

LABOUR MARKET NEWS

Government of Alberta ■

CALGARY AND AREA



Even while in high school Garrett Powers was planning ahead and focused on a career as a millwright.

Creating success Starting out in manufacturing

WHEN MOST OF his friends were looking for part-time after-school jobs to make a few extra bucks three years ago, Garrett Powers was thinking ahead.

He wanted a job he could make a career out of, knowing that if he started at the bottom while he was still young he could work his way up by the time he got his high school diploma.

Powers always enjoyed maintaining and fixing things, so he decided to pursue a career as a millwright in the manufacturing industry. "I liked taking machines apart to see how they worked, so I thought that would be a good career for me to go into," he says.

Millwrights (NOC 7311) are also called industrial mechanics. They maintain and repair stationary industrial machinery and mechanical equipment. They can work in manufacturing and assembly plants, recreational facilities or production plants.

While the opportunities for working in manufacturing may not be as abundant as they once were in Calgary, there are still jobs available.

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Jobs in education



As a third-year apprentice, Powers now spends his days inspecting machines and performing preventative maintenance.

Job ads are full of manufacturing positions, ranging from labourers to machine operators in sectors such as metal, rubber and plastics manufacturing, and those with the right skills and an interest in the industry will have a good chance of finding work.

Getting started

While in Grade 10, Powers joined his school's Registered Apprenticeship Program, and found a job at Standen's, a local

metal manufacturing company in Calgary specializing in leaf springs, trailer axles, tillage tools and specialty heat-treated steel products.

Powers started out doing entry-level work. It was his very first job, but he had the basic skills needed to get by. "When I started, they put me with a journeyman," he says. "I was helping him with things and learning to do what he does."

But Powers was willing to work hard from day one, and over the past few years with the company he has been learning more and taking on greater responsibility.

A typical day

Now a third-year apprentice millwright fresh out of high school, Powers works on the machines with his own two hands, instead of sitting back and watching someone else do all the work. "When I come into work, I go from place to place inspecting machines and doing preventative maintenance," Powers says.

"When I come into work, I go from place to place inspecting machines and doing preventative maintenance. If a machine breaks down, I see what I can do to fix it."

"If a machine breaks down, I see what I can do to fix it."

Fixing a machine on his own gives Powers a sense of accomplishment, and it also proves how far he's come.

"That's my favourite part," he says. "I love it when I rebuild a machine and it works and doesn't blow up!"

But if Powers does run into any troubles, he doesn't have to look far for help. Journeymen are always on hand willing to share their expertise, and Powers says he enjoys taking pointers from them and hopes to become a journeyman.

Moving up

Like Powers, as long as you have the initial skills that are required, you can keep learning and advancing in nearly any role.

While entry-level positions in manufacturing, such as general labourers, are mainly trained on the job, those who want to move into more advanced manufacturing positions, such as millwrights, welders and electricians, have to go through the apprenticeship process (see page 5 for apprenticeship training for millwrights).

But that's just one avenue you could take—some manufacturing workers start out as labourers and advance to machine operators.

Others start as production workers and move into supervisory roles.

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What is a NOC?
National Occupation Classification (NOC) codes describe the occupations of Canadians. To find out more about NOC codes, see the January 2008 Labour Market News. To search the NOC codes mentioned in this bulletin, visit [Human Resources and Social Development Canada](#) or the [Alberta Learning Information Service](#) site.



Powers is now focused on his next step—getting his journeyman ticket.

Companies also train all employees in other areas, such as safety.

Typically this will include courses such as Workplace Hazardous Materials Information System (WHMIS), as well as occupation-specific safety training.

Additional training is also available in some companies.

For example, Standen's provides training in environmental standards, and encourages its employees to take external training as well.

A bonus to external training is the company reimburses its costs, and it can help employees advance to higher roles.

For now, Powers is focused on the next step, and that's his journeyman ticket. He's still young, but he's focused and grateful that he gets to do what he loves.

"Most people who are 18 or 19 don't have the opportunity to do what I do," he says.

