

# LABOUR MARKET REVIEW

Spring 2018

## How Well do You Know Alberta's Updated Employment Standards?

Alberta's updated Employment Standards Code came into effect at the beginning of 2018. How familiar are you with the new rules of the workplace? Test your knowledge with our short quiz. Find the answers at the bottom of the page.

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

- a) \$15 per hour
- b) \$13.60 per hour
- c) \$10 per hour for employees who get tips

**2. You hired Jasmine in mid March. Is she eligible for statutory holiday pay for Good Friday, which falls two weeks after her first day of work?**

Yes or No?

**3. Jill, a marketing coordinator, is paid a salary of \$48,000 per year. Last week she stayed late to finish a project. She should be compensated for overtime if she works**

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

**4. Which of the following is not a job-protected leave in Alberta?**

- a) Personal and Family Responsibility Leave
- b) Long-term Illness and Injury Leave
- c) Outdoor Recreation Leave

**5. Joey's older brother works part-time as a dishwasher. Eleven-year-old Joey would like to do the same. How old does he need to be before he can legally work as a dishwasher?**

- a) 12 years of age
- b) 13 years of age
- c) 16 years of age

**6. On Saturday, Julie starts work at 8 am. Just as her 8-hour shift is about to end, her supervisor asks her to stay until closing at 9 pm. Should he be asking her to do this?**

Yes or No

**7. The next day, Julie works a split shift, 2 hours in the morning, from 7 am to 9 am, and then another 4 hours starting at 3 pm. Her employer does not have to pay her for a minimum of 3 hours for the morning shift because she worked again later in the day. True or False?**

**8. Dan has worked for your business for more than 5 years. How many weeks of paid vacation is he entitled to?**

- a) 2 weeks
- b) 3 weeks
- c) 4 weeks

**9. At your workplace, instead of paying overtime, employees are given time off work with pay (banked overtime). At what rate should overtime be banked?**

- a) 1 hour for every overtime hour worked
- b) 1.5 hours for every overtime hour worked
- c) Overtime should not be banked

**10. José started working for you on February 1st and became a Canadian citizen on May 20th. He is eligible for a half day of unpaid leave to attend his citizenship ceremony.**

True or False?



**Have questions about Alberta's Employment Standards?**

Drop in at the Job Resource Centre or access online resources at <https://alberta.ca/employment-standards.aspx>

**Answers to the Quiz**  
 1b, 2Y, 3a, 4c, 5b, 6N, 7F, 8b, 9b, 10T

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# BOW VALLEY LABOUR MARKET REVIEW

## Labour Market Trends

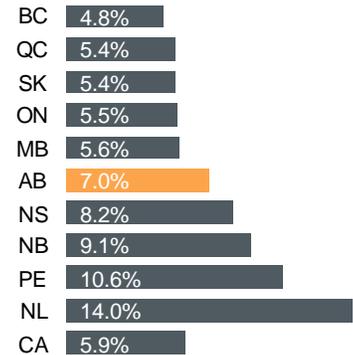
**Unemployment Rates** With Alberta's economy rebounding after three years of recession, the provincial unemployment rate dropped to 7% in January 2018, from 8.8% one year earlier. Historically, unemployment in the Bow Valley has been lower than in the rest of the province. We estimate the current rate to be less than 5%.

**Occupational Demand** The Job Resource Centre received 1,389 job orders (for a total of 2,989 positions) from 344 Bow Valley employers between August 2017 and January 2018. Job orders increased by 13% compared to last year, while the number of employers using the service to advertise jobs rose by 20%.

**Staff Housing** Of all jobs posted at the Job Resource Centre, 44% were advertised with staff housing, close to the same as one year earlier. More jobs in Banff (51%) came with staff housing than in Canmore (29%).

**Average Starting Wages** The average starting wage in the Bow Valley was \$17.15 per hour, an 8% increase over last year's average of \$15.83 per hour. This increase reflects, in part, the 11.4% increase in the minimum wage that took effect on October 1st, 2017.

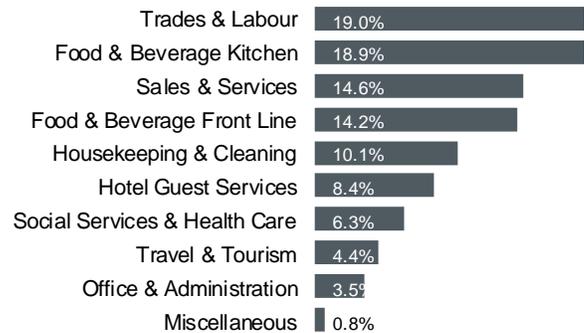
### Unemployment Rates January 2018



### Job Supply and Demand



### Occupational Demand Aug 2017- Jan 2018



## BOW VALLEY AVERAGE WAGES

	NUMBER OF JOB ORDERS	AVERAGE WAGE Aug 17 - Jan 18	AVERAGE WAGE Aug 16 - Jan 17
Food & Beverage Front Line ( <i>servers, hosts, bus persons, delivery drivers</i> )	197	\$14.77	\$13.26
Housekeeping & Cleaning ( <i>room attendants, housemen, laundry workers, cleaners</i> )	140	\$16.13	\$14.34
Food & Beverage Kitchen ( <i>cooks, dishwashers, kitchen helpers</i> )	263	\$16.61	\$14.97
Trades & Labour ( <i>apprentices, hotel maintenance, labourers, landscapers</i> )	264	\$19.60	\$19.12
Miscellaneous ( <i>fitness instructors, pet groomers</i> )	9	\$23.23	\$16.77
Sales & Services ( <i>grocery, retail, hairstyling, esthetics, marketing</i> )	203	\$16.76	\$14.82
Office & Administration ( <i>clerical, reception, data entry, computer support</i> )	48	\$17.04	\$19.69
Hotel Guest Services ( <i>front desk agents, night auditors, bellmen, hotel security</i> )	117	\$15.90	\$14.31
Social Services & Health Care ( <i>social workers, caregivers, massage therapists</i> )	87	\$20.19	\$19.57
Travel & Tourism ( <i>park interpreters, guides, tour operators, bus/van/taxi drivers</i> )	61	\$17.38	\$15.77
<b>Total Job Orders</b>	<b>1,389</b>		

