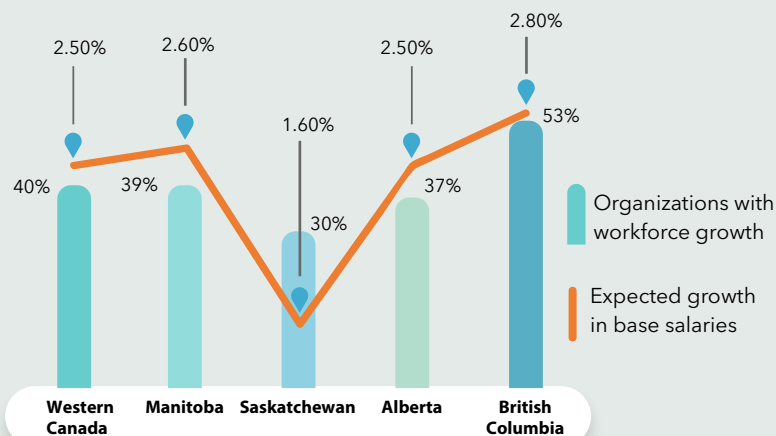


# Western Canada HR Trends Report

September 2017



## Workforce insights for Canada's business leaders

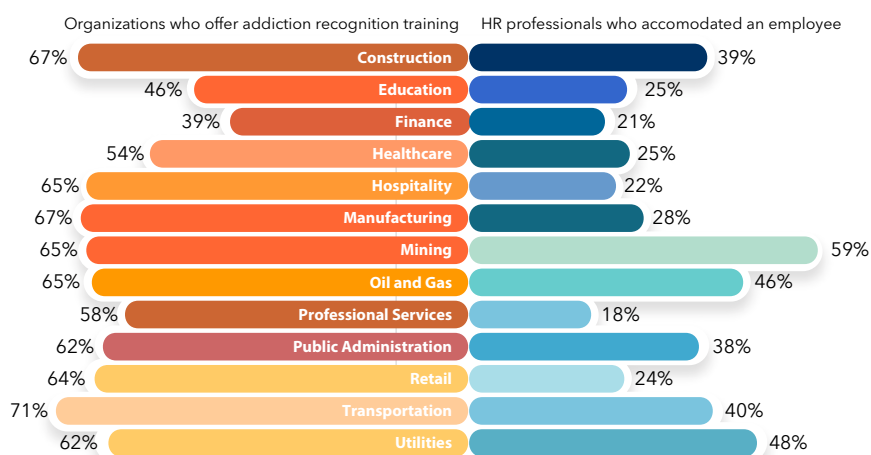


### BC Leads in Workforce Growth

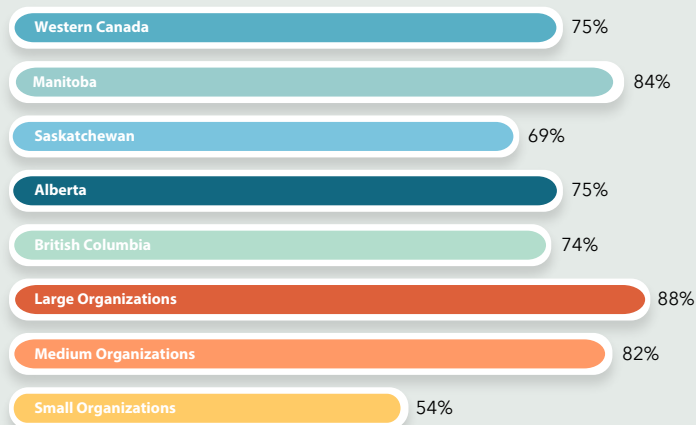
Not only is Canada's Pacific province leading in new hires, but salary growth in BC will outpace its provincial peers as well. The full report tells a bigger story of economic recovery across Western Canada - including changes in why employees are leaving, time required to fill vacancies, and HR professionals' confidence in the available talent pool.

### Training pays off in accommodating addictions

A majority of HR professionals have experience in providing accommodation to an employee with a drug or alcohol addiction, but far fewer organizations provide training to their employees to recognize an addiction. We see a trend - the likelihood of training to recognize addiction correlates to a greater likelihood of accommodation.



Organizations with health & safety programs



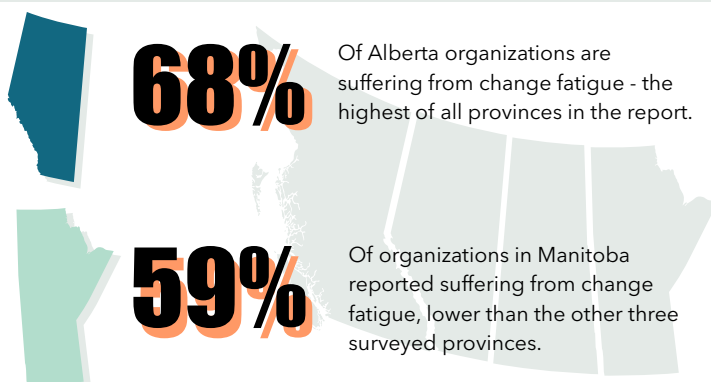
### Health & safety programs prevail, but what's holding back small businesses?

75% of organizations have a health and safety management program in place - with Manitoba taking the lead in this area. While half of small businesses have an H&S program, this is a sizeable difference from larger organizations. The full report shows that the utilities, transportation and mining sectors are the most safety-conscious, and provides breakdowns across all major industry sectors.

### Changes aren't going unnoticed

Political and economic circumstances have challenged organizations to navigate uncertainties in their environments. Change fatigue - a productivity killer - is being felt in a majority of organizations. Read more about this in the full report.

[Click here to read the full report.](#)



This survey was conducted online between June 5 and 27, 2017. 11,497 members of CPHR BC & YK, CPHR AB, CPHR SK and CPHR MB were invited to participate via email communication. Of these, 2,602 completed sufficiently enough of the survey for their responses to be useable, a response rate of 22.6%. 1,648 respondents completed every question, representing a completion rate of 14.3%. The margin of error of this survey varies depending on the number of completions each question received. The margin of error varies between +/- 1.6% nineteen times out of twenty and +/- 2.2% nineteen times out of twenty.

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