

# the JOB RESOURCE CENTRE BOW VALLEY LABOUR MARKET REVIEW

FALL 2013

## How Employment Standards Savvy Are You?

**Alberta Employment Standards** is the foundation of a fair workplace. Below is a sampling of the questions we have heard from Bow Valley employers and workers. Take our quiz and test your knowledge of some of the basics of Alberta Employment Standards. Answers can be found on page 3.

1. The current minimum wage in Alberta is
  - a) \$11.00 per hour
  - b) \$9.05 per hour if the employee receives tips
  - c) \$9.95 per hour
2. Nicole gave advance notice that she was quitting her job. Her employer needs to pay her
  - a) no later than 3 days after her last day of work
  - b) no later than 10 days after her last day of work
  - c) it's up to the employer
3. Which statement is true about breaks at work?
  - a) Employers must provide two paid coffee breaks each day.
  - b) Employers must allow a paid or unpaid break during each shift of three consecutive hours of work.
  - c) Employers must allow a paid or unpaid break of at least a 1/2 hour during each shift that is in excess of five consecutive hours.



4. All of these days are general holidays in Alberta except
  - a) Remembrance Day
  - b) Thanksgiving
  - c) Boxing Day
5. A customer walked out of the store without paying for a \$40 item. The employer may deduct this amount from the employee's wages. True or False?
  - a) more than 40 hours in a week
  - b) more than 8 hours in a day or 44 hours in a week
  - c) the employer can decide
7. To be eligible for general holiday pay, an employee must have worked for their current employer at least
  - a) 10 days before the general holiday
  - b) 30 days before the general holiday
  - c) 45 days before the general holiday
8. Sarah is asked to attend an early morning staff meeting. Because the meeting is outside of regular business hours and the employer supplied breakfast, he doesn't have to pay her for her time. True or False?
  - a) 10 days before the general holiday
  - b) 30 days before the general holiday
  - c) 45 days before the general holiday
9. Which group of workers is not covered by Alberta Employment Standards?
  - a) foreign workers
  - b) self-employed/contractors
  - c) adolescents between 12 and 14 years of age
10. After working for 3 1/2 years, Edwin'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

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# BOW VALLEY LABOUR MARKET REVIEW

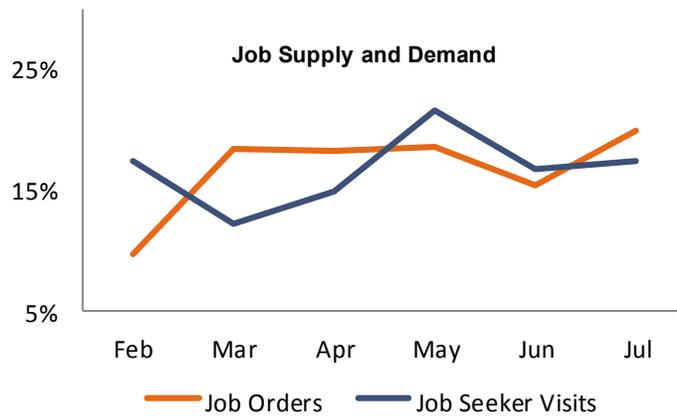
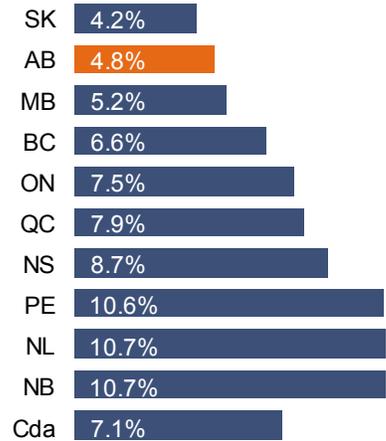
## Labour Market Trends

**Unemployment Rates:** This August, Alberta's unemployment rate was 4.8%, up 0.4% from this time last year. This rate was the second lowest in the country after Saskatchewan's. In keeping with historical trends, the Banff/Jasper/Rocky Mountain House region's August 2013 unemployment rate of 3.9%, was close to a percentage point lower than the province's. (Statistics Canada)

**Occupational Demand:** Between February 1 and July 31, 2013, the Job Resource Centre received 1,944 job orders from 320 employers for a total of 3,893 positions. Total job orders increased by almost 4% over the number of orders one year ago. Predictably, demand was strongest in the Food & Beverage Kitchen sector, particularly for line cooks.

**Average Wages:** Based on the Job Resource Centre job board, the average wage for Banff and Canmore was \$14.55 per hour. The highest average wage was in Office & Administration at \$18.46 per hour, followed by Trades & Labour at \$16.18. The lowest wages were in Food & Beverage Front Line at \$11.31 per hour before gratuities.

Provincial Unemployment Rates  
August 2013



Occupational Demand  
Feb-Jul 2013



## BOW VALLEY AVERAGE WAGES

	NUMBER OF JOB ORDERS	AVERAGE WAGE Feb-July 2013	AVERAGE WAGE Feb-July 2012
Food & Beverage Front Line ( <i>servers, hosts, bus persons, delivery drivers</i> )	251	\$11.31	\$10.80
Housekeeping & Cleaning ( <i>room attendants/housemen, laundry, cleaning</i> )	244	\$12.98	\$12.56
Food & Beverage Kitchen ( <i>cooking jobs, dishwashers, kitchen helpers</i> )	452	\$13.42	\$13.26
Trades & Labour ( <i>apprentices, hotel maintenance, labourers, landscaping</i> )	279	\$16.18	\$15.44
Miscellaneous ( <i>security, fitness, instructors, pet groomers</i> )	36	\$15.90	\$15.98
Sales & Services ( <i>grocery, retail, hairstyling, esthetics, marketing</i> )	227	\$13.59	\$12.76
Office & Administration ( <i>clerical, reception, data entry, computer support</i> )	79	\$18.46	\$16.99
Hotel Guest Services ( <i>front desk agents, night auditors, bellmen, hotel security</i> )	241	\$12.39	\$12.18
Social Services & Health Care ( <i>social workers, caregivers, massage therapists</i> )	42	\$16.03	\$15.23
Travel & Tourism ( <i>parks interpreters, guides, tour operators, bus/van/taxi drivers</i> )	93	\$15.23	\$13.87
<b>TOTAL</b>	<b>1,944</b>		