\*Based on job orders placed with the Job Resource Centre in Banff and Canmore between August 1, 2017 and January 31, 2018

## Renting a Home

**Rental rates in Banff, on average, increased by 3.5%** over last year. Rental rates for shared housing, the most readily available option in Banff (representing 75% of all listings), increased by 3%.

**Rental rates in Canmore rose by almost 9%** across all types of rentals compared to a year earlier. Shared housing and two-bedroom units, together comprising 74% of Canmore's listings, increased by 10% and 11% respectively.

**786 rental listings were counted** in the local media between August 2017 and January 2018, 26 or 3.4% more than last year at this same time. Banff had 193 rental listings compared to 175 in 2017 and Canmore had 596 compared to 588.

AVERAGE RENTAL RATES*	BANFF	CANMORE
1 Bedroom	\$1,505	\$1,453
2 Bedroom	\$1,852	\$1,924
3 Bedroom	\$2,375	\$2,327
Studio/Bachelor	\$ 998	\$1,196
Roommate/Shared	\$ 830	\$ 823
Total Listings	193	596

\*Based on listings in the local print and online media between August 2017 and January 2018.

## Top 10 Winter Jobs

A review of the local newspapers saw these 10 jobs advertised most often:

- 1 Sales/Retail Associate
- 2 Chef/Cook
- 3 Hotel Housekeeper/Room Attendant
- 4 Visitor Services Attendant
- 5 Front Desk/Night Auditor
- 6 Administrative/Office Assistant
- 7 Marketing Manager
- 8 Groundskeeper/Landscaper
- 9 Automotive Technician
- 10 Shuttle/Bus Driver



## Workshops

**Free-of-charge workshops starting March 21st!**

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

*Wednesday, March 21st, 1:30-3:30 pm Canmore*

**Interview Skills** Do job interviews make you nervous? Getting interviews but not job offers? Polish your skills at this interactive workshop so you can step into your next interview feeling prepared and confident.

*Tuesday, April 24th, 1:30-4 pm Canmore*

**Alberta Human Rights in the Workplace** Learn about Alberta's Human Rights Legislation, how to deal with harassment and the employer's duty to accommodate.

*Thursday, April 26th, 1:30-4 pm Canmore*

**Pre-registration is required for all workshops. To sign up, contact the Job Resource Centre. Drop in, call 403-678-6601 or email [canmore@jobresourcecentre.com](mailto:canmore@jobresourcecentre.com).**

OUR REFRESHED, USER FRIENDLY WEBSITE IS LIVE!

[jobresourcecentre.com](http://jobresourcecentre.com)

## Development News

### Banff

**Hundreds of job seekers came to the Banff Ski Hiring Fair** in the mountain town on Thursday, October 3rd. About 800 people packed the annual fair, roughly 100 more than last year. Approximately 315 jobs - lift attendants, ski patrol, restaurant workers and hotel housekeepers, were up for grabs. Employers said they saw job seekers from all over the world. While there were many laid-off oil patch workers at the fair last year, this year there were very few. *(CBC News, October 6, 2017)*

**Ti'nu, the Town of Banff's new 132-unit, affordable housing development** is due to open by late summer or early fall. Rental rates, which will be about 18 per cent below market, include \$786 for a studio, \$1,025 for a one-bedroom and \$1,537 for a two-bedroom units. Applications will be accepted on an ongoing basis. *(Rocky Mountain Outlook, January 4, 2018)*



Artist's rendering of Ti'nu affordable housing development in Banff.

### Canmore

**The living wage in Canmore is the highest in Alberta** and it has gone up in the last two years, though not for everyone. For a couple with two children, the living wage is \$25.28, up from \$23.40 two years ago. For single people, the living wage went down to \$17.16 from \$20.03 in 2015 partly due to the launch of public transit and the municipality's Affordable Service Program. *(The Crag & Canyon, January 24, 2018)*

**The Town of Canmore is cracking down on illegal vacation rentals.** In a town where the vacancy rate hovers around zero per cent, short-term rentals on websites like Airbnb and VRBO are said to be worsening the housing crunch. "By decreasing the supply of housing, it drives up the rates that are being charged for available units," said a spokes-person for the Town. *(CBC News, September 22, 2017)*

**The Bow Valley Chamber of Commerce** plans to host a festival for health and wellness industry practitioners. The event comes on the heels of a study into economic diversification in Canmore. With global wellness tourism a fast growing market, health and wellness was identified as a sector ripe for growth. *(The Crag & Canyon, February 6, 2018)*

**With the legalization of recreational cannabis set for July 1st,** employers at a Chamber Learn at Lunch event were advised to be reviewing policies and procedures and ensuring employees are aware of workplace expectations. *(Rocky Mountain Outlook, December 7, 2017)*

## About the Job Resource Centre

**Celebrating 20 years of service,** 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*. Drop in!

**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 **JOB**  
**RESOURCE**  
**CENTRE**

**CANMORE**

710 10th Street, (403) 678-6601

**BANFF**

314 Marten Street, (403) 760-3311