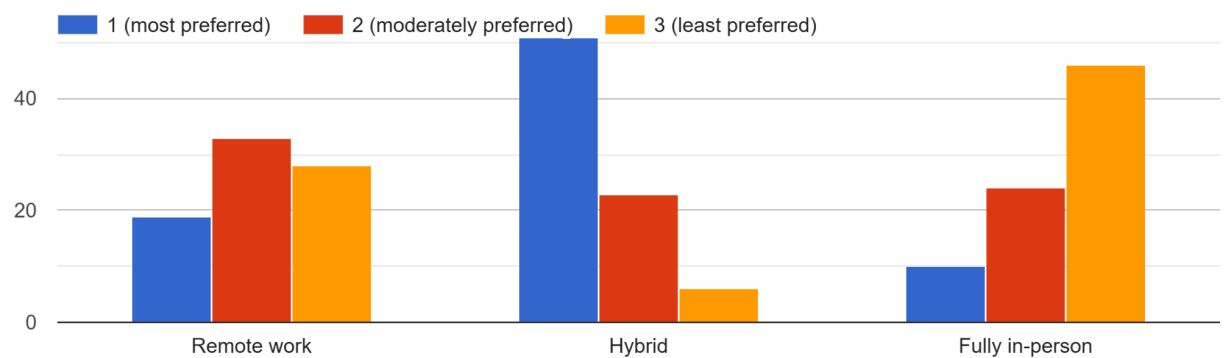
What percentage of your income goes towards housing?

80 responses



4. Figure 4: Please rank the following work models from most preferred (1) to least preferred (3).

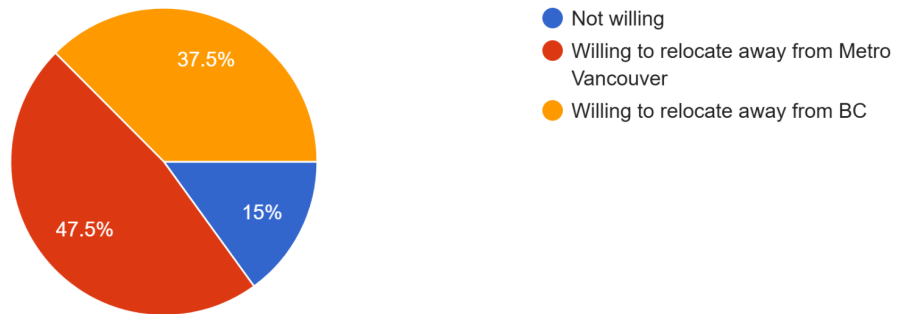
Please rank the following work models from most preferred (1) to least preferred (3).



5. **Figure 5: How willing are you to relocate for a job?**

How willing are you to relocate for a job?

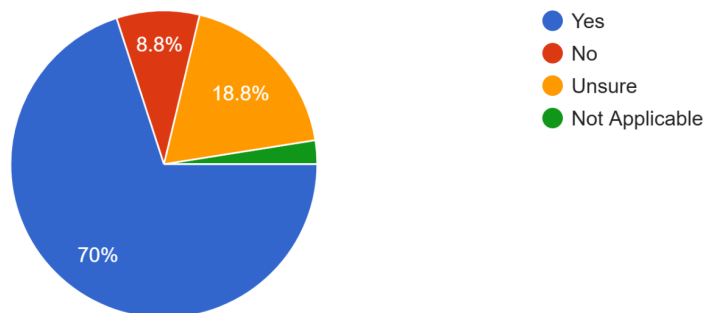
80 responses



6. **Figure 6: If you live in the Greater Vancouver area, do you plan to stay in the Greater Vancouver Area for the next 5 years?**

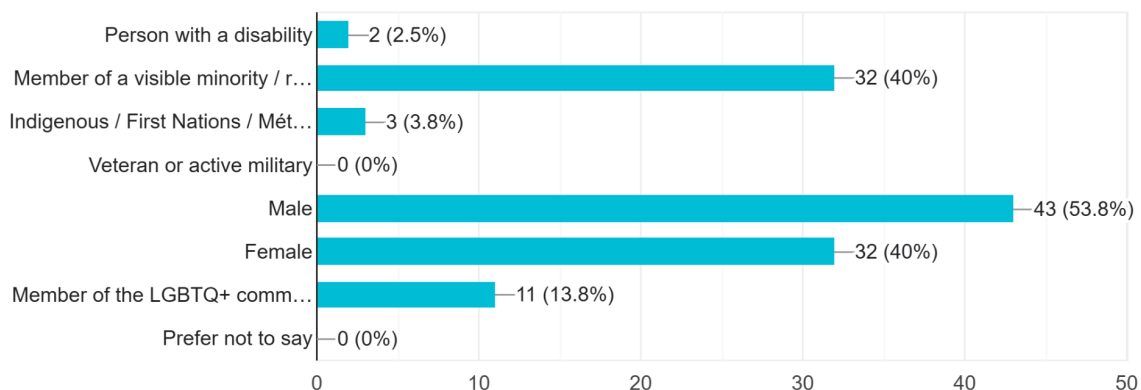
If you live in the Greater Vancouver area, do you plan to stay in the Greater Vancouver Area for the next 5 years?