Powers evidently has what it takes, and you never know—one day he just may add CEO to his title.

Do you have what it takes?

Although many manufacturing companies are still hiring in Calgary, recent economic changes have meant employers can be more choosy than they were in the past when it comes to hiring. So if you're thinking about making the move into manufacturing, be sure you have the skills and personality traits to land the job.

Here are the top things employers look at when hiring new manufacturing employees:

- Mechanical aptitude
- A serious desire to work in—and stay in—the manufacturing industry
- A hardworking attitude
- An interest in learning
- Ability to lift and carry heavy loads if required
- An attention to detail
- Hand-eye co-ordination
- Manual dexterity
- Ability to work well independently and also with others
- Communication skills

Did you **KNOW?**

There were over 1,800 manufacturing business establishments in Calgary in 2008.

According to Calgary Economic Development, these establishments make up 3.5 per cent of local industries. That's a lot of places where job seekers can drop off resumé's.



Getting a job in manufacturing

STANDEN’S, LIKE MANY manufacturing companies, wants to hire people who have some basic skills and who want to commit themselves to the industry.

“We can’t take Jane or John Smith with no transferable skills,” says Jodi Baker, a Standen’s human resources advisor. “They have to have innovative ideas, a tremendous work ethic, personality and attitude. They have to be excited and ready to learn, and not just looking for a ‘Band-Aid’ job to deal with the economic downturn. We want people who are looking for a home and a place they plan on staying.”

The ideal manufacturing worker also can’t mind getting a little dirty. “Steel tends not to be the cleanest product,” says Baker.

“It’s a warm work environment, too.”

If you don’t mind sweating it out and you’re prepared to bring your best to the table, then an HR manager might give you a chance. Baker says there will always

be room for the right candidate, and Standen’s is using the downturn to its advantage—hiring people who would not be out of work if it weren’t for the economic situation—and strengthening its work force in the process. And the company is always looking for ways to promote talented entry-level workers. “If they’ve spent six months to a year at Standen’s and have an understanding of our production processes, we’ll certainly look at them before hiring from the outside,” says Baker.

The owner and CEO of Standen’s is proof of that—Mel Svendson started out on the production floor more than 40 years ago, and now he’s moved up to the company’s top spot.

There are many manufacturing companies in Calgary specializing in a number of different subsectors. See the chart below for a summary of these subsectors as well as some companies to keep an eye out for when job searching.

Manufacturing subsectors in Calgary

Subsector	Overview	Employers*
Fabricated metal products	Serves construction, renovations and machinery manufacturing industries.	<ul style="list-style-type: none"> • Standen’s (standens.com) • GKD Industries (gkdindustries.com) • Indutech Canada Ltd. (indutechcanada.com)
Food	The largest subsector of Calgary’s manufacturing industry; capitalizes on the Calgary region’s abundant agricultural base.	<ul style="list-style-type: none"> • Sunterra (sunterramarket.com) • Cargill Foods Ltd. (cargill.com) • Lucerne Foods Ltd. (lucernefoods.com) • Maple Leaf Consumer Foods (mapleleaf.com)
Wood products	Depends largely on the housing and commercial building market, but Calgary companies are also active in the export market.	<ul style="list-style-type: none"> • Nascor Ltd. (nascor.com) • ATCO Structures (atcostructures.com) • Palliser Lumber Sales Ltd. (palliserlumber.com)
Chemical	The chemical manufacturing subsector fluctuates with the oil industry, although exports are also strong. Includes some plastics.	<ul style="list-style-type: none"> • Agrium Inc. (agrium.com) • Chemtron Manufacturing (chemtron.ca) • Dow Chemicals Canada Inc. (dow.com)
Computer and electronic	Manufactures computers, communications equipment and electronic components.	<ul style="list-style-type: none"> • General Dynamics Canada Ltd. (gdcanada.com) • Acer Canada (acer.ca) • GE Canada Inc. (ge.com/ca)
Furniture	Builds furniture, cabinets and custom designs. Requires specialized workers.	<ul style="list-style-type: none"> • Simmons Canada Ltd. (simmonsCanada.com) • Birchwood Furniture Co. Inc. (birchwood.com) • Dynamic Furniture Corp. (dynamicfurniture.com)

*These and more Calgary employers can be found through Calgary Economic Development’s *Manufacturing Sector Profile* at calgaryeconomicdevelopment.com. You can also view more job resources in the *Working In...* section on pages 7 and 8.

