

LABOUR MARKET REVIEW

Fall 2022

How Employment Standards Savvy Are You?

Take our Alberta Employment Standards quiz. The quiz is based on common questions we have heard from Bow Valley employers and workers. Answers can be found at the bottom of the page.

1. Thomas has worked for you for 2 months and has been terminated without notice due to poor performance. You must pay his earnings within how many days?

- a) no later than 3 days after his last day of work
- b) within 10 days after the end of the pay period in which the termination occurred
- c) it's up to the employer

2. Which statement is true about breaks at work?

- a) employers must provide two breaks per day
- b) employers must allow a break during each shift of three consecutive hours of work
- c) employers must allow a break of at least 1/2 hour during each shift that is in excess of five consecutive hours

3. After working for 3 1/2 years, John's employment was terminated without cause or notice. What is the minimum number of weeks of pay he is entitled to in lieu of notice?

- a) 1 week
- b) 2 weeks
- c) 3 1/2 weeks

4. Pamela is asked to attend an early morning staff meeting. Because the meeting is outside of regular business hours and the employer supplied breakfast, she doesn't have to be paid for her time. True or False?

5. You have hired Jacob as a new retail assistant. For the first two weeks there is a training and job shadowing period. During this time, you can pay Jacob less than minimum wage. True or False?

6. Cara, an administrative assistant, is paid on salary. She has stayed late to finish a project and needs to be compensated for overtime if she works

- a) more than 40 hours in a week
- b) more than 8 hours in a day or 44 hours in a week
- c) she's on salary, so overtime doesn't apply

7. When does a young worker aged 15- 17 years need adult supervision to work in a hospitality or restaurant job?

- a) all the time
- b) between 9pm and 12am
- c) not at all

8. You have purchased new uniforms for your housekeeping department at a cost of \$50 per person. You have decided to deduct the cost from your employees' paycheques. Is this practice consistent with Alberta Employment Standards? Yes or No?

9. An employee is entitled to general holiday pay if they have worked for the same employer for at least

- a) 30 workdays in the 12 months prior to the holiday
- b) 10 workdays in the 30 days prior to the holiday
- c) One 3-hour shift prior to the holiday

Questions about Alberta Employment Standards?

Contact our Employer Services Coordinator at the Job Resource Centre or visit <https://www.alberta.ca/employment-standards.aspx> for more resources.

Answers: 1b, 2c, 3b, 4F, 5F, 6b, 7b, 8N, 9a

What's Inside

Labour Market Trends.....	page 2
Job Supply and Demand	page 2
Unemployment Rates	page 2
Bow Valley Average Wages.....	page 2

Hiring Events & Workshops	page 3
Canada-Alberta Job Grant	page 3
Rental Housing	page 3
Development News	page 4

BOW VALLEY LABOUR MARKET REVIEW

Labour Market Trends

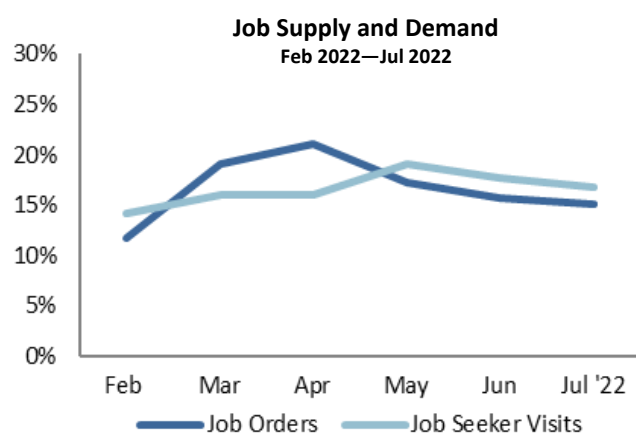
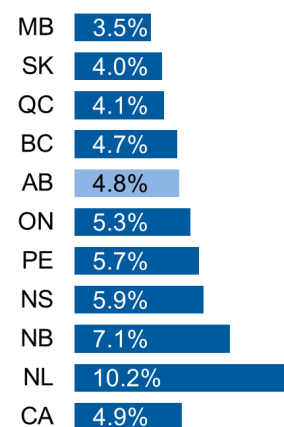
Unemployment Rates The provincial unemployment rate for July 2022 was 4.8% down from 8.5% for the same time last year. The Banff-Jasper-Rocky Mountain House region showed a rate of 5.4% unemployment, again, an improvement from the rate last July of 8.2%. *Source: Statistics Canada*

Occupational Demand The Job Resource Centre received 2,262 job orders from 436 Bow Valley employers between February and July 2022. Job orders increased by 13% compared to last year. Not surprisingly, demand was highest in the Food & Beverage sector; over 33% of all job orders were in this sector.

