



2014 Workforce Scan

An Overview of Employment Trends in Northern Alberta



Northern
Alberta
Development
Council

Table of Contents

Executive Summary.....	1
Accommodation and Food Services.....	3
Agriculture	4
Business and Building Services	5
Construction.....	6
Education – Post Secondary.....	7
Education - Primary and Secondary.....	8
Finance, Insurance and Real Estate	9
Forestry	10
Healthcare.....	11
Information, Culture and Recreation.....	13
Manufacturing	14
Oil, Gas and Mining.....	15
Other Services	16
Professional, Scientific and Technical Services	17
Public Administration.....	18
Retail Trade	19
Transportation and Warehousing.....	20
Utilities	21
Wholesale Trade	22

NADC'S VISION

A stronger Alberta through a stronger north

NADC'S MISSION

The NADC's mission is to identify and implement sustainable measures that will advance northern development and advise government on opportunities and issues for the benefit of Albertans



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Executive Summary

The *2014 Workforce Scan* offers insight of hiring intentions and labour force trends across northern Alberta. The Northern Alberta Development Council (NADC) surveyed employers from a variety of economic sectors across northern Alberta. Responses were grouped by sector, and there were a total of 83 respondents across 19 sectors.

Current Employment Opportunities

The majority of respondents indicated that employment opportunities were either increasing or stable, with few sectors citing decreasing employment opportunities. The need for employees is being driven by a number of factors: the retirement of older workers; increased demand for goods and services; population growth; and competition for employees from other sectors.

How Are Employers Responding

Employers in northern Alberta are utilizing a number of techniques to address the dynamic employment environment. The most common techniques employers are using to attract and retain workers are to raise wages and offering flexible working schedules. Other employers are turning to less traditional techniques, such as:

- Temporary Foreign Workers (TFWs)
- Outsourcing
- Automation

Employers often utilized multiple techniques to address their need for employees, reflecting a broad approach to recruitment and retention.

Workforce Scan Overview

The information presented in this report is intended to:

- Advise the NADC Bursary Selection Committee during its annual selection of bursary recipients (for more information about NADC bursaries visit: www.benorth.ca)
- Provide career counselors and students with a general overview of future workforce demands across northern Alberta

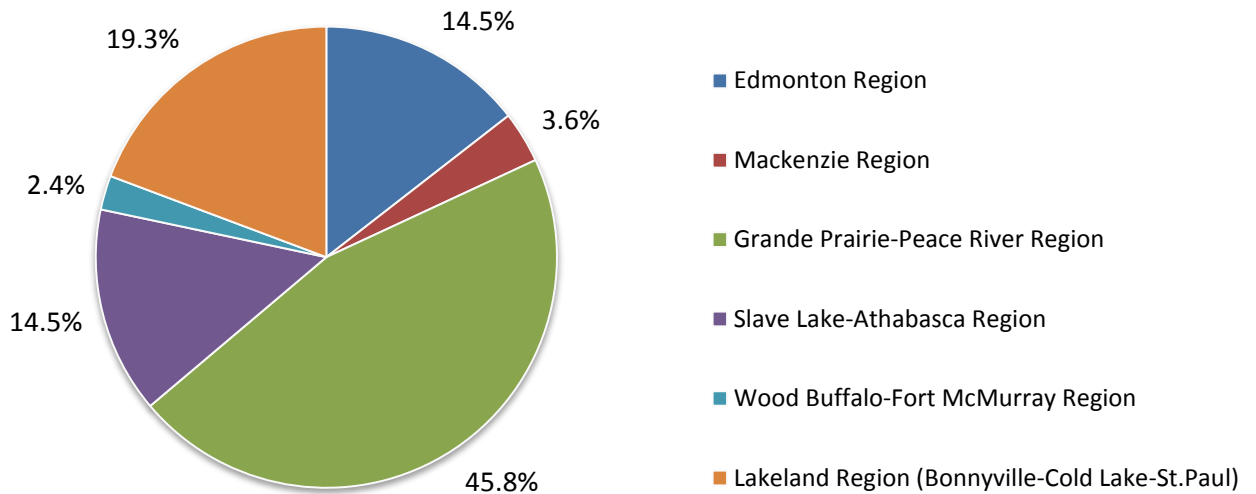
Method

For this scan, contacts from 19 sectors were selected and encouraged to complete an online questionnaire. Email addresses for participating respondents were gained from NADC's existing contact list and through an extensive online search of employer contacts.

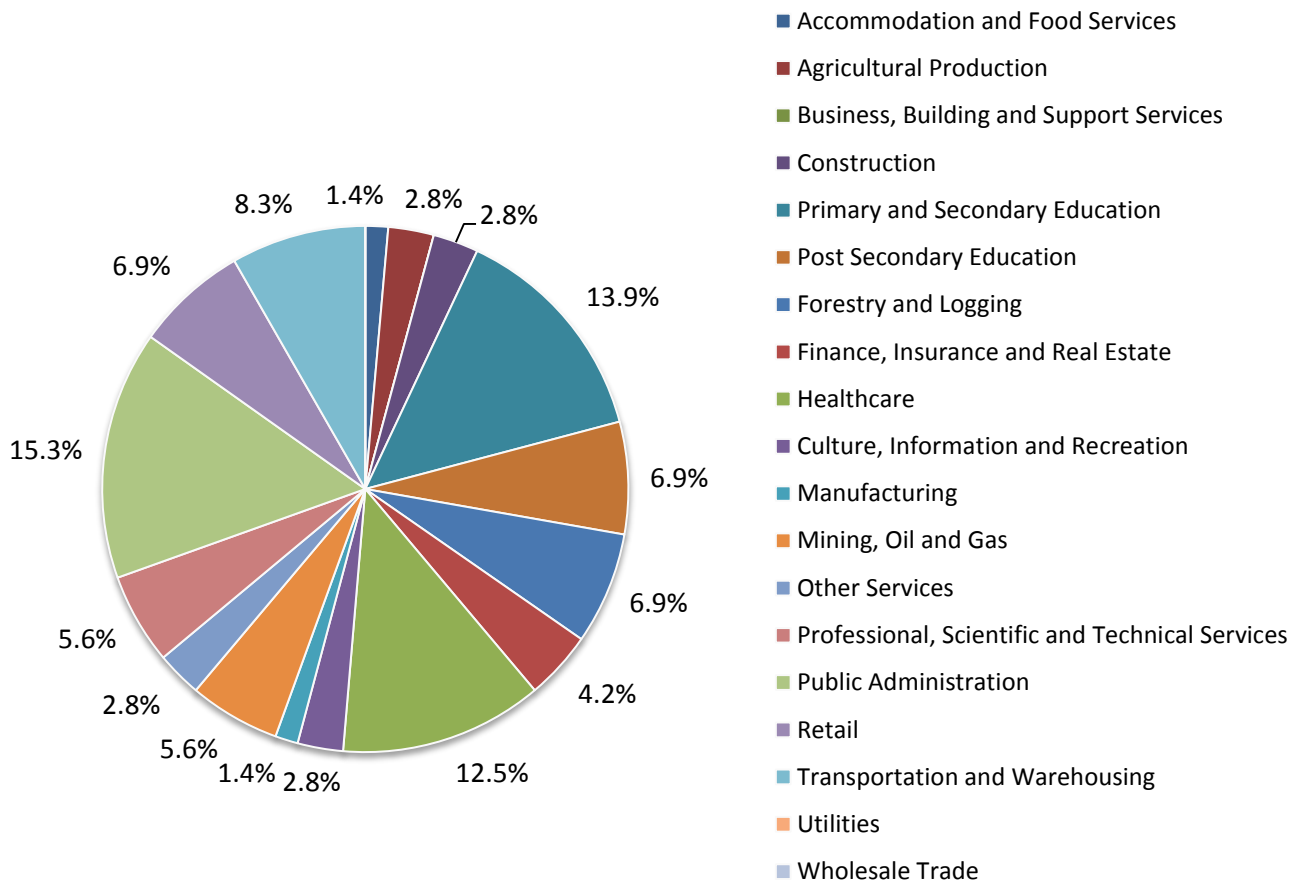
Limitations

With an average of ten responses per sector, the Professional Workforce Scan is a *general* overview of northern Alberta's current and future workforce trends. It should not be taken as anything more than an overview of trends in the north.

Where is your organization located?



In which sector does your organization operate?



Accommodation and Food Services

There were a total of 9 responses in the Accommodation and Food Services sector.

Current Employment Opportunities

Respondents in the Accommodation and Food Services sector indicated the hiring outlook for the sector was positive, with 77.8% indicating employment opportunities were increasing.

Recruitment Techniques

Respondents indicated that they were increasing wages and the availability of flexible schedules to attract and retain employees, along with utilizing temporary foreign workers.

What is driving these trends?

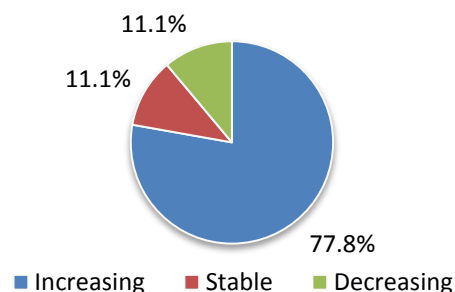
Respondents indicated that employment trends within the sector were being driven by increased demand for goods and services, population growth and competition for workers from other sectors.

