



Wainwright Alberta Service Centre

Suite 19, Provincial Building, 810 – 14 Avenue, Phone: 780 842 7500

Hiring Youth Workers – A Work Force Opportunity

Spring is a great time to think about hiring summer students to help meet your workforce needs. This bulletin provides employers and youth with strategies for summer employment.

Students face challenges with career selection, applying their learning to work, and paying for education and training. The local papers presently list a number of student summer opportunities. Employers looking for top notch students should follow suit with early advertisements.

There are a number of provincial and federal programs to help employers with student employment.

STEP, the Alberta government's Summer Temporary Employment Program, encourages the hiring of students. STEP reimburses eligible employers, primarily non-profit, for wages of up to eight dollars an hour for student summer work. More information can be found at <http://employment.alberta.ca>. While the STEP program deadline is the end February, employers can keep this program in mind for next year.

Under the Federal Youth Employment Strategy, Canada Summer Jobs provides wage subsidies to help employers of not-for-profit, public sector, and smaller private sector organizations hire both secondary and post-secondary summer students. The subsidies are usually 50 per cent of the wages. More information can be found at:

<http://www1.servicecanada.gc.ca/eng/epb/yi/yep/newprog/summer.shtml>

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Locally, opportunities for students abound. CFB Wainwright is planning to hire 50-60 students for the summer.

According to Karen Dance, Human Resource Officer at CFB Wainwright, students will be hired under two programs: the Federal Student Work Experience Program (FSWEP); and the federal Co-Operative Education Program (Co-Op). The programs provide work opportunities, including research, for students.

Students are encouraged to submit their resumes to www.jobs.gc.ca as soon as possible. The human resource personnel at CFB Wainwright will review the resumes to determine the best fit for jobs.

What Local Employers Want

Interviews with local employers found a number of common work related skills were desired. Customer service and communication skills were high on the list. Respect for equipment and other employees was a common theme. A strong work ethic was desired by all. Time management was also an important attribute.

What Students Want

In a recent interview, the Program Coordinator of Youth Connections stated that students are looking for flexibility, competitive wages, and challenges in a job. Boredom is a factor in keeping students interested in their position. They also want to feel needed.

TIPS FOR STUDENTS

Finding work opportunities takes some detective work, especially if you're looking for the job that fits and is what you really desire.

Before you start looking, figure out what skills, accomplishments and experience you offer an employer. Know what you want from a job. Your search will be most effective when you look for employers who need your skills and fit your preferences. Volunteering and working part-time during the year are helpful in getting a job for the summer. More **TIPS** for youth can be found at: www.alis.gov.ab.ca/tips

Work opportunities fall into two basic categories: positions that are advertised and those that are not—the hidden job market. Dropping off resumes at stores and companies is a good strategy. Networking with friends and family is another one. See the website, www.wantjobgotjob.com, for local student job opportunities. Search the newspaper and the internet for jobs. Use the help of local agencies like AEII and Youth Connections.



Youth Connections has counselors that help youth, ages 16-24, find employment. They use the above website as well as local contacts to assist employers and job seekers. Employers can contact the centre by phone but can also post jobs on the internet. The service is free. See the Youth Connection contact information on the last page.

LABOUR MARKET Research Continues

As part of an ongoing survey of employers in the Wainwright area, interviews were recently completed with employers in retail and education and at Canadian Forces Base (CFB) Wainwright. The focus of the interviews was on community growth as well as labour issues.

While retailers have experienced less difficulty recruiting staff, some jobs continue to be difficult to fill. The need is greatest for journeymen and people willing to work evening and night shifts. Affordable housing was the most frequent causal factor listed in all recruiting and retention issues.

Retention continues to be important.

Offering attractive working conditions and benefits are among the strategies employed to help with retention.

CFB Wainwright is one of three economies on which Wainwright and area rely. Some \$70 million of a \$300 million commitment has already been instituted in at the base. An 18 per cent growth in staff over the past year is another indicator of growth and stability.

CFB Wainwright is interested in hiring five or six apprentices in trades that the base has had difficulty filling.

An increase in school enrolment of 160 students also points to growth in the Wainwright area.

IN THE NEWS...



Keeping our readers up-to-date with timely information about Wainwright & Area business expansions, constructions and closures, and their effect on the local job market.

THE BRICK - The manager of the Brick reported hiring three new positions for the new building which is scheduled to open soon.

TIM HORTON'S - Tim Horton's is one of the new retailers that have opened. The owners, Reg and Connie Grant, report employing 24 permanent and 15 part-time positions. Evening and night shifts are hard positions to fill.

WALMART - Karen Jackson, the Human Resource person at WalMart reports a full complement of staff. However, with a high turnover rate, the store is always looking for new personnel.

CO-OP - Eastalta Coop Grocery store is moving into its new store in April. Manager Wayne Moskie says the new store will require approximately 15 new staff members. The Gas Bar opens in July.

CANADIAN TIRE - Manager, Allen Kent, reports that Canadian Tire is operational with 24 permanent and 33 part-time positions. However, the company is still looking for an auto technician and people to fill entry-level management positions.

NO FRILLS - The store has made the transition from Extra Foods and is fully staffed and operational.



The job fair website www.wantjobgetjob.com helps local employers contact and interact with employment seekers from eastern Alberta. Employers are able to post job openings and search a database of resumes for suitable candidates. Job seekers are invited to post their resumes directly onto the website's database for free.

Local Training Centers

[3-A Academy & Consulting Ltd](#)
1135-14 Street, Wainwright
780-842-3512 Fax: 780-842-3514
lstephen@3aacademy.com

[Portage College](#)
912-3rd Avenue, Wainwright, 780-842-7633
info@portagecollege.ca

[JAWS Safety Services](#)
3-1005 3rd Avenue, Wainwright, 780-842-6733
Fax: 780-842-6735 www.jawssafety.com

[Council of Adult Lifelong Learning](#)
780-842-3455 Fax: 780-842-3475
info@callw.org

[Youth Connections](#)
930-6 Avenue, Wainwright, 780-842-5563
www.employment.gov.ab.ca/youthconnections

Do You Need a Job? Training? Are You an Employer Looking for Workers? ALBERTA EMPLOYMENT AND INDUSTRY HELPS PEOPLE FIND JOBS

Staff are available to assist with career development and can help you build your employment skills. Services such as career counselling, skills development programs and referrals for job placement and self-employment are available. We also provide applications for scholarships, grants and bursaries. Resources are available free to those in search of employment, and include workshops, tips on resume writing, and photocopy, fax and Internet services. (Participation in certain programs may be contingent on meeting eligibility criteria.) Employers can post their vacancies on a job board free of charge.

WHERE CAN YOU GO TO LEARN MORE ABOUT CAREER & EMPLOYMENT PROGRAMS AND SERVICES IN WAINWRIGHT?

*Suite 19 Provincial Building
810 - 14 Avenue
Wainwright AB T9W 1R2*

*Phone: 780 842 7500
Fax: 780 842 7533*

Hours of Operation: 8:15 a.m. - Noon, 1 - 4:30 p.m., weekdays
This office also provides advice on career, employment and training services for adults.

Useful Websites:

Alberta Employment and Immigration: www.employment.gov.ab.ca

Alberta Learning Information System: www.alis.gov.ab.ca

Youth Connections: www.employment.gov.ab.ca/youthconnections

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