

Brazeau Business

Quarterly Business Newsletter
ISSUE 06 January 2012



Labour Shortage

The current labour shortage issue that our business community is facing is one that can't be taken lightly, nor ignored. As we enter into a new year, this issue will impact all industries, from retail sales to oil & gas and we must be prepared for what lies ahead. But rest assured that there are solutions to this critical issue and this edition of our Business Newsletter will set out some measures that you as employers and employees of this business community can use to address the labour situation that we will be facing. In addition, there is some valuable information about the classifications of occupations which are expected to be part of the labour shortage crisis. This information will allow us as a business community to get an insight as to what we will be facing. We will be better prepared to remedy this situation which will hopefully lower the impact that this issue will have on our economy and community.

"There is no future in any job. The future lies in the man who holds the job."

- George Crane -

"The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint to keep from meddling with them while they do it."

- Theodore Roosevelt -

Help for your business is... everywhere

Hiring Temporary Foreign Workers

Generally, employers interested in hiring temporary foreign workers are required to go through the Temporary Foreign Worker Program to bring them to Alberta. The Temporary Foreign Worker Program is operated by Human Resources and Skills Development Canada (HRSDC) and Citizenship and Immigration Canada (CIC). The process to hire a temporary foreign worker includes the following steps:

STEP 1: Determine the skill level of the position offered

Positions offered to foreign workers must be classified a specific skill level. HRSDC's National Occupational Classification (NOC) defines skill levels for all occupations in Canada.

The *skilled* worker category (NOC categories O, A & B) includes managerial, professional or technical occupations that require post-secondary training. The *low-skilled* worker category (NOC categories C & D) includes jobs that require lower levels of formal education.

To determine the position's NOC code and classification, visit HRSDC's website at:

www5.hrsdc.gc.ca/NOC/English/NOC/2006/Welcome.aspx and consult the NOC Matrix at: www5.hrsdc.gc.ca/NOC/English/NOC/2006/pdf/Matrix.pdf.

The National Occupational Classification (NOC) tutorial

Refer to the NOC tutorial www.albertacanada.com/immigration/immigrating/ainp-noc-tutorial.aspx to learn about how jobs are classified in Canada and to determine the skill level associated with an occupation. To determine the prevailing wage rate set by Service Canada for the position, refer to www.workingincanada.gc.ca.

STEP 2: Obtain a Labour Market Opinion (LMO)

A LMO is an approval that HRSDC will issue if they have assessed that the hiring of a foreign worker will have a positive effect on the Canadian labour market. A LMO states the position and the conditions of employment that you are offering the foreign worker, such as wage, name of the foreign worker, and hours of work. A LMO does not give the authority to work in Canada; however a copy of the LMO will be required for the foreign worker to apply for a work permit. If you do not have an individual chosen for the position, HRSDC will issue you a "pre-approval" and once you submit the name and personal details of the foreign worker to HRSDC, they will issue you a LMO. The application for a LMO can be found on HRSDC's website: http://www.hrsdc.gc.ca/eng/workplaceskills/foreign_workers/communications/online_system.shtml

Hiring for low-skilled occupations:

If you are hiring a foreign worker for a low skilled occupation (NOC C & D occupation), you must agree to additional requirements in order to obtain a LMO. Employers must pay for the return transportation airfare, provide medical coverage until a foreign worker becomes eligible for Alberta Healthcare Insurance, and help the foreign worker to find reasonably priced

accommodation. For more information on the additional requirements and to hire low-skilled workers, visit: www.hrsdc.gc.ca/en/workplaceskills/foreignworkers/lowskill.shtml.

Please note, when applying for a LMO, there are minimum advertisement requirements that you must demonstrate to prove that you have tried to employ Canadians. Employers are also encouraged to review the "What's New" section of the HRSDC website. For updates on the program go to: www.hrsdc.gc.ca/eng/workplaceskills/foreign_workers/index.shtml.

STEP 3: Provide copy of LMO and written job offer to foreign worker

Once you obtain a LMO, provide a copy of the LMO and a written job offer to the foreign worker. These documents are required to apply for a work permit. If you are hiring a low-skilled worker, you will also need to provide an employment contract stating the conditions of employment.

STEP 4: Foreign worker to apply for a work permit

A work permit gives a foreign worker authorization to work in Canada. In most situations, the foreign worker must apply for a work permit from outside of Canada. Applications for work permits can be made at a visa office at a Canadian embassy, high commission or consulate.

