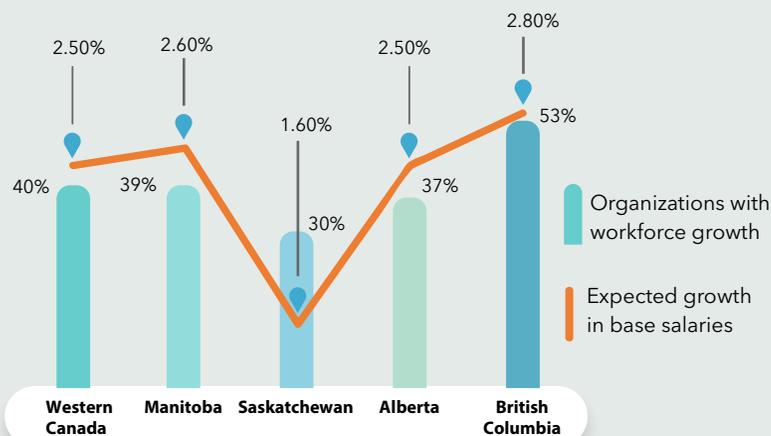


Western Canada HR Trends Report

September 2017



Workforce insights for Canada's business leaders

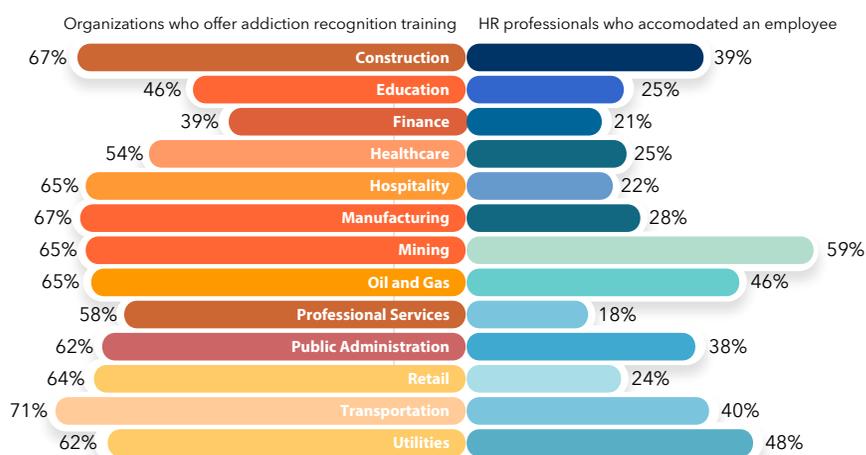


BC Leads in Workforce Growth

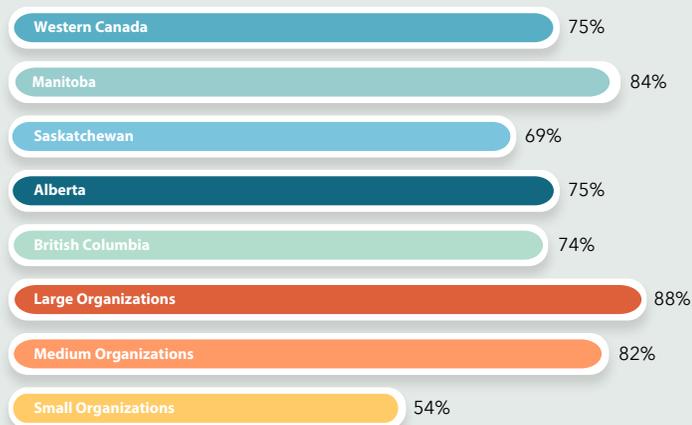
Not only is Canada's Pacific province leading in new hires, but salary growth in BC will outpace its provincial peers as well. The full report tells a bigger story of economic recovery across Western Canada - including changes in why employees are leaving, time required to fill vacancies, and HR professionals'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



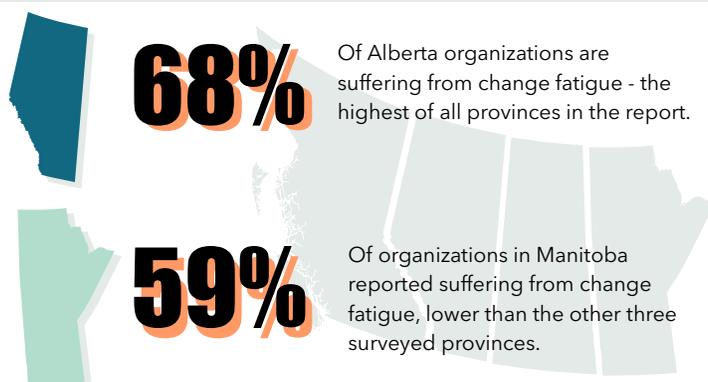
Health & safety programs prevail, but what's holding back small businesses?

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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