80 responses



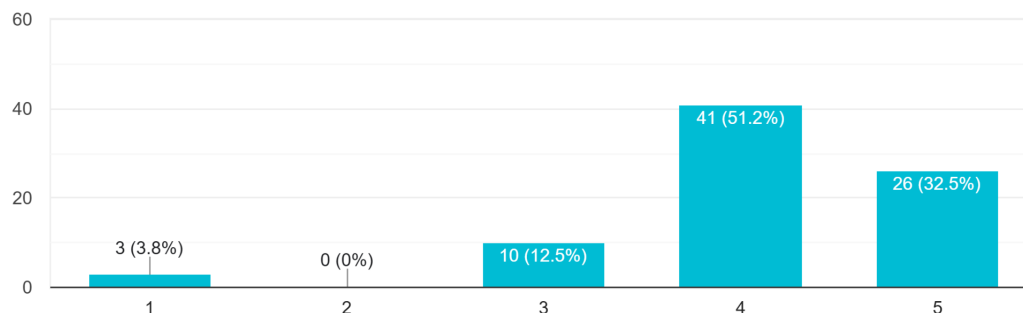
7. Figure 7: Do you identify with any of the following groups? (Select all that apply)

Do you identify with any of the following groups? (Select all that apply). * For "Other": please use this option to self-describe if your gender identity or sexual orientation is not reflected within choices below.
80 responses



**8. Figure 8: To what extent do you agree with the following statement:
"Post-secondary education has prepared me with the skills necessary for my career."**

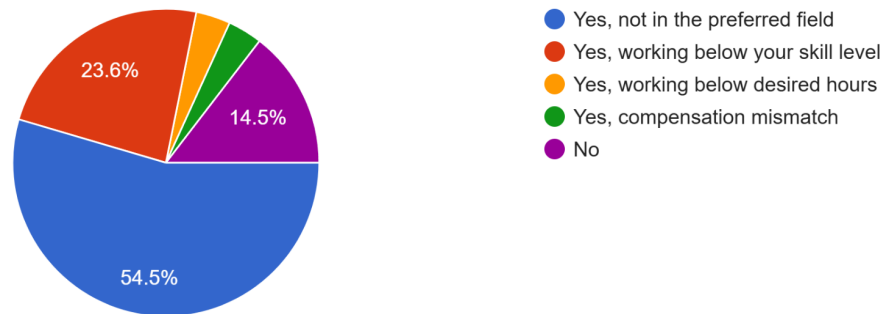
To what extent do you agree with the following statement: "Employers require unrealistic expectations for entry-level roles" (1 for strongly disagree, 5 for strongly agree).
80 responses



9. **Figure 9: Do you feel you are underemployed (working below your skill level or desired hours)?**

Do you feel you are underemployed (working below your skill level or desired hours)?

55 responses



10. **Figure 10: Which of the following best describes your experience with co-op, internship, or practicum opportunities?**

Which of the following best describes your experience with co-op, internship, or practicum opportunities?

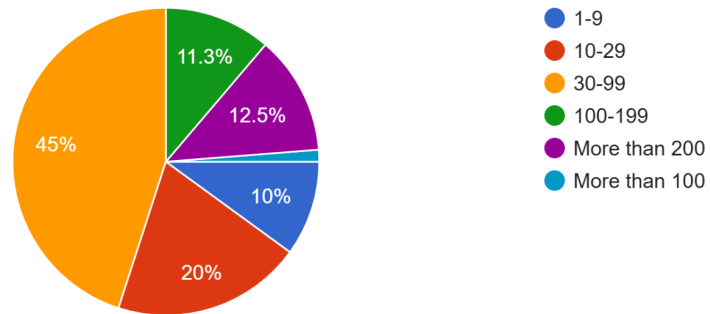
80 responses



11. Figure 11: On average, how many jobs do you apply to before receiving an offer?

On average, how many jobs do you apply to before receiving an offer?

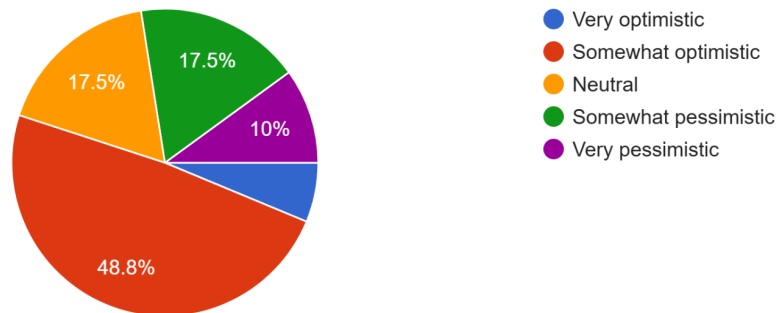
80 responses



12. Figure 12: How optimistic are you about your future career prospects?

How optimistic are you about your future career prospects?

80 responses



Full Survey Responses:

<https://docs.google.com/forms/d/1q5T5jOfxBs3Zdm8sSw4oBEIK1IMD2bbec0YoOvp2YN4/edit#responses>