The foreign worker is responsible for proving s/he is qualified to meet the job requirements and CIC's requirements which include medical and security checks. For information on obtaining a work permit, visit CIC's website at: www.cic.gc.ca/english/work/index.asp. For application processing times, visit: www.cic.gc.ca/english/information/times/index.asp. The decision to issue a work permit is made by CIC.

TEMPORARY FOREIGN WORKER GUIDE FOR EMPLOYERS

Temporary foreign workers have the same rights and responsibilities as any other employee in the workplace. The following publication provides useful information to employers on topics such as Alberta employment standards, workplace safety, and support for temporary foreign workers: <http://employment.alberta.ca/documents/WIA/WIA-IM-tfw-employer.pdf>.

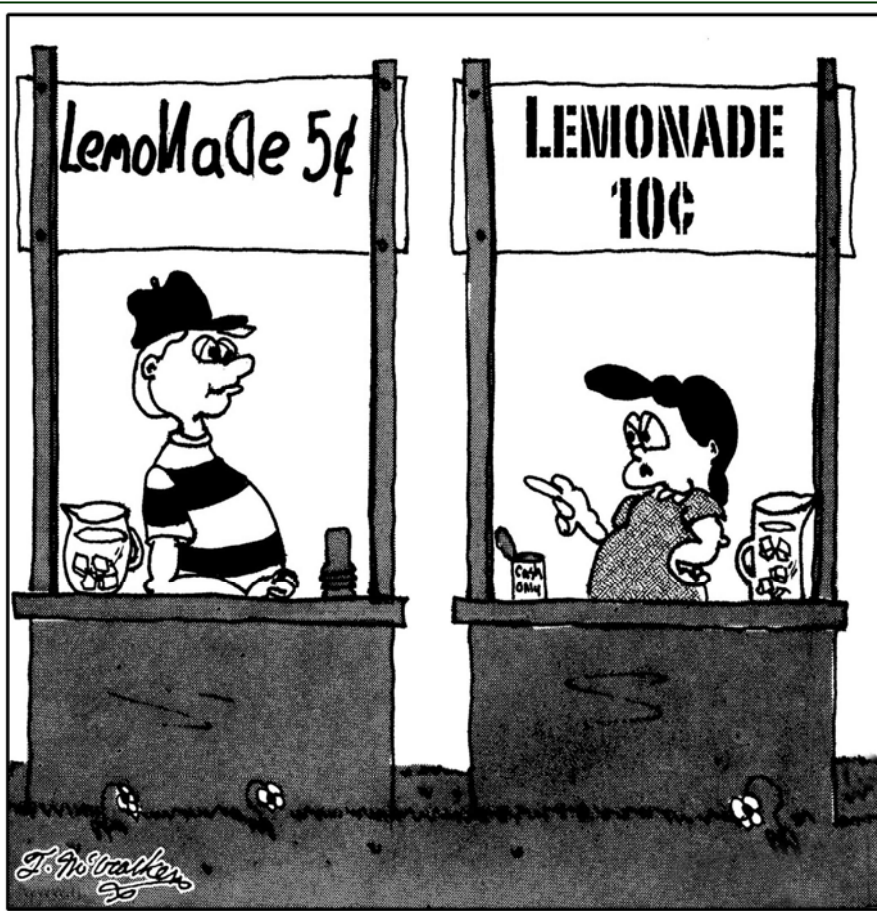
USE OF EMPLOYMENT AGENCIES

If you will be using the services of an employment agency to recruit employees, in Alberta there are regulations that an employment agency must abide by. These regulations include:

- It is illegal for an employment agency to charge any fees to a prospective employee for finding work.
- An employment agency can charge an employer for their services and the employer cannot recover these costs from the employee (for example, the employer cannot deduct these costs from the employee's paycheque).
- No employment agency or employer may demand or hold a bond, deposit, or passport from an employee to ensure the completion of a work term.

For more information, please visit Alberta's official immigration website at www.albertacanada.com/immigration.

Source: Human Resource & Skills Development Canada



"You must be out sourcing your labor overseas."

"In the end, all business operations can be reduced to three words, people, product and profits. Unless you've got a good team, you can't do much with the other two."

- Lee Jacocca



8 Reasons why Brazeau County is a great place to do business:

1. No Business licenses
2. No municipal business tax
3. Competitive non-residential property tax
4. "Open for business" attitude
5. Free marketing services through the website and home based business and agricultural directory.
6. Industry Diversification workshops
7. Facilitation of federal and provincial resources pertaining to Foreign Direct Investment.
8. We love our businesses.

What's new with you?

Let us know what exciting things are going on with your company. Perhaps you are manufacturing something new and exciting, or you are going through a name or ownership change. Don't leave it up to the coffee shop to spread the news —sometimes they just don't get it right. Let us know and we will print it in the next Brazeau Business newsletter which is mailed to every business in Brazeau County.

FORECASTING ALBERTA'S LABOUR SHORTAGES IN THE SHORT TERM

Source: 2011 Government of Alberta,
www.employment.alberta.ca/stef

The Short Term Employment Forecasting (STEF) tool lists occupations that are expected to be in demand in the next one to three years. The tool was developed to assist the Alberta government and Alberta businesses industry associations, and educational institutions in making informed decisions around staffing, strategic hiring and human resources, planning educational programming, and initiatives on hiring within Alberta or internationally.

STEF is unique because it uses a combination of multiple economic indicators related to employment, including forecasts from Alberta industry sectors. By including industry forecasts, STEF reflects industry trends, and therefore can be used as a strategic tool to influence a variety of policies and programs.

For example, the Alberta Government will use STEF in negotiations with the federal government to request that eligibility criteria of federal immigration programs reflect Alberta labour market needs. This could potentially mean adjusting the criteria for permanent residence and temporary worker status to include occupations in demand in Alberta.

In order to accomplish this strategic task, it is crucial for Alberta industry to get involved by providing their sector's forecast or outlook of occupations in demand in the near term. The more data received by the industry, the more accurate the tool will be when predicting occupations in demand for Alberta.

About STEF tool

The STEF list for 2011-2013 contains 64 occupations deemed to be in demand. A total of 208 occupations were assessed.

The STEF tool contains three pieces of information:

- National Occupational Classification (NOC) Code
- Occupation title
- Number of individuals employed in that occupation in 2010

The Number of Employed in 2010 is provided to show how many people in Alberta were employed in a specific occupation. The size of the occupation could indicate its importance for Alberta's economy. The user could also compare the size of the occupation relative to the number of industry sectors that employ workers in that occupation, and make conclusions about how that could impact a potential competition in the labour market. A demand, for example, in a large labour pool occupation could indicate a potentially serious impact on Alberta industry in general.

How to read the tool

As the tool identifies the occupations in demand, it can be used to market prospective employment opportunities to available labour supply in Alberta, Canada and internationally.

The application of the tool will depend on the user's purpose and objective and is completely at the user's discretion. Different users will have different applications of STEF. This may include human resource strategic development, short-term employment services, or career services for clients looking for employment or career advancement or changes.

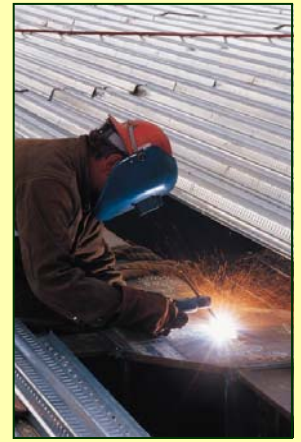
It is important to note that the tool is and will be tested each year to measure its predictive power. Predictive power means the accuracy to which the tool predicts an occupation to be in demand.

STEF's predictive power will be enhanced by incorporating new administrative data sets obtained from new relevant sources and by including additional industry sectors' forecasts.

List of Occupations in Demand for 2011-2013

NOC	Occupation Title	Number of Employed 2010
0621	Retail Trade Managers	37,300
0631	Restaurant & Food Service Managers	14,900
2132	Mechanical Engineers	5,400
2145	Petroleum Engineers	13,200
2174	Computer Programmers & Interactive Media Developers	12,200
2175	Web Designers & Developers	1,600
3112	General Practitioners & Family Physicians	5,000
3152	Registered Nurses	35,600
6211	Retail Trade Supervisors	19,700
6212	Food Service Supervisors	6,200
6221	Technical Sales Specialists, Wholesale Trade	14,200
6271	Hair Stylists & Barbers	10,000
6482	Estheticians, Electrologists & Related Occ.	4,600
7311	Construction Millwrights & Industrial Mechanics (except Textile)	9,200
7312	Heavy-Duty Equipment Mechanics	11,500
7322	Motor Vehicle Body Repairers	4,900
0013	Senior Managers-financial, Communications Carriers & Other Business Services	3,000
0211	Engineering Managers	2,600
0213	Computer & Information Systems Managers	5,500
0721	Facility Operation & Maintenance Managers	4,000
0711	Construction Managers	92,000
0911	Manufacturing Managers	4,900
1111	Financial Auditors & Accountants	25,100
1114	Other Financial Officers	9,600
1122	Professional Occupations in Business Services to Management	14,500
1232	Loan Officers	6,600
1233	Insurance Adjusters & Claims Examiners	2,300
1212	Supervisors, Finance & Insurance Clerks	4,600
2131	Civil Engineers	6,700
2171	Information Systems Analysts & Consultants	17,800