Education Programs in Demand

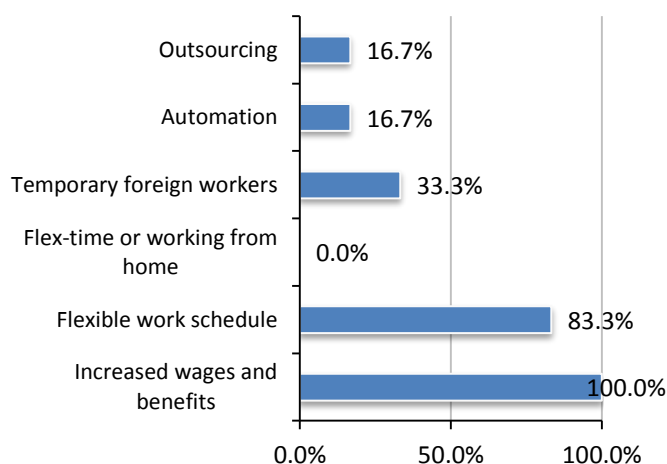
The following education programs were identified by employers as being in high demand:

- **Diploma Human Resources**
- **Diploma Accounting**
- **Bachelors Accounting**
- **Diploma Food and Hotel Administration**
- **Bachelors Business Administration**
- **Certificate Business Administration**
- **Diploma Business Administration**

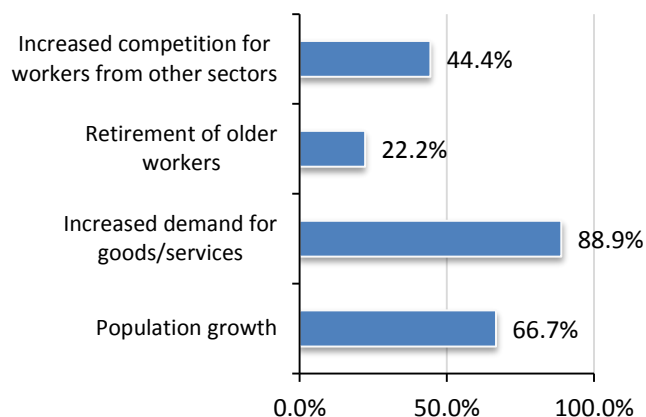
Are employment opportunities in the Accommodation and Food Services sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Agriculture

There were a total of 7 responses in the Agriculture sector.

Current Employment Opportunities

Respondents in the Agriculture sector believed the hiring outlook for the sector was mixed, with 85.7% indicating employment opportunities were stable and 14.3% indicating employment opportunities were decreasing.

Recruitment Techniques

Respondents indicated that they were increasing wages to attract and retain employees, along with utilizing temporary foreign workers.

What is driving these trends?

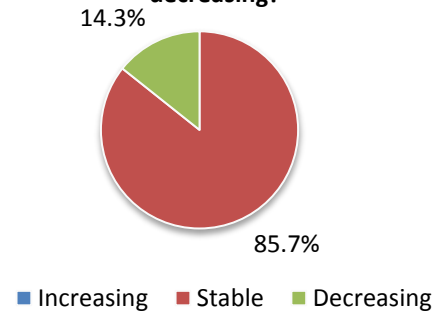
Respondents indicated that employment trends within the sector were being driven by the retirement of older workers and competition from other sectors.

Education Programs in Demand

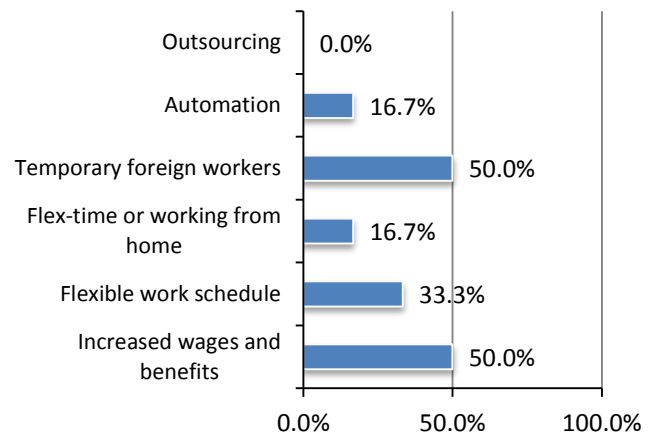
The following education programs were identified by employers as being in high demand:

- **Diploma Emergency Medical Responder**
- **Diploma Veterinary Technology**
- **Certificate Livestock Production**
- **Bachelors Agriculture**
- **Bachelors Mechanical Engineering**
- **Masters Veterinary Science**
- **PhD Veterinary Medicine**
- **Bachelors Agricultural Economics**
- **Masters Agriculture**
- **Diploma Animal Health Technology**

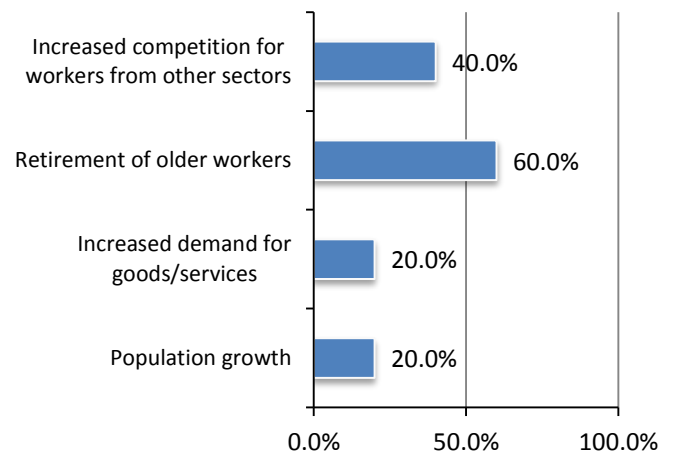
Are employment opportunities in the Agriculture sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Business and Building Services

There were a total of 6 responses in the Business and Building Services sector.

Current Employment Opportunities

Respondents in the Business and Building Services sector indicated that the hiring outlook for the sector was positive, with 100% indicating employment opportunities were stable or increasing, including 66.7% who felt that opportunities were increasing.

Recruitment Techniques

Respondents indicated that they were increasing wages to attract and retain workers, along with utilizing temporary foreign workers to address current employment needs.

What is driving these trends?

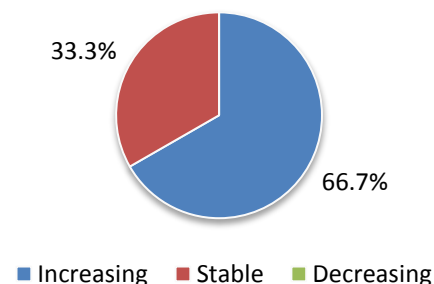
Respondents indicated that employment trends in the sector were driven by population growth and competition for workers from other sectors.

Education Programs in Demand

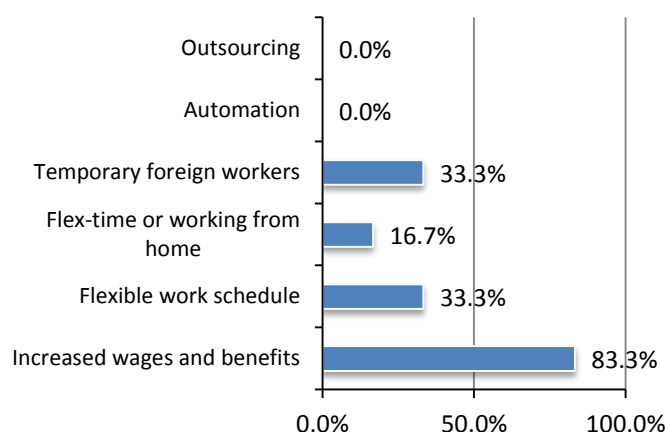
The following education programs were identified by employers as being in high demand:

- **Bachelors Accounting**
- **Bachelors Business Administration**
- **Certificate Bookkeeping**
- **Certificate Office Administration**
- **Degree Financial Management**
- **Diploma Bookkeeping**
- **Diploma Human Resources**
- **Diploma Accounting**
- **Diploma Business Administration**

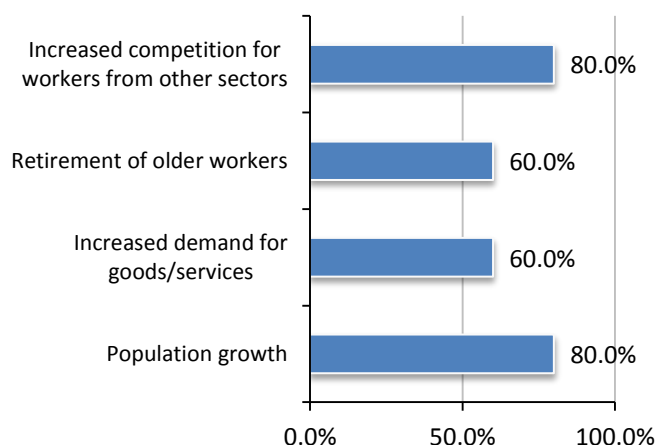
Are employment opportunities in the Business, Building and Other Services sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Construction

There were a total of 7 responses in the Construction sector.

Current Employment Opportunities

Respondents in the Construction sector believed the hiring outlook for the sector was positive, with 100% indicating opportunities were increasing or stable, including 85.7% indicating employment opportunities were increasing.

