

Labour Market Trends

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Quote of the Month

*In times of change,
learners inherit the Earth,
while the learned find
themselves beautifully
equipped to deal with a
world that no longer exists.*

Eric Hoffer

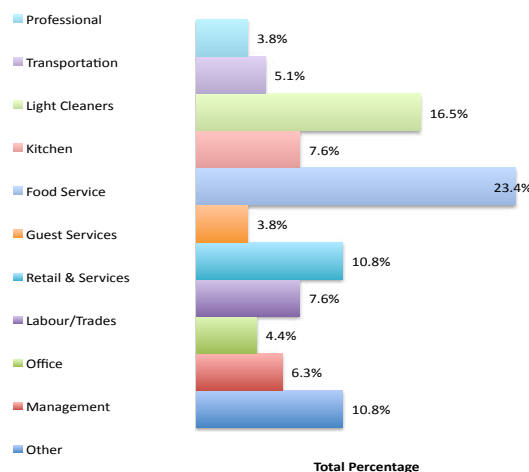
Latest release from the Labour Force Survey - Alberta

Alberta's seasonally adjusted unemployment rate was 4.9% in December 2011, down 0.1 percentage points from November 2011 and down 0.6 percentage points from the same month last year. This rate was the lowest in the country. The national rate was 7.5%, up 0.1 percentage points from the month before. Between December 2010 and December 2011, employment grew by 4.9% in Alberta. For the same period, Alberta's employment increased by 98,800 people, 49.6% of Canada's overall employment growth. Full time employment increased by 100,600 and part time increased by 1,800. Alberta leads the country in having the highest employment rate, 70.4%. The national employment rate was 61.7%. The overall employment gains for the year 2011 was 77,500 or 3.8% growth rate, higher than 2010 when employment decreased by 0.4% or 8,600 people. The following industries had the most employment increases in December from the previous month: Trade, 8,800; Construction, 7,900; and Health Care and Social Assistance, 3,300.

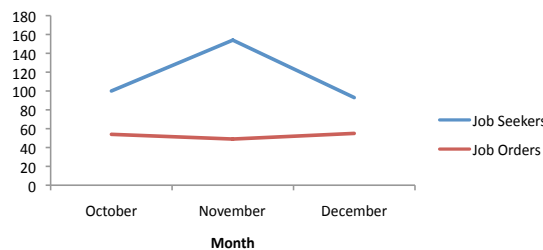
Occupational Demand - Jasper

This quarter we saw an increase of Food Service jobs increasing to 23% of the total job postings between October and December. Yet we saw a decrease of Professional jobs down to 3.8% of the total postings. Light Cleaners emerged with 16.5% of all job postings, a large percentage of these postings are for summer employment. This is a trend that we continue to see as employers prepare for the upcoming busy season. Currently, we are seeing many employees looking for additional work hours as they are not working full time in their present employment.

Jasper's Occupational Demand
October - December 2011



Job Supply and Demand:
October - December 2011



JASPER & AREA AVERAGE WAGES October - December 2011

Position	average wage /hour	# of Job orders
Professional	\$19.96	17
Management	\$22.60	10
Office	\$19.09	7
Labour/Trades	\$15.97	12
Retail/Services	\$13.23	17
Guest Services	\$13.00	6
Food Service	\$9.70	37
Kitchen	\$13.61	12
Light Cleaners	\$12.42	26
Transportation	\$14.72	8
Other	\$10.97	6

Did You Know....

The Number of Lost Time Claims (LTC) of workers in the Restaurant and Catering Industry in Alberta aged 19-26 in 2011 was 331 people. Of those claims the days lost per claim were only 8.55 days.

The number of injuries of workers over the age of 58 were 37 people, however their total days lost per claim were 34.30 days

The top 5 injuries of LTC were Falls at 247 claims, Struck by an Object at 185 claims, Exposure to Extreme Temperature at 160 claims, Overexertion at 138 claims, and Bodily Reaction and Exertion at 79 claims.