NOC	Occupation Title	Number of Employed 2010
2242	Electronic Service Technicians (Household & Business Equipment)	8,300
2243	Industrial Instrument Technicians & Mechanics	3,300
2261	Nondestructive Testers & Inspectors	2,700
2271	Air Pilots, Flight Engineers & Flying Instructors	2,200
2281	Computer & Network Operators & Web Technicians	4,600
2282	User Support Technicians	4,900
3111	Specialist Physicians	1,900
3131	Pharmacists	1,700
3233	Licensed Practical Nurses	7,700
3413	Nurse Aids & Orderlies	21,100
4163	Economic Development Officers & Marketing Researcher & Consultants	2,900
4121	University Professors	5,600
4131	College & Other Vocational Instructors	10,900
4211	Paralegal & Related Occupations	7,700
5241	Graphic Designers & Illustrating Artists	7,000
6411	Sales Representatives, Wholesale Trade (Non-Technical)	25,800
6231	Insurance Agents & Brokers	7,100
6232	Real Estate Agents & Salespersons	8,100
6431	Travel Counselors	2,500
6435	Hotel Front Desk Clerks	4,800
6474	Babysitters, nannies & Parents' Helpers	8,200
6661	Light Duty Cleaners	21,800
7216	Contractor & Supervisors, Mechanic Trades	9,100
7219	Contractors & Supervisors, Other Construction Trades, Installers, Repairers & Services	12,900
7251	Plumbers	8,100
7282	Cement Finishers	2,300
7291	Roofers & Shinglers	1,900
7242	Industrial Electricians	4,400
7321	Motor Vehicle Mechanics, Technicians And Mechanical Repairers	20,300
7381	Printing Press Operators	2,400
7443	Automotive Mechanical Installers & Servicers	2,700
7413	Taxi & Limousine Drivers & Chauffeurs	6,000
8251	Farmers & Farm Managers	33,900
8255	Landscaping & Grounds Maintenance Contractors & Managers	4,000



“The possibilities for mobilizing the experience, imaginations and intelligence of workers, both employed and unemployed, are limitless.”

- Emlyn Williams

FARMING INTO THE FUTURE

**February 22, 2012
MacKenzie Conference Center
Drayton Valley, Alberta**

Conference Topics Include:

- The Joy of Farming
- The Rural Millionaire
- Opportunities and Markets for Flax Fibre
 - Growing and Harvesting Flax
 - Weed Identification
 - Weed Control Options
 - Processing Flax in Alberta
- Sheep Ranching
- Bio Mile Initiative
- Processing Meat
- Successful Game Farm as a business

Cost: \$30.00

(includes buffet breakfast and lunch)

**For more information contact Lisa or Barb at the Brazeau County Office at
780-542-7777**





Canada Small Business Financing Program

Small businesses are an important part of Canada's economy,

but they face unique challenges when seeking financing. The Canada Small Business Financing Program makes it easier for small businesses to obtain loans from financial institutions by sharing the risks with lenders.

Eligibility

Small businesses operating for profit in Canada with gross annual revenues of \$5 million or less. Farming businesses, not-for-profit organizations, or charitable and religious organizations are not eligible under this program.

Loans can be used to finance up to 90 percent of the cost of

purchasing or improving land, real property or immovables; purchasing leasehold improvements or improving leased property; or purchasing or improving new or used equipment.

Amount of Financing

Up to a maximum of \$500 000 for any one business, of which no more than \$350 000 can be used for purchasing leasehold improvements or improving leased property and purchasing or improving new or used equipment.