Recruitment Techniques

Respondents indicated that they were increasing wages and availability of flexible schedules to attract new employees.

What is driving these trends?

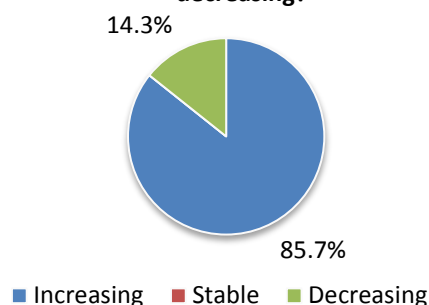
Respondents indicated that employment trends are being driven by the retirement of older workers and increased demand for services.

Education Programs in Demand

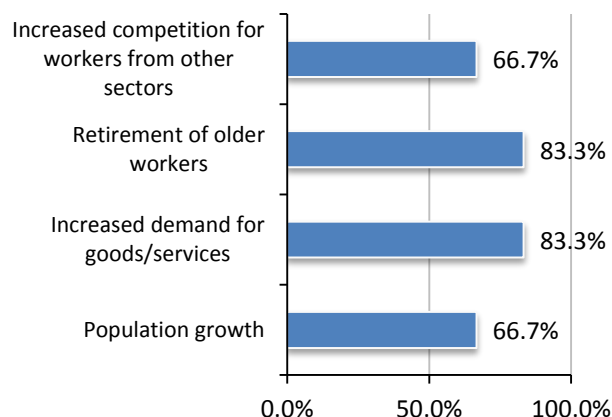
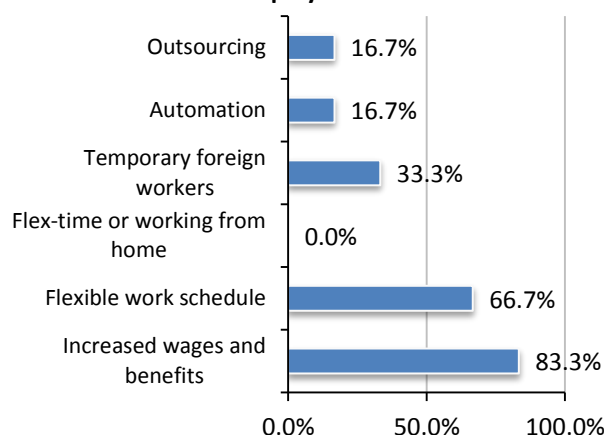
The following education programs were identified by employers as being in high demand:

- **Bachelors Accounting**
- **Bachelors Civil Engineering**
- **Bachelors Instrumentation Engineering**
- **Bachelors Management**
- **Bachelors Marketing**
- **Bachelors Mechanical Engineering**
- **Bachelors Operations Management**
- **Certificate Emergency Medical Responder**
- **Diploma Civil Engineering Technology**
- **Diploma Engineering and Drafting Technology**
- **Diploma Mechanical Engineering Technology**
- **Diploma Accounting**
- **Diploma Business Administration**
- **Diploma Electrical Engineering Technology**
- **Diploma Emergency Medical Paramedic**
- **Diploma Heavy Equipment Technology**
- **Diploma Industrial Heavy Equipment Technology**
- **Diploma Instrumentation Engineering Technology**
- **Diploma Materials Engineering Technology**
- **Diploma Power Engineering**
- **Diploma System Analyst**
- **Masters Business Administration**
- **Masters Civil Engineering**
- **Masters Mechanical Engineering**

Are employment opportunities in the Construction sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



Education – Post Secondary

There were a total of 11 responses in the Post-Secondary Education sector.

Current Employment Opportunities

Respondents in the Post-Secondary Education sector believed the hiring outlook for the sector was positive, with 54.5% indicating opportunities were stable, while another 45.5% believed opportunities were increasing.

Recruitment Techniques

Respondents indicated that they were increasing wages and the availability of flexible schedules to attract and retain employees, along with utilizing outsourcing.

What is driving these trends?

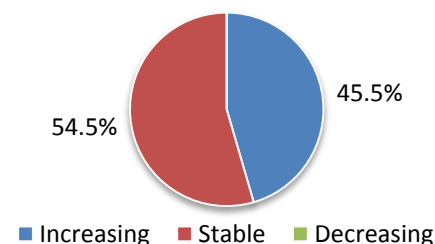
Respondents indicated that employment trends in the sector are being driven by the retirement of older workers, along with population growth and increased demand for goods and services.

Education Programs in Demand

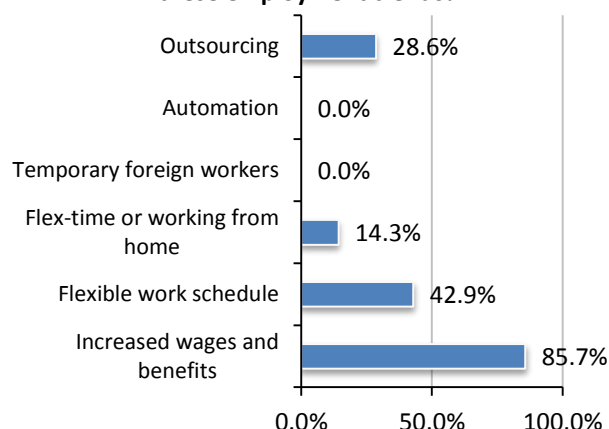
The following education programs were identified by employers as being in high demand:

- **Bachelors Accounting**
- **Bachelors Mechanical Engineering**
- **Diploma Accounting**
- **Diploma Business Administration**
- **Masters Counselling**
- **Masters Land Reclamation, Remediation and Reforestation**
- **Masters Nursing**

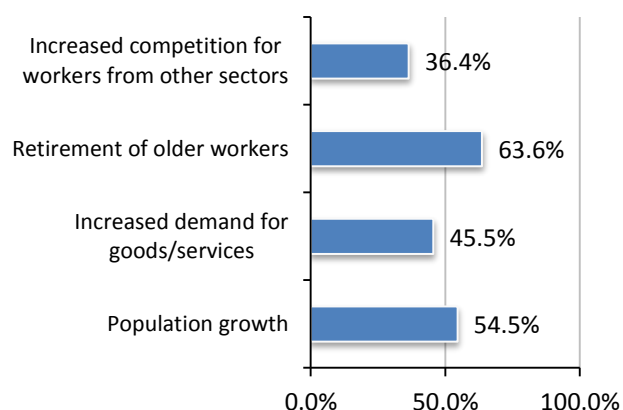
Are employment opportunities in the Post Secondary Education sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Education - Primary and Secondary

There were a total of 17 responses in the Primary and Secondary education sector.

Current Employment Opportunities

Respondents in the Primary and Secondary education sector believed the hiring outlook for the sector was positive, with 94.1% indicating employment opportunities were stable or increasing.

Recruitment Techniques

Respondents indicated that they were increasing wages and the availability of flexible schedules to attract and retain employees.

What is driving these trends?

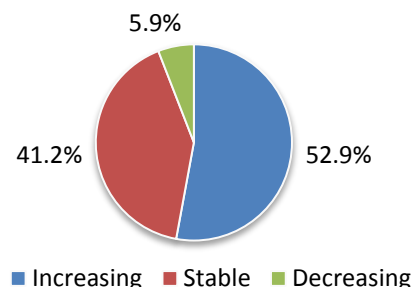
Respondents indicated that increased population was the primary driver of current employment trends within the sector.

Education Programs in Demand

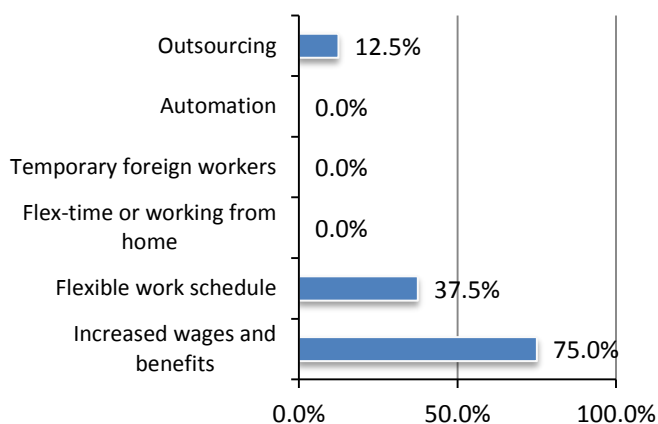
The following education programs were identified by employers as being in high demand:

- **Bachelors Biology**
- **Bachelors Chemistry**
- **Bachelors Elementary Education**
- **Bachelors French**
- **Bachelors Math**
- **Bachelors Music/Band**
- **Bachelors Secondary Education**
- **Bachelors Social Work**
- **Certificate Educational Assistant**
- **Certificate Office Administration**
- **Diploma Child and Youth Counselling**
- **Diploma Early Learning and Childcare**
- **Diploma Human Resources**
- **Masters Social Work**
- **Masters Counselling**
- **Masters Education**

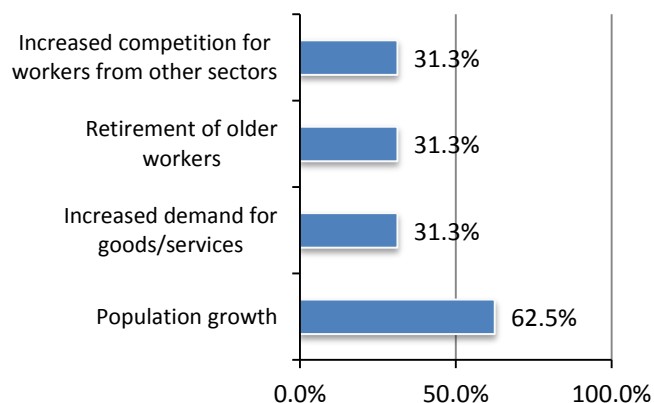
Are employment opportunities in the Primary and Secondary Education sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Finance, Insurance and Real Estate

There were a total of 11 responses in the Finance, Insurance and Real Estate (FIRE) sector.