Statistics show that while younger workers tend to injure themselves more often, their recovery time is low. Older workers have a lower incident rate but take much longer to recover from injury.



Interesting Websites:

<https://my.wcb.ab.ca/lcr/public/RetrieveReports.aspx>

<http://www.ccohs.ca/>

<http://employment.alberta.ca/SFW/53.html>



You Need to Invest Time to Prevent Lost Time

The value attached to preventing an injury is hard to measure. It is easy to measure the incidents that have happened.

- Falls in the workplace continue to be the number one Lost Time Claim (LTC)
- Overexertion injuries are the number two LCT
- An increase of LTC are occurring in the under 19 and the over 53 age group

What does this mean? There is value in continued diligence and commitment towards safety in the workplace.

This starts with:

- Training our workers appropriately starting on Day 1
- Continually updating safety and training information and providing ongoing training.
- Implementing an effective return-to-work program for injured workers.

Providing workers with information about modified work options demonstrates employer commitment that support an employees while they recover from injury. The sooner an injured worker returns back to work the more impact there will be on reducing the number of Lost Time Delays (LTD), and claim costs. A reduction of LTD and claim costs can be achieved by offering Modified Work. Modified Work offerings can be creative.

Remember modified work:

- Does not have to be offered in the same

department the injured worker is in.

- Cannot endanger the workers recovery, must be achievable, constructive and productive.

Here are a few suggestions for Modified Work:

- Take advantage of training opportunities for the injured worker
- Use the injured worker to assist with updating the properties MSDS (Material Safety Data Sheets) records. Remember, a MSDS must be current within three years.

Providing workers with modified work options demonstrates employer commitment that support employees while they recover from injury

- Hazard identification and safe work practices should be reviewed at least annually. Have the injured worker spearhead the coordination of the hazard ID review with all other workers.

If your property has some great ideas of modified duties please e-mail them to

info@ahsa.ca for your

chance to win a prize pack.

For more information on modified work visit the WCB website at

http://www.wcb.ab.ca/workers/mod_work.asp

Source: Alberta Hotel Safety Association





Essential Skills & Workplace Education

What are Essential Skills?

Essential Skills are enabling skills that:

- help people participate fully in the workplace and community.
- provide a foundation for other skills.
- enhance people's ability to adapt to change in the workplace and manage transition in their lives.

The Website: itsessential.ca

This website will provide you with Essential Skills profiles for over 150 occupations and offers excellent resources for Human Resource Managers.

The Government of Canada defines the 9 Essential Skills as:

1. Reading
2. Document Use
3. Numeracy
4. Writing
5. Oral Communication
6. Working With Others
7. Thinking
8. Computer Use
9. Continuous Learning

Numeracy through an Essential Skills Lens

Numeracy is the ability to use numbers and think mathematically to measure and make calculations, to estimate, to work with money, to analyze numerical trends and to create schedules and budgets.

How we use this skill:

- numerical estimating
- money math
- scheduling or budgeting math
- measurement and data analysis

Coach's Corner: Literacy & Essential Skills

Numeracy plays a role in every profession. Yet the latest statistics show that 49% of Albertans do not have the numeracy skills necessary to function well in Canadian society. In a town like Jasper where the main industry is tourism, our economy is driven almost entirely by sales. However, the numeracy skills required by employees goes beyond just cash handling. Staff are likely required to read and understand schedules, fill out time sheets, count and stock supplies, and organize their time to complete assignments. These tasks may sound simple, but a person who struggles with numeracy could find them difficult and frustrating.

Fortunately, employers and educators in Alberta are becoming more aware of the demand for workers with strong numeracy skills. Resources are now available to improve employees' Workplace Essential Skills. We provide one on one assistance to individuals needing to improve their workplace skills. Contact the Jasper Adult Learning Council for more information.

