

# LABOUR MARKET REVIEW

SPRING 2017

## How Employment Standards Savvy are You?

Alberta's *Employment Standards Code* sets out the minimum standards that apply to employees and employers in the workplace. Test your knowledge of a few basics. Answers can be found at the end of the quiz.

**1. What is Alberta's minimum wage?**

- a) \$12.20 per hour
- b) \$12.20 per hour and \$11.20 per hour for liquor servers
- c) \$15 per hour

**2. Amal gave advance notice that she was quitting her job. Her employer must provide her with her final pay**

- 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 per day
- b) employers must allow a break during each shift of three consecutive hours of work
- c) employers must allow a paid or unpaid break of at least half an hour during each shift that is in excess of five consecutive hours

**4. John was terminated without cause or notice after 3 1/2 years of employment as a maintenance worker. 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

**5. A server tells you, the manager, that a table left without paying for a \$100 meal. You are allowed to deduct this amount from the server's wages. True or False?**

**6. Pamela is asked to attend an early morning staff meeting. Despite the meeting being outside of regular business hours and the employer providing coffee and donuts, he still has to pay her for her time. True or False?**

**7. You've hired Lee as a new retail assistant. The first two weeks is a training and job shadowing period. During this time, you can pay Lee less than minimum wage. True or False?**

**8. Cara, an administrative assistant, is paid a salary of \$45,000 per year. She 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

**9. You'd like to hire 13-year-old Josh for the summer. Which of the following jobs would he be allowed to do?**

- a) bartender
- b) grill cook
- c) dishwasher

**10. You've purchased new uniforms for your housekeeping department at a cost of \$50 per person. You've decided to increase the refundable uniform deposit to \$100 per person to ensure uniforms are returned. Is this practice consistent with Alberta Employment Standards? Yes or No?**

**Not as Employment Standards savvy as you need to be?**

Drop in at the Job Resource Centre for a free copy of the Alberta Government's *Employment Standards Tool Kit for Employers* or visit <https://work.alberta.ca/employment-standards.html> for more resources.

Answers: 1a, 2b, 3c, 4b, 5F, 6T, 7F, 8b, 9c, 10N

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# BOW VALLEY LABOUR MARKET REVIEW

## Labour Market Trends

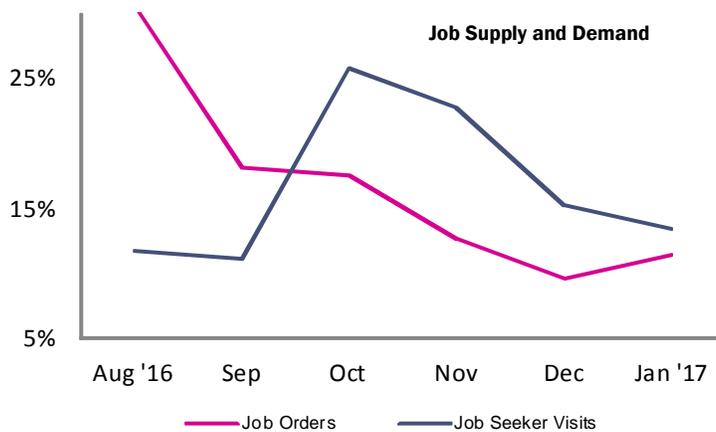
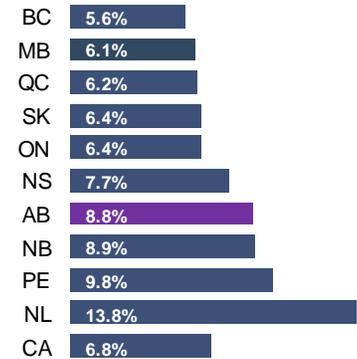
**Unemployment Rates:** Alberta's unemployment rate was 8.8% in January 2017, up from 7.4% a year earlier. Save for a seasonal dip in the fall, the Bow Valley, thanks to a strong tourism-based economy, had some of the lowest unemployment in the province. We estimate the Banff/Canmore unemployment rate to be less than 5%.