Current Employment Opportunities

Respondents in the FIRE sector believed the hiring outlook for the sector was mixed, with 72.7% indicating employment opportunities were stable, along with 9.1% who believed opportunities in the sector were decreasing.

Recruitment Techniques

Respondents indicated that to attract and retain employees they were increasing the availability of flexible schedules and wages, along with utilizing outsourcing and automation.

What is driving these trends?

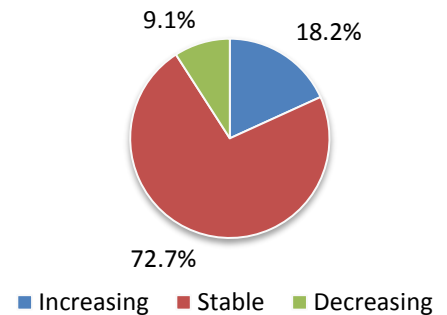
Respondents indicated that employment trends within the sector are being driven by increased population, increased demand for services and the retirement of older workers.

Education Programs in Demand

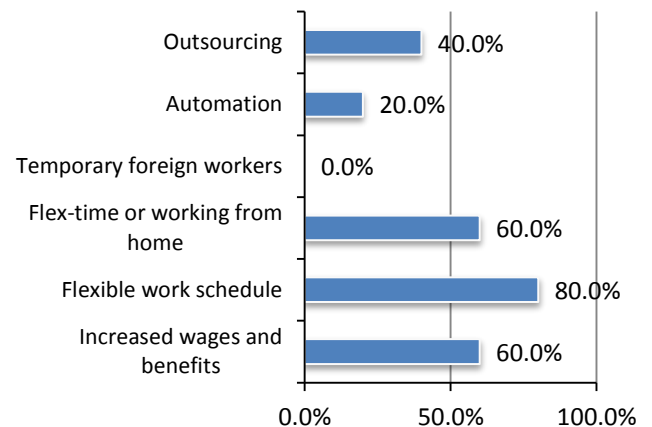
The following education programs were identified by employers as being in high demand:

- **Bachelors Accounting**

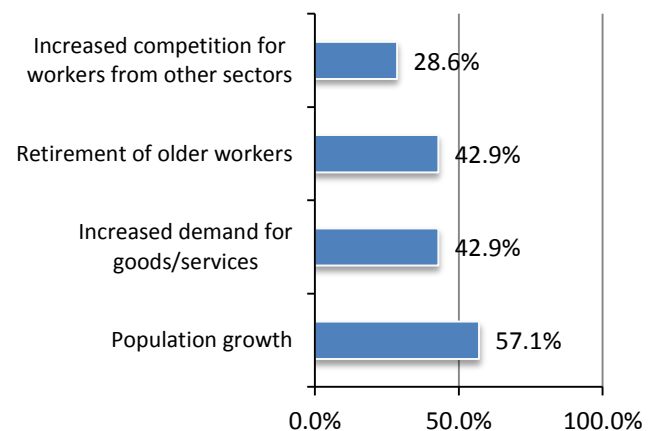
Are employment opportunities in the Finance, Insurance and Real Estate sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Forestry

There were a total of 10 responses in the Forestry sector.

Current Employment Opportunities

Respondents in the Forestry sector believed the hiring outlook for the sector was mixed, with 50% indicating employment opportunities were stable and 10% indicating opportunities were decreasing.

Recruitment Techniques

Respondents indicated that they were increasing wages and the availability of flexible schedules to attract and retain employees, along with utilizing outsourcing.

What is driving these trends?

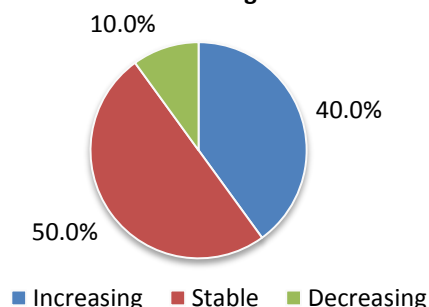
Respondents indicated that the retirement of older workers and competition for workers from other sectors were driving employment trends in the Forestry sector.

Education Programs in Demand

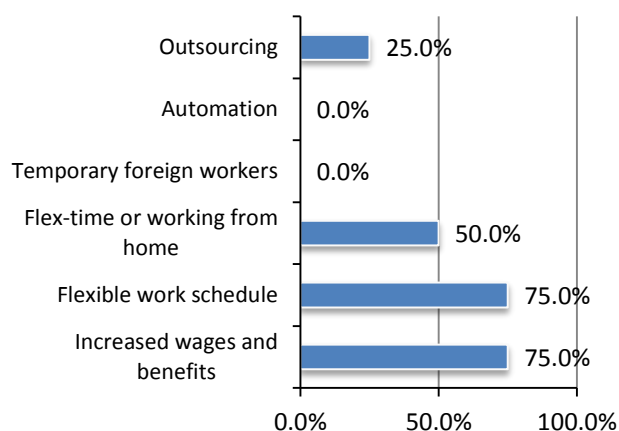
The following education programs were identified by employers as being in high demand:

- **Bachelors Accounting**
- **Bachelors Chemical Engineering**
- **Bachelors Forestry**
- **Bachelors Mechanical Engineering**
- **Certificate Machine Shop Technician**
- **Diploma Accounting**
- **Diploma Emergency Medical Responder**
- **Diploma Forestry Technology**
- **Diploma Industrial Heavy Equipment Technology**
- **Diploma Instrumentation Engineering Technology**
- **Diploma Power Engineering**
- **Masters Land Reclamation, Remediation and Reforestation**

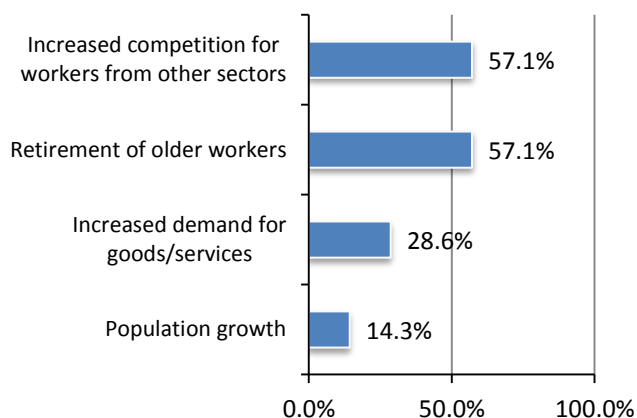
Are employment opportunities in the Forestry sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Healthcare

There were a total of 18 responses in the Healthcare sector.

Current Employment Opportunities

Respondents in the Healthcare sector believed the hiring outlook for the sector was positive, with 78.8% indicating employment opportunities were increasing.

Recruitment Techniques

Respondents indicated that to attract and retain employees they were increasing wages and the availability of flexible schedules, along with utilizing outsourcing, automation and temporary foreign workers.

What is driving these trends?

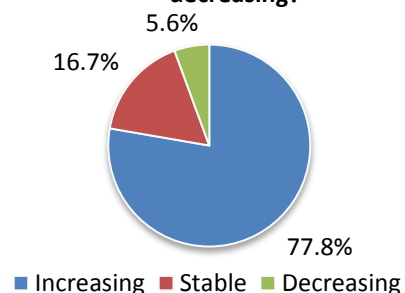
Respondents indicated that employment trends within the sector were being driven by population growth, the retirement of older workers along with increased demand for goods and services.