To make an appointment call Cynthia at 780-852-4418 Ext. 1



IMPORTANT DEADLINES YOU SHOULD KNOW...

Summer Temporary Employment Program (STEP)

Summer Temporary Employment Program (STEP) is a program under the Training for Work program. It was developed by Alberta Employment and Immigration (AE&I) and community partners to help students benefit from temporary employment during the spring and summer months. STEP encourages the hiring of students across Alberta during the months of May to August. Its primary intent is to provide meaningful summer employment.

Application deadline:

early February 2012.

For more information go to:

<http://employment.alberta.ca/CES/3158.html>

Leadership West Yellowhead

Leadership West Yellowhead offers a seven month community leadership program that is designed to develop the leadership skills and community awareness of the West Yellowhead region's next generation of leaders. Ideal participants possess basic leadership abilities and some leadership experience.

Applications must be submitted no later than 4:30 pm March 1, 2012. Applications should be submitted by email to Nancy. robbins@cfwestyellowhead.com

Like us on
Facebook and
follow our Blog



Our social media tools offer tips and strategies for employers, job seekers and lifelong learners. You will also find updated information on upcoming training opportunities

Please note that our email addresses will be changing effective Feb. 1, 2012

Program Registration
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Office Hours

Monday - Friday
8:15 am-5:00 pm
Closed for Lunch
Closed for Holidays



Employer Resources

HR Tips - Occupational Health & Safety

Local employers are featured in each of our newsletters and share tips, strategies and Best Practices.

Interview with: Yvonne McNabb

Culture and Recreation Director - Municipality of Jasper

How often does the Health and Safety (H&S) Committee meet?

We meet once per month to discuss, monitor and review H&S practices throughout the Municipality. We review all the H&S paperwork to make sure it is complete and accurate - things like incident/accident reports, inspections, hazard assessments and the tool box. We hold tail gate meetings, staff orientations, and accident investigations.

Who is on the Committee?

We try to have one person from each department with equal representation of both management and union staff.

What is your incident rate?

In May 2010 to May 2011 we had nine accidents which had the

potential to be WCB claims. Out of those, only three were lost time injuries and were processed through WCB. We have a staff of about 97 people, including part-time, term and continuous. We did have other incidents/near misses but no physical damage occurred in these.

What is an Accident and Incident?

An incident/accident can be a near miss (things like almost falling from a ladder, or slipping and falling but not hurting yourself), incident with the public (irate customer), accident (vehicle or body), or violence in the workplace. If something occurs staff are asked to fill out a form letting us know what exactly happened and how it could have been prevented. This helps us to look for patterns in accidents and hopefully we can find a way to reduce or eliminate that particular accident.

What additional training do you provide committee members?

Most of us have taken H&S board organized courses run through the Municipal Health and Safety Association. Some of the members

are H&S auditors for the program, we also encourage all committee members and staff to take as many of the H&S courses offered by the MOJ. Courses include review of accident/incident investigations, inspections and hazard assessments, confined space, and ergonomics, just to name a few.

What are you doing well?

We have a really good manual with all sorts of H&S safe practices for almost every job you can think of. Staff know and understand how H&S works within the Municipality. Training/orientations has definitely improved. Fire alarms and drills are tested regularly.

What could be improved?

Paperwork! As you probably know paperwork and follow up documentation is one of the hardest areas to keep up on. Getting four inspections per year per location can be tricky; this is much easier if you assign someone in each department to be responsible to completing them, we try to have many different staff do these so they see things that others may have missed.

Our Services...

We specialize in helping people find jobs and new careers while offering a broad range of learning opportunities that enhance workplace skills.

We also support employers in their efforts to hire, train and retain employees. Our Job Board is updated daily.

Additional services include one-on-one literacy tutoring, English Language Learning Programs and customized Literacy Specialist Services.



Our employment services are FREE of charge.

A special welcome to the newest member of our team: Anna Urban - Program Support



Funded by:

