

## **Provincial HR Associations in Western Canada release comprehensive HR Trends Report**

**Calgary, AB (March 31, 2016):** Western Canada's provincial associations for Human Resources Professionals; Human Resources Management Association (HRMA), Human Resources Institute of Alberta (HRIA), Saskatchewan Association of Human Resource Professionals (SAHRP) and Human Resources Management Association of Manitoba (HRMAM); released today results of their semi-annual HR Trends survey. A valuable tool for employers and HR professionals, the Western Canada HR Trends Report contains practical information on what is happening Western Canada's labour market and workplaces.

### **Western Canada HR Trends Report Highlights:**

- 32% of organizations forecast positive employment growth from January to June 2016, with Alberta (26%) and Saskatchewan (30%) having the smallest number of organization's expecting positive employment growth
- Only 10% of organizations have used the Express Entry immigration program, and of those 40% reported being satisfied and 20% dissatisfied with their experience
- 22% suggested they would like to be able to support an existing worker's Permanent Residency application without needing a Labour Market Impact Assessment (LMIA)
- 55% reported that extending parental leave to 18 months and allowing it to be taken in portions would have a negative impact on their organization. Only 15% foresee a positive impact.

Each provincial association also released a separate HR Trends Report to provide greater depth to province specific results, such as:

**BC and the Yukon HR Trends Report:** Large organizations in British Columbia and the Yukon have the lowest hiring confidence (55.4) across all of Western Canada.

**Alberta HR Trends Report:** 75% of oil and gas organizations reported a net decrease in employment between July and December 2015.

**Saskatchewan HR Trends Report:** Only 14% of organizations forecast a net decrease in employment from January to June 2016, whereas 76.7% expect to stay the same size.

**Manitoba HR Trends Report:** The most expected reason to lose staff throughout the first half of 2016 is retirement.

### **QUOTES**

"A number of interesting findings emerge from the HR Trends Report – BC and the Yukon's hiring confidence is in line with that of Western Canada with small organizations expecting the strongest employment growth. The job market appears to be seen as strong. Encouragingly,

50% of HR managers are confident about recruiting replacement workers with equivalent qualifications and experience as well as workers who are the right fit.”

*Anthony Ariganello, CEO  
HRMA*

“The labour market pendulum has swung to the other side as Alberta employers try to keep their balance in this new economic reality. While organizational confidence in finding the right candidates to fill vacant positions has increased to 62%, the number of organizations expecting to hire more employees falls further to just 26%. Not surprising, Alberta’s employment forecast in the HR Trends Report is the lowest in Western Canada with almost one quarter of organizations expecting a net decrease in employment throughout the first six months of 2016. Most concerning though is that learning and development budgets are being cut across all sectors, jeopardizing Alberta’s competitive advantage and innovative edge and threatening our ability to remain resilient during this economic storm.”

*Chris McNelly, CEO  
HRIA*

“Saskatchewan has had a very healthy and active labour market. With a hiring confidence index of 61.2, the HR Trends survey results support an “employee’s market” with lots of opportunity for employment and growth. Hiring managers are confident they can fill vacancies with qualified employees. Over the last 6 months, in 75% of the cases, the reasons attributed to employees leaving organizations are retirement, better job opportunities and personal reasons. In comparison with the rest of Western Canada, Saskatchewan has not experienced significant job loss due to terminations and layoffs in the latter part of 2015. Saskatchewan is not immune to the national impacts of low commodity and oil prices which are driving unemployment rates; we need to be aware that these factors may have an impact on our labour market here in Saskatchewan in 2016.”

*Nicole Norton Scott, Executive Director & Registrar  
SAHRP*

“In Manitoba, HR professionals indicated in the HR Trends Report that they expect to see a higher rate of retirement related turnover than our Western counterparts. This is an indicator of a healthy job market in an aging society. Overall, HR professionals have told us that they are confident they will be able to hire qualified staff.”

*Ron Gauthier, CEO & CHRP Registrar  
HRMAM*

“The robust response rate to the HR Trends survey by HR professionals is very encouraging and indicates that the membership of each provincial HR association is highly engaged and willing to confidentially share employment and HR related data for research purposes.”

*Hamish Marshall, President  
Torch*

## **RELATED LINKS**

[Western Canada HR Trends Report](#)

[British Columbia and the Yukon HR Trends Report](#)

[Alberta HR Trends Report](#)

[Saskatchewan HR Trends Report](#)

[Manitoba HR Trends Report](#)

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### **About Human Resources Management Association (BC and Yukon):**

Founded in 1942, HRMA has grown to include more than 5,700 members encompassing CEOs, VPs, directors of HR, HR generalists, HR advisors, consultants, educators, students and small-business owners in BC and the Yukon. We are all Human Resources. HRMA offers professional development and networking opportunities as well as resources for every stage of your career.

### **About Human Resources Institute of Alberta:**

HRIA is the leading professional association for human resources practitioners in Alberta dedicated to the advancement of the HR profession. As Alberta's exclusive granting body for the Certified Human Resources Professional (CHRP) designation, HRIA plays a critical role in establishing professional standards within the industry. HRIA connects over 6,000 HR

practitioners, including over 3,100 CHRPs across the province through various professional development, networking, and community initiatives.

**About Saskatchewan Association of Human Resource Professionals:**

The Saskatchewan Association of Human Resource Professionals (SAHRP) is the premiere professional association for human resource professionals and is the Certified Human Resources Professional (CHRP) granting body within the Province of Saskatchewan. The SAHRP is currently pursuing self-regulation with the Saskatchewan government to protect the public interest and ensure standards for the HR profession in Saskatchewan.

**About Human Resource Management Association of Manitoba:**

Committed to the Human Resource profession, the Human Resource Management Association of Manitoba (HRMAM) is a vibrant association full of passion and vitality. With over 1,400 members, our membership is overflowing with a wealth of knowledge and resources. Established in 1942, HRMAM is a network that links members, businesses, and the general public to important HR issues and trends that are occurring provincially, nationally, and globally.