Education Programs in Demand

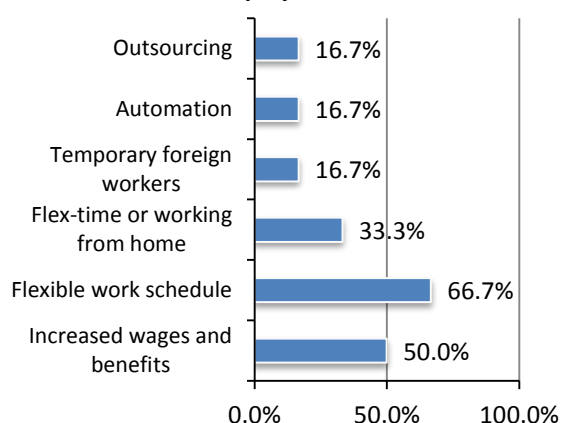
The following education programs were identified by employers as being in high demand:

- **Bachelors Nursing**
- **Bachelors Occupational Therapy**
- **Bachelors Pharmacy**
- **Bachelors Physical Therapy**
- **Bachelors Physiotherapy**
- **Bachelors Registered Psychiatric Nurse**
- **Bachelors Social Work**
- **Certificate Addictions Counselling**
- **Certificate Emergency Medical Responder**
- **Certificate Health Care Aide**
- **Diploma Emergency Medical Technician**
- **Diploma Practical Nursing**
- **Diploma Respiratory Therapy**
- **Diploma Social Work**
- **Masters Nurse Practitioner**
- **Masters Nursing**
- **Masters Social Work**
- **Masters Speech Pathology**
- **MD Anesthesia**
- **MD Cardiology**
- **MD Dentistry**
- **MD Emergency Room Physician**

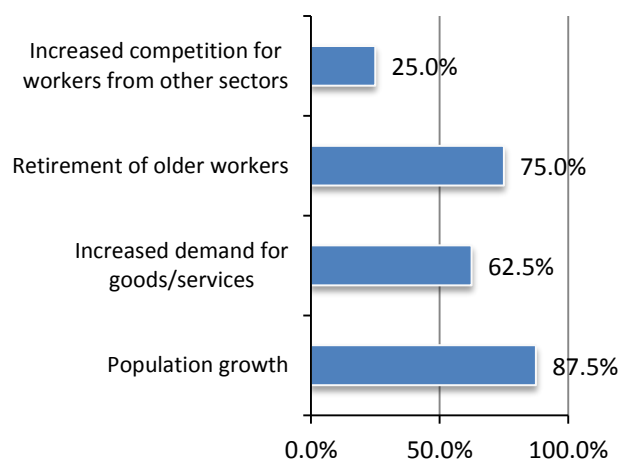
Are employment opportunities in the Healthcare sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



- *MD Family Medicine*
- *MD General Practitioner*
- *MD Gynecology*
- *MD Obstetrics*
- *MD Ophthalmologist*
- *MD Orthopedic Surgeon*
- *MD Pediatrician*
- *MD Psychiatry*
- *MD Surgery*

Information, Culture and Recreation

There were a total of 13 responses in the Information, Culture and Recreation (ICR) sector.

Current Employment Opportunities

Respondents in the ICR sector believed that the hiring outlook for the sector was mixed, with 53.8% indicating that employment opportunities were stable and 15.4% felt opportunities were decreasing.

Recruitment Techniques

Respondents indicated that they were increasing the availability of flexible work schedules to attract and retain employees, along with utilizing outsourcing.

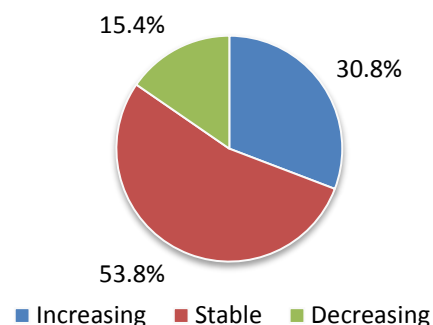
What is driving these trends?

Respondents indicated that employment trends in the sector were being driven by population growth and increased demand for goods and services.

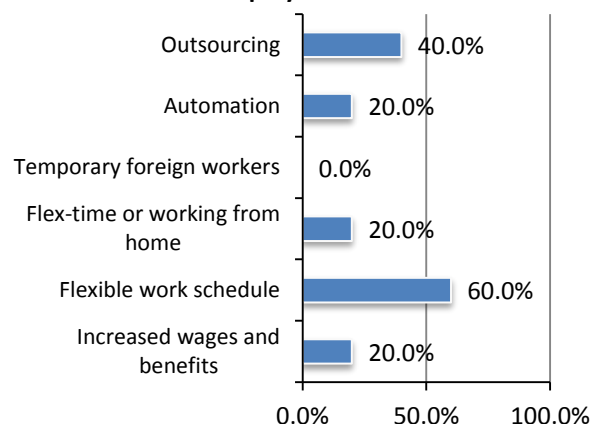
Education Programs in Demand

No education programs were deemed to be in “high demand” by a majority of respondents.

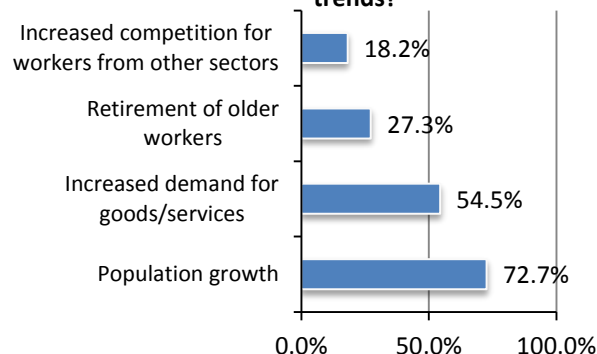
Are employment opportunities in the Information, Culture and Recreation sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Manufacturing

There were a total of 13 responses in the Manufacturing sector.

Current Employment Opportunities

Respondents in the Manufacturing sector believed the hiring outlook for the sector was positive, with 93.3% indicating opportunities were increasing or stable, with 69.2% indicating employment opportunities were increasing.

Recruitment Techniques

Respondents indicated that they were increasing wages and the availability of flexible schedules to attract and retain employment, along with utilizing outsourcing.

What is driving these trends?

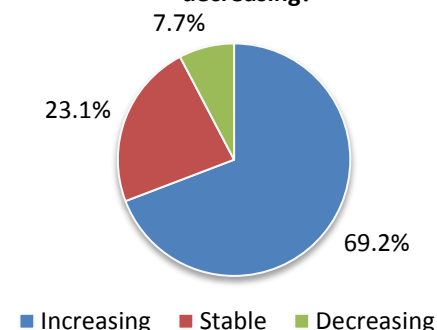
Respondents indicated that increased demand for goods and services, population growth and the retirement of older workers were driving employment trends in the region.

Education Programs in Demand

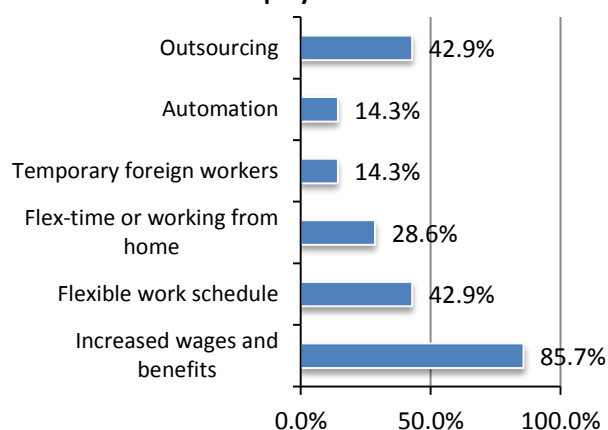
The following education programs were identified by employers as being in high demand:

- **Certificate Machinist Technician**
- **Certificate Power Engineering**
- **Diploma Instrumentation Engineering Technology**

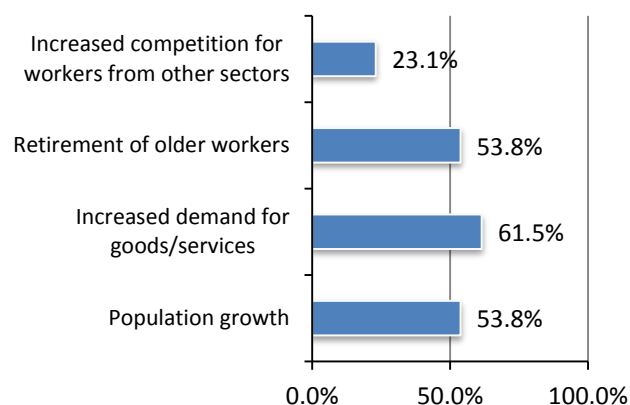
Are employment opportunities in the Manufacturing sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Oil, Gas and Mining

There were a total of 7 responses in the Mining, Oil and Gas sector.

Current Employment Opportunities

Respondents in the Mining, Oil and Gas sector believed the hiring outlook for the sector was positive, with 73.3% indicating employment opportunities were increasing.

Recruitment Techniques

Respondents indicated that to attract and retain employees they were increasing wages and the availability of flexible schedules, along with utilizing temporary foreign workers.

What is driving these trends?

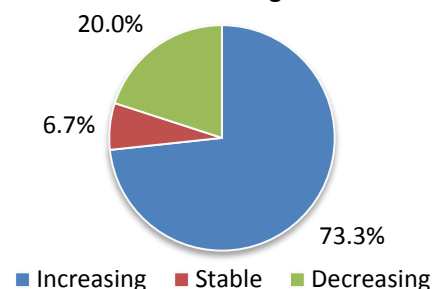
Respondents indicated that employment trends in the sector were being driven by increased demand for goods and services and population growth.