**Occupational Demand:** The Job Resource Centre received 1,226 job orders (for a total of 2,810 positions) from 287 Bow Valley employers between August 2016 and January 2017. Job orders were down 4.5% compared to one year ago. Demand for workers followed historic trends and was highest in the Food & Beverage sector.

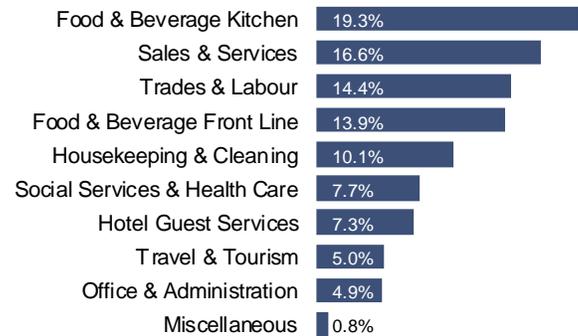
**Employee Housing:** Of all jobs posted at the Job Resource Centre, 43% were advertised with employee housing, 4% fewer than in 2016. More jobs came with employee housing in Banff (57%) than in Canmore (21%).

**Average Wages:** The average starting wage in the Bow Valley was \$15.83 per hour, down slightly from last year and about the same as three years ago.

### Unemployment Rates January 2017



### Occupational Demand Aug 2016 - Jan 2017



## BOW VALLEY AVERAGE WAGES\*

	NUMBER OF JOB ORDERS	AVERAGE WAGE Aug 16 - Jan 17	AVERAGE WAGE Aug 15 - Jan 16
Food & Beverage Front Line ( <i>servers, hosts, bus persons, delivery drivers</i> )	170	\$13.26	\$12.87
Housekeeping & Cleaning ( <i>room attendants, housemen, laundry workers, cleaners</i> )	124	\$14.34	\$14.44
Food & Beverage Kitchen ( <i>cooks, dishwashers, kitchen helpers</i> )	237	\$14.97	\$14.86
Trades & Labour ( <i>apprentices, hotel maintenance, labourers, landscaping</i> )	177	\$19.12	\$18.63
Miscellaneous ( <i>fitness instructors, pet groomers</i> )	11	\$16.77	\$11.75
Sales & Services ( <i>retail, grocery, hairstylists, esthetics, marketing</i> )	203	\$14.82	\$13.90
Office & Administration ( <i>clerical, reception, data entry, computer support</i> )	60	\$19.69	\$22.27
Hotel Guest Services ( <i>front desk agents, night auditors, bellmen, hotel security</i> )	89	\$14.31	\$14.14
Social Services & Health Care ( <i>social workers, caregivers, massage therapists</i> )	94	\$19.57	\$26.46
Travel & Tourism ( <i>park interpreters, guides, tour operators, bus/van/taxi drivers</i> )	61	\$15.77	\$18.17
<b>Total Job Orders</b>	<b>1,226</b>		

\*Based on job orders placed with the Job Resource Centre in Banff and Canmore between August 1, 2016 and January 31, 2017

## Renting a Home

**Rental rates in Banff, on average, increased by about 2%** compared to last year. Despite this overall increase, rental rates for shared housing (the most readily available option in Banff) declined by 6%.

**Rental rates in Canmore were down 5% overall**, compared to a year earlier. The greatest declines were seen in rents for shared housing (down 13%) and two-bedroom units (down 6%).

**763 rental listings were counted** in the local media between August 2016 and January 2017, 16% more than last year. Banff had 175 rental listings compared to 124 in 2016 and in Canmore, there were 588 compared to 532.