Staff Housing 42% of all jobs posted at the Job Resource Centre from February-July were advertised with staff housing. More jobs in Banff (53%) came with staff housing than in Canmore (24%).

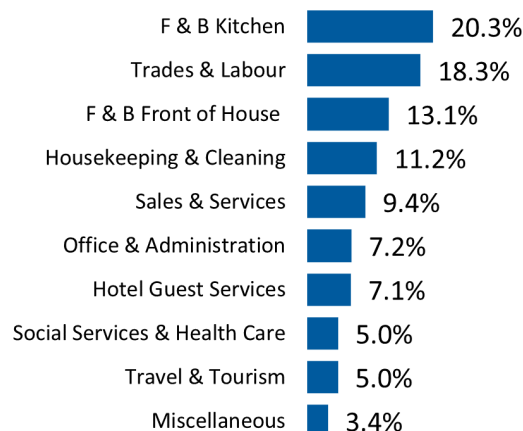
Average Starting Wages The average wage increased in the Bow Valley to \$20.42 per hour compared to the same six-month period in 2021 at \$19.11. These wages are based on jobs posted with the JRC.

Unemployment Rates July 2022



Between February and July 2022 the Job Resource Centre served 2,551 job seekers and posted 2,262 jobs. The graph above is a monthly comparison between these variables..

Occupational Demand Feb 2022—Jul 2022



BOW VALLEY JOB ADS & WAGES

	JOB ADS Feb-Jul 22	JOB ADS Feb-Jul 21	AVERAGE WAGE Feb-Jul 22	AVERAGE WAGE Feb-Jul 21
Food & Beverage Front-of-House	297	287	\$16.95	\$16.74
Food & Beverage Kitchen	459	385	\$19.35	\$18.00
Hotel Guest Services	160	193	\$18.26	\$18.33
Housekeeping & Cleaning	254	281	\$18.62	\$17.76
Miscellaneous	77	54	\$22.37	\$19.00
Office & Administration	162	75	\$23.01	\$21.39
Sales & Services	213	196	\$18.79	\$17.07
Social Services & Health Care	114	138	\$24.20	\$24.20
Trades & Labour	413	321	\$24.60	\$22.51
Travel & Tourism	113	79	\$19.95	\$20.10
Total Job Orders	2,262	2,009		

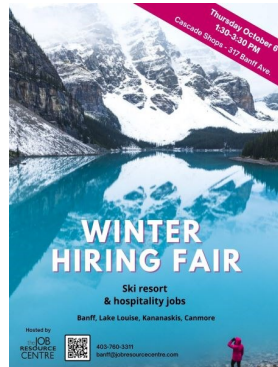
**Based on job ads placed with the Job Resource Centre between February 1 and July 31, 2022.*

BOW VALLEY LABOUR MARKET REVIEW

Hiring Fairs & Events

After a three-year hiatus, the JRC Winter Hiring Fair returned in October 2022. The event connected 226 jobseekers to Bow Valley employers looking to fill positions for the upcoming winter season.

We also host individual hiring events in Banff and Canmore. Contact us for details and we can help promote and organize an event for you.



Canada Alberta Job Grant

Enhance the skill level in your workplace with the Canada-Alberta Job Grant (CAJG). Employers can apply to recoup training costs, decide who gets training and what type of training may be needed for their employees.

The government contributes two-thirds of the cost to a maximum of \$10,000 per trainee per fiscal year. If hiring and training an unemployed Albertan, up to 100% of training costs could be covered, up to \$15,000 per trainee.

Visit AlbertaCanada.com/jobgrant or the Job Resource Centre for details on the CAJG.