Education Programs in Demand

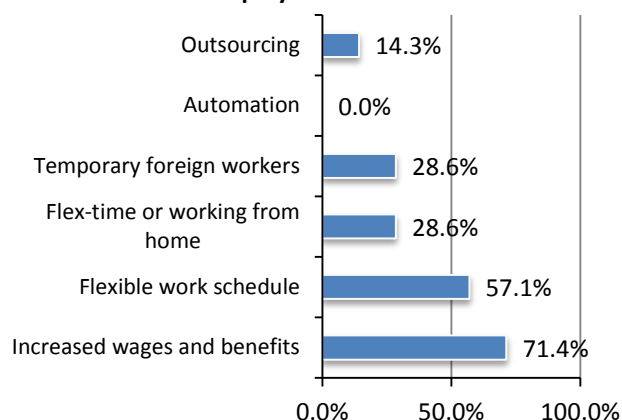
The following education programs were identified by employers as being in high demand:

- **Bachelors Business Administration**
- **Bachelors Chemical Engineering**
- **Certificate Heavy Equipment Technology**
- **Certificate Instrumentation Technology**
- **Certificate Machine Shop Technician**
- **Certificate Mechanic**
- **Certificate Mechanic Diesel**
- **Certificate Oil Field Process Operator**
- **Certificate Welding**
- **Diploma Emergency Medical Responder**
- **Diploma Instrumentation Engineering Technology**
- **Diploma Mechanical Engineering Technology**
- **Diploma Power Engineering**
- **Diploma Welding Engineering**

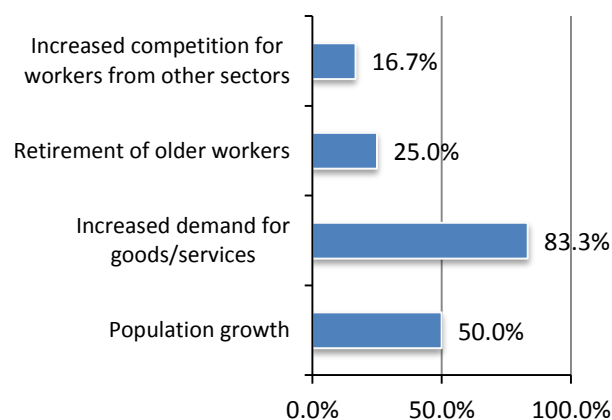
Are employment opportunities in the Mining, Oil and Gas sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Other Services

There were a total of 19 responses in the Other Services sector.

Current Employment Opportunities

Respondents in the Other Services sector believed the hiring outlook for the sector was positive, with 78.9% indicated that employment opportunities were increasing.

Recruitment Techniques

Respondents indicated that to attract and retain employees they were increasing the availability of flexible schedules and wages, along with utilizing outsourcing.

What is driving these trends?

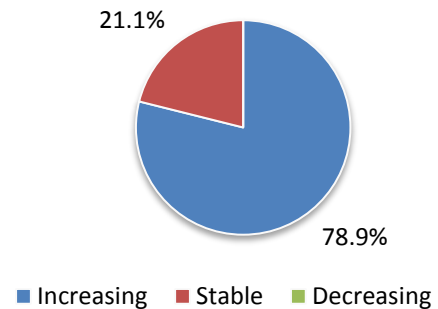
Respondents indicated that population growth and increased demand for services were driving employment trends in the sector.

Education Programs in Demand

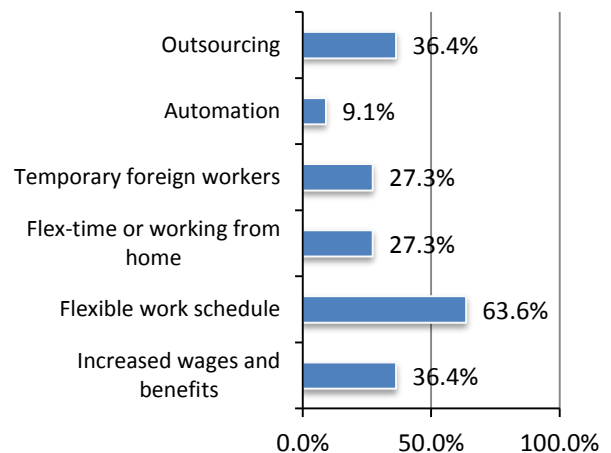
The following education programs were identified by employers as being in high demand:

- **Bachelors Business Administration**
- **Certificate Auto Service Technician**

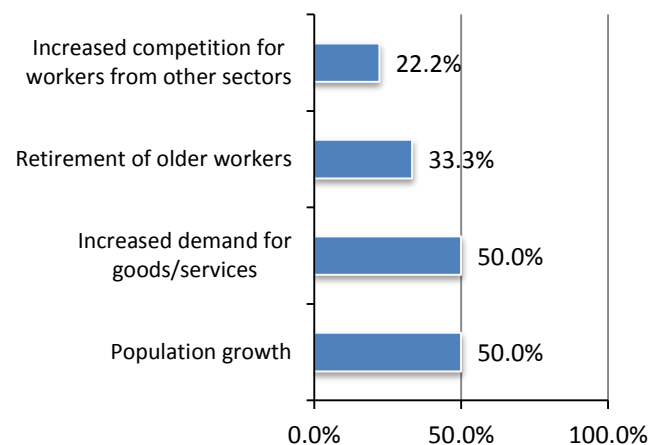
Are employment opportunities in the Other Services sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Professional, Scientific and Technical Services

There were a total of 14 responses in the Professional, Scientific and Technical Services (PSTS) sector.

Current Employment Opportunities

Respondents in the PSTS sector believed the hiring outlook for the sector was positive, with 100% indicating employment opportunities were either increasing or stable, including 64.3% who indicated employment opportunities were increasing.

Recruitment Techniques

Respondents indicated that to attract and retain employees they were increasing wages and the availability of flexible schedules, along with utilizing outsourcing.

What is driving these trends?

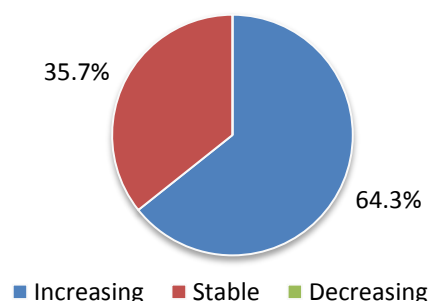
Respondents indicated that employment trends in the sector were being driven by population growth and the retirement of older workers.

Education Programs in Demand

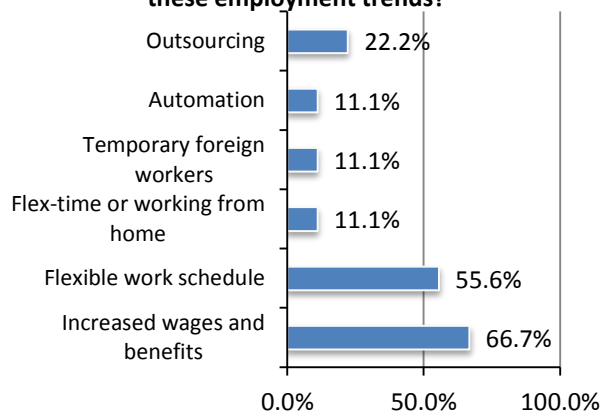
The following education programs were identified by employers as being in high demand:

- **Bachelors Accounting**
- **Diploma Accounting**

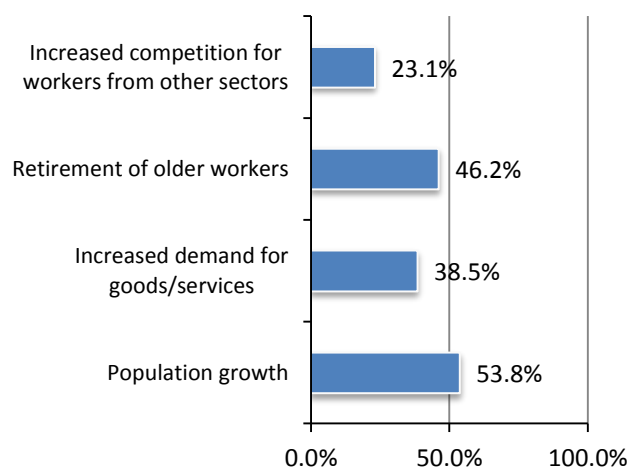
Are employment opportunities in the Professional, Scientific and Technical Services sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Public Administration

There were a total of 21 responses in the Public Administration sector.

Current Employment Opportunities

Respondents in the Public Administration sector believed the hiring outlook was positive, with 100% indicating employment opportunities were increasing or stable, including 61.9% indicating opportunities were increasing.

Recruitment Techniques

Respondents indicated that to attract and retain workers they are increasing wages and offering flexible work schedules, along with utilizing outsourcing.

What is driving these trends?

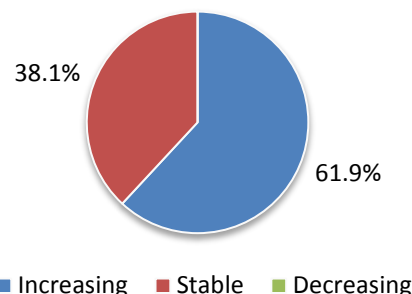
Respondents indicated that employment trends in the sector were being driven by population growth and the retirement of older workers.