Equal Opportunity

Making it as a female millwright

ROBYN ASSELIN DOESN'T fit some people's perception of what a millwright should look like. At five foot two and female, it's something she's struggled with throughout her career.

"When I applied for jobs, people didn't always know I was female just by looking at my resumé," Asselin says. "Robyn could be a male or a female name. When they called and found out I was female, most didn't take me seriously."

Now a third-year millwright apprentice, Asselin has proven she has the drive and the know-how to work in the field. She has been employed with Global Thermoelectric, a company that specializes in remote power products, since 2007, and loves the variety her job entails.

"No two days are the same," she says. "You have to really be a jack-of-all-trades—some days I'm doing heavy-duty mechanic work, others I'm doing machining, masonry or electrical work."

A long journey

While the demand for millwrights in Alberta isn't great right now, new projects and new technology will keep the door open for those willing to work their way up. Over time, Asselin decided she wanted to become a millwright, but her journey to get there was long and filled with plenty of obstacles.

LOOKING FOR A JOB?

See our *Working In...* section on pages 7 and 8 for more information on how to get a job as a millwright and other jobs in manufacturing.



Now a third-year apprentice millwright, Robyn Asselin (right) endured a long journey to get her career started in the manufacturing industry.



When she took a job at a ski hill in 1997, Asselin became interested in a German ski lift and wondered how it operated, so she would take the lift's manuals home and read through them.

Asselin was inspired to sign up for a Women in Trades program offered through the Calgary YWCA in association with SAIT, Habitat for Humanity and The United Way.

During her few months in the program, she helped build two houses for Habitat for Humanity and a portable mini golf course to raise funds for United Way. Afterwards, she moved on to a new job as a maintenance helper at Canada Olympic Park.

But only two days into her new job, Asselin got into a car accident that left her with serious injuries.

"I thought I'd broken my neck," she says. Luckily she hadn't, but she did have a minor head injury that required hospitalization.

Always determined, Asselin checked herself out of the hospital

after three days so she could get back to work. Her recovery was a slow process, though, and she found herself out of work after three months.

Asselin says she had a hard time finding an employer who would give her a chance, but the construction industry welcomed her with open arms.

Her previous experience in construction and carpentry helped her find work with a landscape construction company, and it was in that job that she discovered her knack for fixing machinery.

Whenever equipment would break down onsite, Asselin was right there fixing it. She decided to take a training program through Motive-Action, an organization funded by the federal and provincial governments to help people enter the automotive trades.

The program didn't offer millwright training, which is what Asselin wanted to take.

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But she trained as a heavy duty mechanic with the hope that she could eventually apply her training to a millwright apprenticeship.

Asselin graduated with a 96 per cent average, and was hired subsequently by two shops before she found one willing to properly train her. After a work accident, however, her position was replaced.

She ended up working independently —operating machinery and backfilling houses. “It was great money but it felt like a dead-end job,” she says. “I couldn’t get my apprenticeship doing it.”

Persistence pays off

Despite the setbacks she faced, Asselin was not ready to give up her millwright dreams just yet. A career as a millwright appealed to her because she could tie in her experience and mechanical aptitude, and the hours weren’t too bad, either—most companies offer a regular, eight-hour day shift.

Asselin had trouble finding a company that would give her a chance to train as a millwright, though. She expanded her job search to Bassano, just outside Calgary, and applied for work with her current company. “I bugged them every day for a week,” she says.

It must have worked, because she signed a contract for employment and has been there ever since.