Housing Rental Rates

AVERAGE RENTAL RATES*	BANFF	CANMORE
1 Bedroom	\$1,757	\$1,824
2 Bedroom	\$2,330	\$2,733
3 Bedroom	\$3,250	\$3,845
Studio/Bachelor	\$1,033	\$1,200
Roommate/Shared	\$1,036	\$937

*Based on listings in local media between February and July 2022. Banff data sourced by JRC from Kijiji and Facebook Bow Valley Home Finder. For more information on Banff Housing, visit banff.ca/1060/ Housing-in-Banff. Canmore data collected by Canmore Community Housing.

Workshops

The JRC offers ongoing workshops for jobseekers and employers. Below are some of the workshops offered this fall.

Keep posted on upcoming workshops at jobresourcecentre.com. Follow us on [Facebook](#) and [Instagram](#).

the JOB RESOURCE CENTRE

DIVERSITY & INCLUSION
WORKSHOP

Local DEI trainer Aurora Borin and the Job Resource Centre have partnered to create an affordable, tailored workshop for local businesses.

Thursday
Nov 10
Time
1:30pm-3:30pm

Facilitator:
Aurora Borin
DEI Specialist

This session is perfect for managers, team leaders, supervisors, employees and business owners. Cost: \$60/participant.

Learn strategies to encourage diversity, equity, and inclusion in the local hospitality industry.

Location: Banff

**SPACES ARE LIMITED
REGISTER TODAY**
403.760.3311

the JOB RESOURCE CENTRE

FREE WORKSHOPS

Job Search Strategies
November 9, 10:30am-12pm
In person: Banff JRC

How to Use LinkedIn Effectively
November 16, 10:30am-12pm
In person: Canmore JRC

Preparing for Workplace Conversations
November 30, 12pm-1pm
Virtual: Zoom

Scan to register

Sign up for any or all workshops:
canmore@jobresourcecentre.com
403-678-6601

Alberta

Development News

Banff

A single-family home in Middle Springs within the portfolio of the Banff Housing Corporation was listed at \$1.2 million – the first time the price to the buyer has gone over the \$1 million mark in the affordable housing program’s history. The market value of the four-bedroom home, is estimated at almost \$1.6 million, however, with the homeowner equity at 75.84 per cent, the price to the buyer sits just below \$1.2 million. (RMO, April 7, 2022)

Banff residents were invited to have their say on the future of tourism in Banff National Park. As part of development of a 10-year tourism master plan for the community members could complete a survey. The plan will consider community well-being, the environment and economic prosperity. (RMO, June 6, 2022)



GREG COLGAN RMO PHOTO

Canmore

Data from the 2021 Statistics Canada census has been released and Canmore in particular has seen rapid growth since 2016. From 2016 to 2021, the population has increased from 13,992 to 15,990, for an increase of 14.3 per cent in five years. This averages out to nearly 400 people being added to the community’s population annually. (RMO, May 26, 2022)

The first common amenity housing units in Canmore will proceed following a ruling by the Subdivision and Development Appeal Board. Four townhouse buildings and six common amenity housing units will go-ahead on 1st Avenue in Teepee Town after a prolonged dispute over the housing project that was originally approved by the Town’s planning commission in February. (RMO, June 27, 2022)

Bow Valley

Roam Transit will begin introducing a new fleet of electric buses this summer on popular tourist routes in Banff National Park as part of a partnership with the provincial and federal governments to grow sustainable public transit within the park. The Bow Valley Regional Transit Services Commission announced it’s working with Parks Canada on a five-year deal valued at \$12.9 million to allow Roam Transit to purchase more electric buses. The transit service offers routes within Banff and Canmore, and to hot spots such as Lake Minnewanka and Johnston Canyon, to limit the need for personal vehicles in the park. (Calgary Herald, March 22, 2022)

About the Job Resource Centre

The Job Resource Centre is a leading, Banff and Canmore based, career and employment service. Our mandate is to help people find jobs and new careers and assist employers with hiring and retaining workers. Services are available in English and French and are *free of charge*.

Services for Job Seekers and Career Changers: job search support, professional resumé writing assistance, physical and online job boards with local opportunities, career coaching, student advice, training information, access to computers, copiers, telephones and resource areas. All our services can now be accessed remotely including virtual appointments with a Career Coach.

Services for Employers: job posting service, employee referrals, hiring fairs, workshops, HR guidance, labour market information and an interview room for employer use.

CANMORE

710 10 St. 403.678.6601

the **JOB**
RESOURCE
CENTRE

BANFF

304 Caribou St. 403.760.3311