Education Programs in Demand

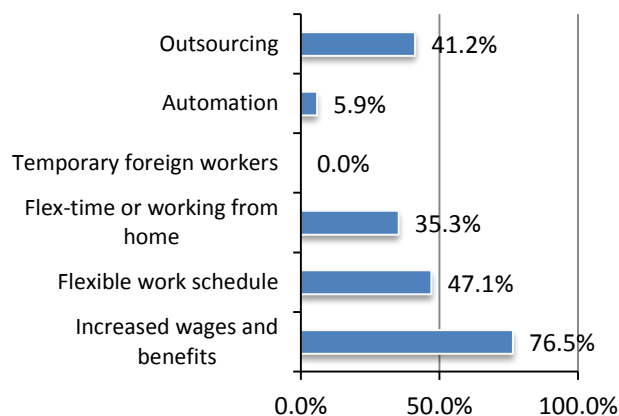
The following education programs were identified by employers as being in high demand:

- **Bachelors Accounting**
- **Bachelors Business Administration**
- **Bachelors Civil Engineering**
- **Bachelors Public Administration**
- **Bachelors Urban Planning**
- **Certificate Community Health Representative**
- **Certificate Firefighting**
- **Certificate Office Administration**
- **Diploma Aboriginal Addictions Counselling**
- **Diploma Accounting**
- **Diploma Addictions Counselling**
- **Diploma Business Administration**
- **Diploma Water and Waste-water Treatment**

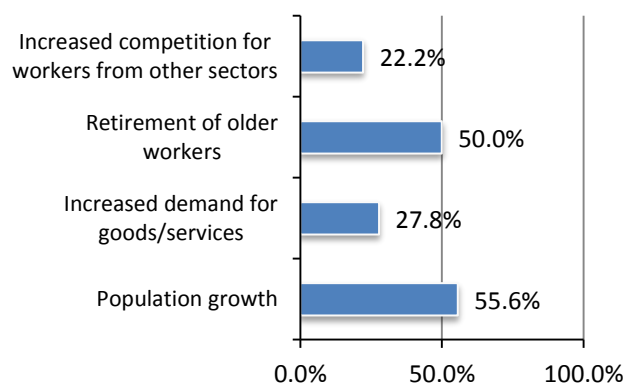
Are employment opportunities in the Public Administration sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Retail Trade

There were a total of 22 responses in the Retail Trade sector.

Current Employment Opportunities

Respondents in the Retail Trade sector believe the hiring outlook for the sector was positive, with 100% agreeing employment opportunities in the sector were increasing or stable, including 72.7% who felt opportunities were increasing.

Recruitment Techniques

Respondents indicated that to attract and retain employees they were increasing wages and the availability of flexible schedules, along with utilizing outsourcing.

What is driving these trends?

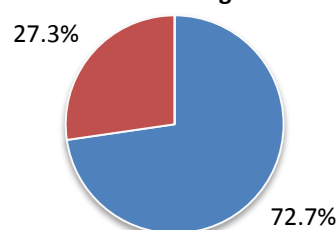
Respondents indicated that employment trends were being driven by the retirement of older workers and competition for workers from other sectors.

Education Programs in Demand

The following education programs were identified by employers as being in high demand:

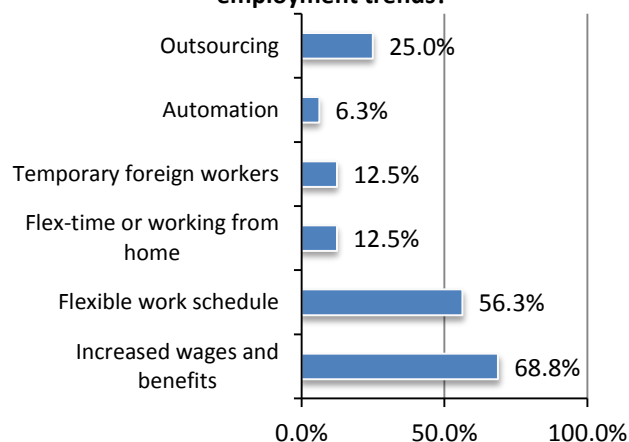
- **Bachelors Accounting**
- **Bachelors Business Administration**
- **Bachelors Pharmacy**
- **Certificate Auto Service Technician**
- **Diploma Accounting**
- **Diploma Business Administration**
- **Diploma Human Resources**
- **Diploma Pharmacy Technology**
- **Doctor Optometry**

Are employment opportunities in the Retail Trade sector increasing, stable or decreasing?

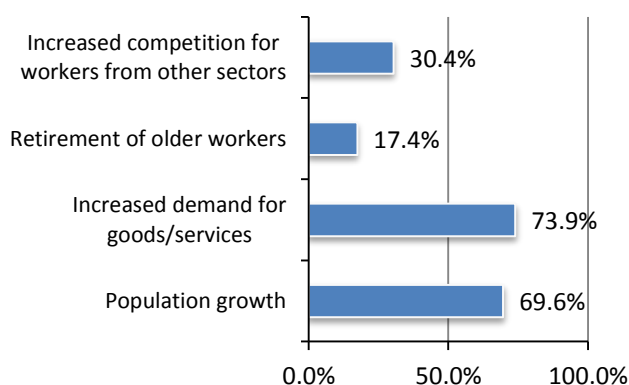


■ Increasing ■ Stable ■ Decreasing

Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Transportation and Warehousing

There were a total of 24 responses in the Transportation and Warehousing sector.

Current Employment Opportunities

Respondents in the Transportation and Warehousing sector believed the hiring outlook for the sector was positive, with 100% indicating employment opportunities were increasing and stable, including 70.8% who felt opportunities were increasing.

Recruitment Techniques

Respondents indicated that to attract and retain workers they were increasing wages and the availability of flexible work schedules, along with utilizing outsourcing and temporary foreign workers.

What is driving these trends?

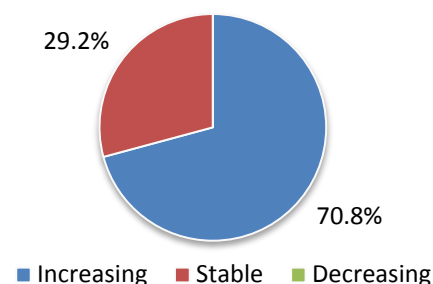
Respondents indicated that employment trends within the sector were being driven by increased demand for goods and services and population growth.

Education Programs in Demand

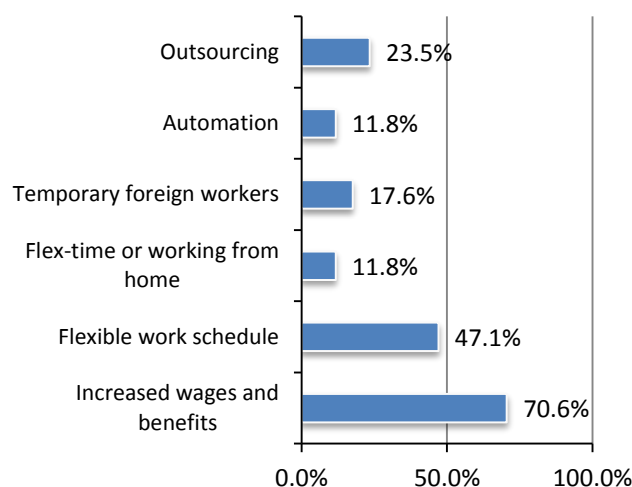
The following education programs were identified by employers as being in high demand:

- **Bachelors Accounting**
- **Certificate Heavy Equipment Technology**
- **Certificate Mechanic**
- **Certificate Mechanic Diesel**
- **Diploma Accounting**
- **Diploma Business Administration**
- **Diploma Emergency Medical Responder**
- **Diploma Heavy Equipment Technology**
- **Diploma Industrial Heavy Equipment Technology**
- **Diploma Power Engineering**

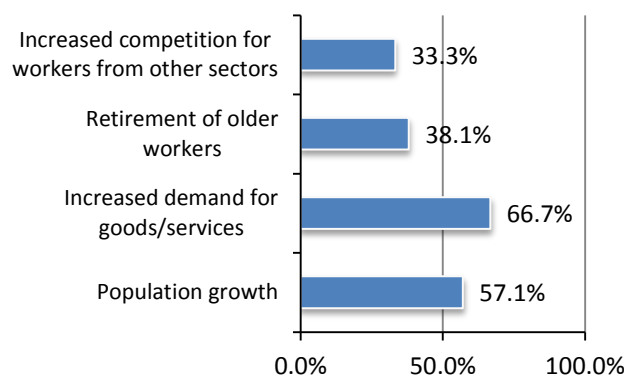
Are employment opportunities in the Transportation and Warehousing sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Utilities

There were a total of 15 responses in the Utilities sector.

Current Employment Opportunities

Respondents in the Utilities sector felt the hiring outlook for the sector was positive, with 100% indicating employment opportunities were increasing or stable, including 66.7% of whom felt opportunities were increasing.

Recruitment Techniques

Respondents indicated that to attract and retain employees they were increasing wages and the availability of flexible schedules, along with utilizing outsourcing.

What is driving these trends?

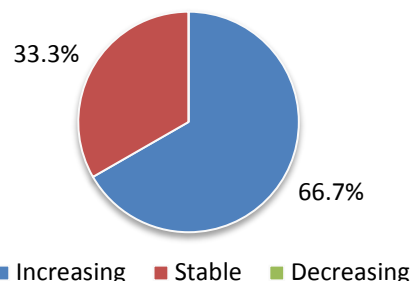
Respondents indicated that employment trends in the sector were being driven by a growing population and increased demand for goods and services.