AVERAGE RENTAL RATES*	BANFF	CANMORE
1 Bedroom	\$1,343	\$1,433
2 Bedroom	\$1,733	\$1,739
3 Bedroom	\$2,500	\$2,147
Studio/Bachelor	\$ 933	\$1,032
Roommate/Shared	\$ 807	\$ 746
Total Listings	175	588

\*Based on listings in local media between August 2016 and January 2017

## Top 10 Winter Jobs

Nearly 375 jobs were advertised in the career section of our local newspapers, the *Rocky Mountain Outlook* and *Bow Valley Crag and Canyon*, between November 2016 and January 2017. These are the 10 jobs that were advertised most often:

- 1 Cook/Chef
- 2 Server/Bartender
- 3 Cleaner/Hotel Housekeeper
- 4 Guest Services Attendant
- 5 Labourer/Maintenance Worker
- 6 Driver
- 7 Massage Therapist/Esthetician
- 8 Marketing & Communications Coordinator
- 9 Admin Assistant/Receptionist
- 10 Tour Group Coordinator/Guide



## Workshops

### Free-of-charge workshops starting April 5th:

**Tap into the “Hidden” Job Market** If only 20% of all jobs are advertised, how do you find the rest? Join us at this 2-hour workshop and discover how research, networking and even family and friends could help you uncover your next perfect job.

*Wednesday, April 5th, 1:30-3:30 pm Canmore*

**Resume Writing** Rather be working than looking for a job? Invest two hours of your time in this workshop and learn how to prepare a resume that will get noticed by employers.

*Wednesday, April 12th, 1:30-3:30 pm Canmore*

**Ace the Hiring Fair** Increase your chances of getting the job you want at the upcoming spring hiring fairs by attending one of our short workshops. Learn what to do before, during and after the hiring fair. Get a preview of the employers who will be hiring and insights on their hiring preferences.

*Tuesday, May 2nd, 1:30-3:30 pm Banff*  
*Thursday, May 11th, 1:30-3:30 pm Canmore*

## ALBERTA MINIMUM WAGE

The general minimum wage in Alberta is \$12.20 per hour.

## Development News

### Banff

**Businesses in Banff are bracing for a banner year** as several factors, including free admission to all national parks to mark Canada's 150th anniversary, drive tourists to the mountain town. In addition to more business, the influx of tourists to the park is expected to bring challenges. Businesses in Banff regularly face a labour shortfall, compounded by a residential vacancy rate that hovers around zero per cent. (*The Globe & Mail Report on Business, February 14, 2017*)

**A fire destroyed the upper levels** of the historic 135-room Mount Royal Hotel in the heart of downtown Banff on December 29th. Smoke and water damage also resulted in the closure of several street-front businesses below the hotel. (An estimated 150 employees were displaced from their jobs because of the blaze.) (*Rocky Mountain Outlook, January 5, 2017*)

**Groundbreaking for Banff's Deer Lane affordable housing project** is set for April. The 132-unit apartment building is expected to be ready for occupancy by the fall of 2018 and will be made up of studio, one-bedroom and two-bedroom rental units. Banff's vacancy rate has been at zero per cent for more than three years. (*Rocky Mountain Outlook, March 9, 2017*)

### Canmore

**The Bow Valley Chamber of Commerce** was officially launched in January as a new champion for small and medium-sized businesses from Lake Louise to Kananaskis. The founding of the Chamber comes on the heels of last summer's dissolution of Canmore Business and Tourism. (*The Crag & Canyon, January 25, 2017*)

**Local Transit in the town of Canmore** was officially started on November 1st. The bus service represents an effort by the town to address affordability. (*Rocky Mountain Outlook, December 22, 2016*)

**A proposal to build rental housing on Palliser Trail** has been accepted by Canmore council. The project calls for the development of 40 two-bedroom units priced below market rents and eight five-bedroom units of employee housing. (*Rocky Mountain Outlook, February 23, 2017*)

**Canmore could have a population of 34,000** at build out according to a town masterplan. The current population is only half of what the model projects—16,967, including non-permanent residents. (*Rocky Mountain Outlook, January 5, 2017*)

## About the Job Resource Centre

The Job Resource Centre is a leading, Banff/Canmore-based career and employment service. Our mandate is to help people find jobs and new careers, and employers to hire and retain employees. Services are available in English and French and are *free of charge*.

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



The JRC's job board

CANMORE

710 10th Street, (403) 678-6601

the **JOB**  
RESOURCE  
CENTRE

BANFF

314 Marten Street, (403) 760-3311