(Based on job orders placed with the Job Resource Centre in Banff and Canmore)

# BOW VALLEY LABOUR MARKET REVIEW

## Job Search Boot Camp

Are you looking for work? This Boot Camp is jam-packed with information to help you whip your resume into shape, march confidently into an interview and stand out in the candidate pool. Attend our basic training session in advance of the upcoming Banff Ski Hiring Fair.

**Thursday, September 26, 9am to 3:30pm**

**Lunch will be served**

**Free: Register online at [www.futures-by-design.ca](http://www.futures-by-design.ca).**

## Renting a Home

- **Average base rents in Banff**, on the whole, have increased 5% over the past six months ending in July 2013. This is a reversal of the downward trend that we've observed since the global economic recession.
- **Overall, average base rents in Canmore** were 11% higher than one year ago. The greatest increase was for 1 bedroom units, for which the average rental cost jumped 25%.
- **There was a total of 636 rental listings** in the local media between February and July of 2013, 52% fewer than for last year, suggesting that the housing market has tightened considerably in the Bow Valley.

AVERAGE RENTAL RATES	BANFF	CANMORE
1 Bedroom	\$1,134	\$1,169
2 Bedroom	\$1,470	\$1,469
3 Bedroom	\$2,271	\$1,874
Studio/Bachelor	\$ 942	\$ 785
Roommate/Shared	\$ 619	\$ 520

### Answers to the Quiz on page 1:

1c 2a 3c 4c 5F 6b 7b 8F 9b 10b

Need to brush up on your knowledge of Alberta Employment Standards? Drop in at the Job Resource Centre for a copy of the *Tool Kit for Employers*, published by the Government of Alberta or sign up for a free-of-charge workshop.

## What Our Clients are Saying

**What's been your biggest challenge in finding a job in Banff or Canmore?**

"Finding a good paying one."

"My biggest struggle is finding housing."

"My English is not very good, so it's gonna be a challenge for me."

"Ageism."

## ALBERTA MINIMUM WAGE

Alberta's minimum wage increased to \$9.95 per hour on September 1, 2013

For employees who serve alcohol as part of their regular job the minimum hourly wage remains at \$9.05.

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## Development News

### Banff

- **Roam Transit extends regional service.** After only six months of regional transit between Canmore and Banff, an additional three hours of service were approved last week. The extended hours will give more options to visitors and workers travelling between the two communities. (*Rocky Mountain Outlook, August 22, 2013*)
- **A housing needs assessment** suggests Banff's overall population could grow to more than 11,000 people in the next 10 years, exceeding the population cap set by Parks Canada and producing an anticipated need for 725 -730 new housing units. The report says housing issues in Banff are likely to reach critical levels given the limited amount of developable residential lands. (*Rocky Mountain Outlook, August 8, 2013*)
- **The Banff town site escaped a regional flooding crisis** relatively unscathed, despite the flows of the Bow River blowing away the previous record in the aftermath of a torrential downpour. (*Rocky Mountain Outlook, June 27, 2013*)
- **Extensive damage from heavy rains and flooding** is taking a toll on a local business that offers shuttle trips and guided hiking at Sunshine Meadows. June flooding through the middle of Sunshine Village's base area, destroyed the parking lot, and washed out areas of the ski-out and access road. A spokesperson for the ski area said reconstruction would be completed well in advance of the ski season. (*Rocky Mountain Outlook, August 1, 2013*)

### Canmore

- **Vacancy signs part of post-flood mix.** The effects of the June flood on local tourism-based businesses have varied dramatically. While some have suffered only collateral damage - reduced visitor numbers due to closure of the Trans-Canada Highway to visitors June 20-26 - others have been far more affected. (*The Banff Crag & Canyon, July 3, 2013*)
- **Canadian Rockies Public Schools will be increasing staffing** at Lawrence Grassi middle School and evaluating options at other schools. For the first time in years, the school division is looking at an increase in enrolment in schools situated in the Bow Valley. (*Bow Valley Crag & Canyon, September 11, 2013*)

### Bow Valley

- **The province has yet to decide the fate** of the Kananaskis Golf and Country Club. About 150 employees lost their jobs when the golf course was destroyed in the June flood. (*Rocky Mountain Outlook, September 12, 2013*)
- **Lafarge's Exshaw plant began its expansion** with a massive cement pour. When the project is complete in the spring of 2015, operations will expand by 60%. Lafarge had only light impacts from the June flooding so remained on schedule, despite heavy flood damage to the surrounding community. (*Rocky Mountain Outlook, July 18, 2013*)

## About The Job Resource Centre

**We specialize in helping people find jobs and new careers.** As well, we are dedicated to supporting employers in their efforts to hire, develop and retain employees. Services are available in English and French and are *free-of-charge*.

**Services for Job Seekers:** job search assistance, professional resume writing assistance, a job board with local opportunities, career coaching, student advice, training information, access to computers, fax machines, telephones and a resource area.

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



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