Education Programs in Demand

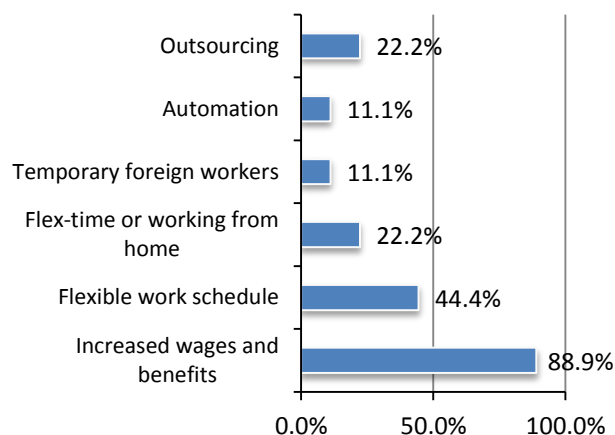
The following education programs were identified by employers as being in high demand:

- **Bachelors Accounting**
- **Bachelors Business Administration**
- **Bachelors Human Resources**
- **Bachelors Marketing**
- **Bachelors Public Relations**
- **Bachelors Urban Planning**
- **Certificate Heavy Equipment Technology**
- **Certificate Instrumentation Technology**
- **Certificate Machine Shop Technician**
- **Certificate Machinist Technician**
- **Certificate Mechanic**
- **Certificate Mechanic Diesel**
- **Diploma Accounting**
- **Diploma Business Administration**
- **Diploma Emergency Medical Responder**
- **Diploma Heavy Equipment Technology**
- **Diploma Industrial Heavy Equipment Technology**
- **Diploma Network Systems**
- **Diploma Power Engineering**
- **Diploma Water and Wastewater Treatment**
- **Masters Business Administration**
- **Masters Civil Engineering**
- **Masters Mechanical Engineering**

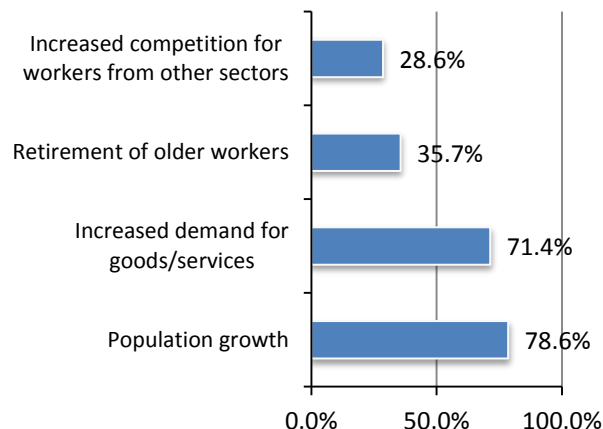
Are employment opportunities in the Utilities sector increasing, stable or decreasing?



Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?



Wholesale Trade

There were a total of 8 responses in the Wholesale Trade sector.

Current Employment Opportunities

Respondents in the Wholesale Trade sector believed the hiring outlook for the sector was mixed, with respondents evenly split between stable and increasing employment opportunities.

Recruitment Techniques

Respondents indicated that to attract and retain employees they were increasing wages and the availability of flexible schedules.

What is driving these trends?

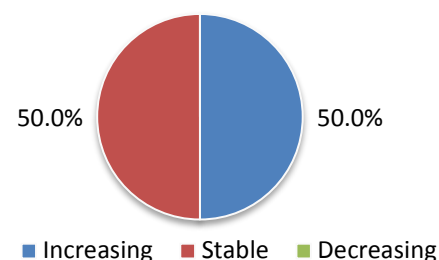
Respondents indicated that employment trends in the sector are being driven by increased demand for goods and services and population growth.

Education Programs in Demand

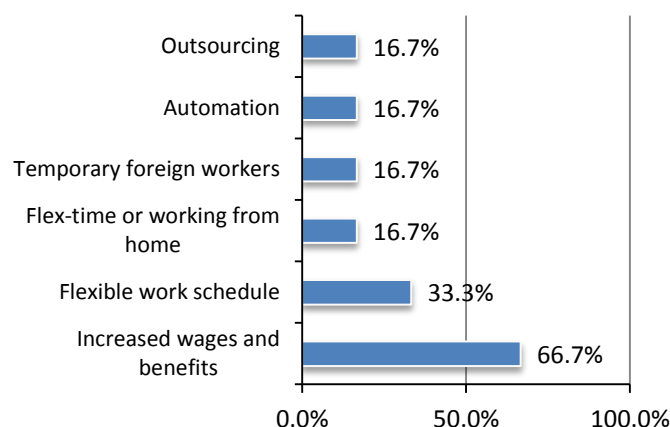
The following education programs were identified by employers as being in high demand:

- **Bachelors Accounting**
- **Bachelors Economics**
- **Bachelors Marketing**
- **Diploma Heavy Equipment Technology**
- **Diploma Industrial Heavy Equipment Technology**
- **Diploma Power Engineering**

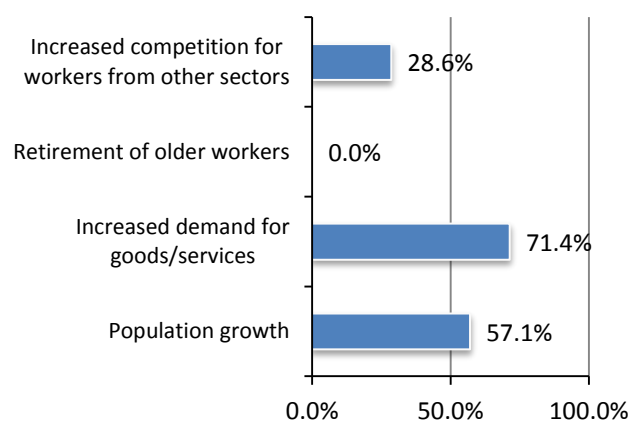
Are employment opportunities in the Wholesale Trade sector increasing, stable or decreasing?

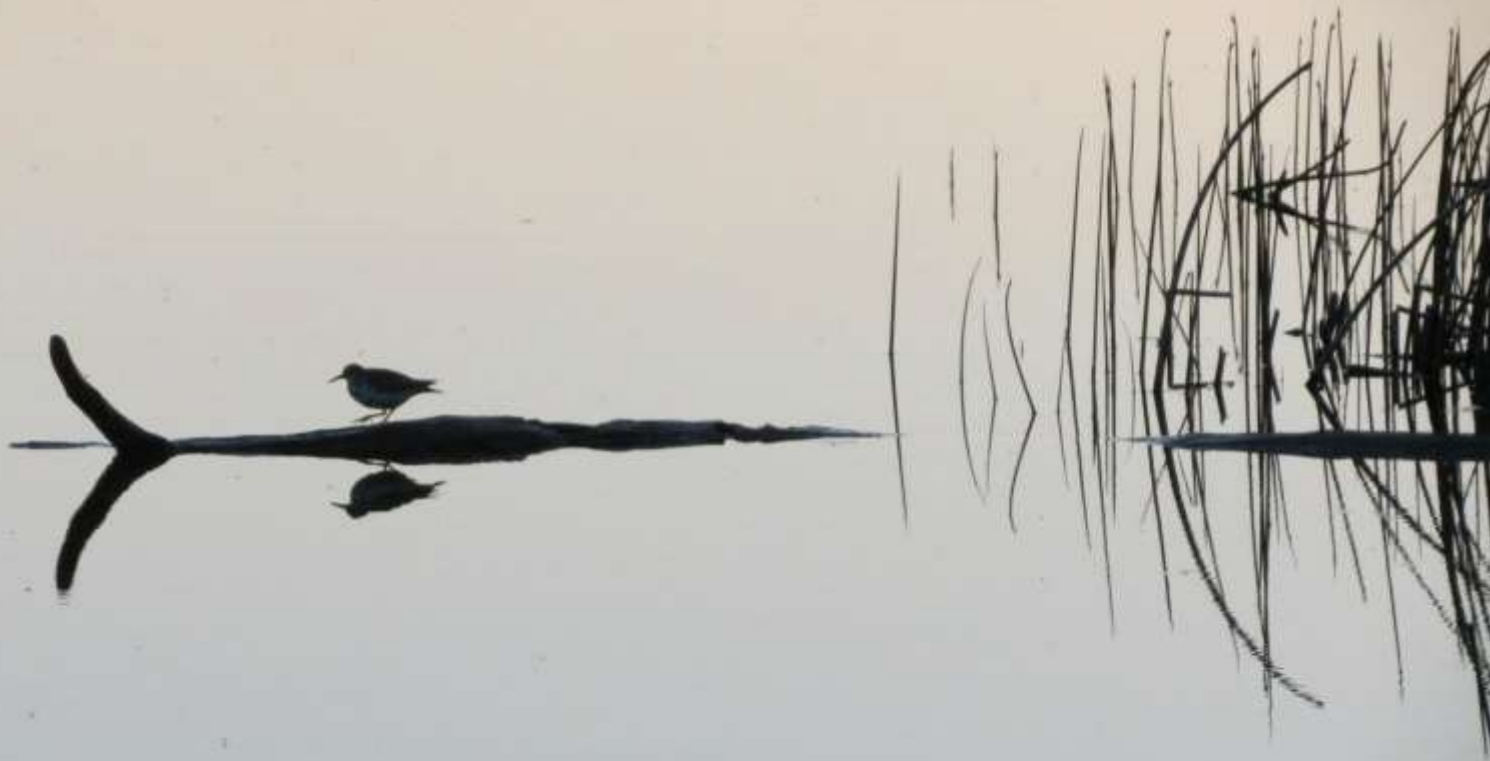


Which recruitment and hiring techniques has your organization utilized to address these employment trends?



What is driving these employment trends?





Connecting people, ideas and opportunities

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