Interest Rate

The interest rate is determined by the financial institution. The following two options are available:

Variable rate: The maximum chargeable is the lender's prime lending rate plus 3 percent.

Fixed Rate: The maximum chargeable is the lender's single family residential mortgage rate for the term of the loan plus 3 percent.

How to apply for a loan

Financial institutions deliver the program and make all credit decisions. Small businesses must visit their local bank, credit union or Caisse populaire to obtain a loan under the program.

For more information on the Canada Small Business Financing Program

Tel. (toll free): 866-959-1699

Fax: 613-952-0290

Email: CSBFP-PFPEC@ic.gc.ca

Website: www.ic.gc.ca/csbfp

Source: www.ic.gc.ca/scbfp

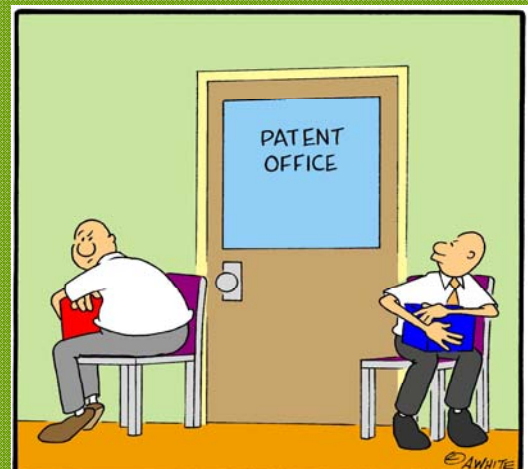
**"I understand small
business growth. I was one."
- George W. Bush**

Brazeau County Economic Development Department Services for Businesses

Brazeau County has always believed that our existing businesses are the backbone of our economy and have focused on helping them to grow and expand. Business Retention has been our # 1 priority.

What we can do for you

- ◇ Advertise your business for free on the directory located on the Brazeau County Website—www.brazeau.ab.ca
- ◇ Advertise your business for free in the Home Based Business and Agricultural Directory (specifically for home based and agriculture businesses) which are distributed via welcome packages that are given out to every new resident and business in the County.
- ◇ Information referral services on organizations both provincially and federally that are available to help your business to grow.
- ◇ Business assistance is given to any Brazeau County business seeking information on exporting, importing, patents, etc.
- ◇ New businesses are recognized in the Brazeau Newsletter and this newsletter.
- ◇ Host workshops that are specific to the needs of the business community.
- ◇ Along with our services to businesses, our Economic Development Department works on business attraction initiatives, industry diversification initiatives, and strategic partnerships.



Upcoming Events

Farming into the Future

Mackenzie Conference Center

February 22, 2012

To register, contact Lisa Murphy at

780-542-7777

We are offering the quarterly Brazeau Business Newsletter as an e-newsletter. You can subscribe to the newsletter by going to www.brazeau.ab.ca/subscribe. Every three months, you will be notified via email, that the newsletter is available. You can then click on the link contained in the email, and read the newsletter on line or print it at your printer. If this service interests you, please go to www.brazeau.ab.ca/subscribe and subscribe for the Quarterly Business Newsletter.



Pumpwell Solutions Ltd. is an optimization and engineering company with an extensive knowledge of the production and continual optimization of oil wells. With expertise in horizontal multi-frac production techniques, fibreglas rod strings, and maximizing production on non-fluid limited wells, they can significantly impact the economics of most rod pumped wells.

Utilizing their patented control system, advanced hardware, communications and a real time website, they can help the oil producer maximize production, minimize downhole pumping system failures and maximize run time performance.

For more information, please contact Duane Rowan at [780-542-6945](tel:780-542-6945).

Welcome to the following new Brazeau County Businesses



Fusion Oilfield Services Ltd. has been providing water management and supply services for the oil and gas industry for many years in both Alberta and British Columbia. We specialize in water solutions for the hydro fracking industry. For more information contact Fusion Divisional Manager Ken Bejcar at 780-728-4251 or visit the website, www.fusionoilfield.ca.



Louie Lake Ltd. is an RV Park located at 48109 RR 90, just 2.6 km south on Range Road 90 just off of Highway 620. The beautiful park currently has 11 year round fully serviced RV sites and camping sites with fire pits and picnic tables. They also have a fishing pond stocked with mature, rainbow trout to fish off the docks. For more information, please contact John Jacobson at 780-514-6079 or email gem48@telus.net.

Brazeau County Economic Development Department

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780-542-7777