Global Thermoelectric, a company that manufactures remote power products, put Asselin through millwright apprenticeship training at SAIT, and she has one year to go before she’s a certified journeyman. This accomplishment is two-sided—not only has she made it this far in her training, but she is only the second female millwright apprentice to take her training in Alberta.

But there are some things people should know if they are thinking about entering this trade. “Training is tough,” says Asselin. “The amount of books and material is extreme. You have to really like to learn.”

And with the constant upgrades to technology, millwrights also have to keep learning to keep their skills up to standard. Safety training is important, too, and Asselin has received training in several courses, including emergency spill response, First Aid, CPR and WHMIS.

How’s the pay?

Millwrights can earn up over \$40 per hour.

According to the 2007 Alberta Wage and Salary Survey, millwrights can start out earning an average of about \$24 per hour. They can earn up to around \$40 per hour, plus benefits. For union wage information, visit the Local 1460 Alberta Millwrights union’s website at workunion.ca/L1460.

While proper training is a large part of what it takes to become a millwright, having certain skill sets is also important. Millwrights need to have good coordination and manual dexterity, physical strength and stamina, the ability to multi-task, mechanical aptitude and the ability to get along with others.

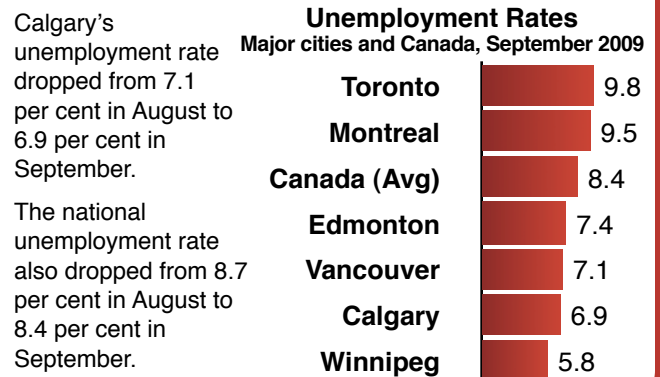
As a woman in the trades, Asselin admits she has faced some resistance over the years from co-workers who have doubted her abilities, but she’s kept on and met some great, supportive people in the process.

Moving up

Millwrights do have some advancement options, which might include a promotion to head of maintenance or to site supervisor for those in construction. Some even choose to go the independent route and start their own business, charging anywhere from \$150-300 per hour for their services.

How is Calgary’s employment?

Every month AEI releases the latest stats on the labour force. Here is the latest update from September 2009.



Education and training for millwrights

The term of apprenticeship for millwrights is four years and includes a minimum of 1,560 hours of on-the-job training and eight weeks of technical training each year.

Millwright apprentices can take an interprovincial exam in their last year of training to earn a Red Seal, which is a certification recognized in most parts of Canada.

Apprenticeship training is arranged through Alberta Apprenticeship and Industry Training (tradesecrets.alberta.ca) and offered at SAIT (sait.ca).



Working in... Manufacturing



CALGARY HAS A very diverse manufacturing sector, and some industries have been harder hit by the economic downturn than others.

Manufacturers who don't rely on the oil and gas industry are having a slightly easier time right now, says Brian McCready, vice-president of the Alberta and Saskatchewan division of the Canadian Manufacturers and Exporters Association.

Given economic circumstances, companies are looking at value-added products, niche marketing and development of new products, all of which are going to move the manufacturing industry ahead despite the downturn.

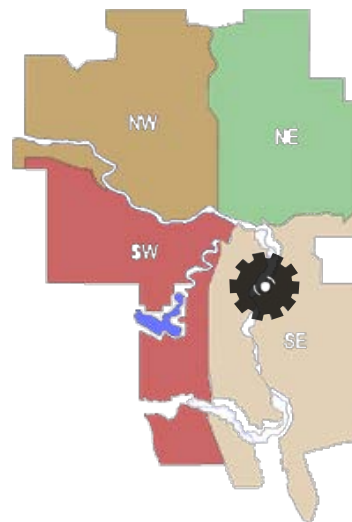
The industry

According to Calgary Economic Development, 46,800 people worked in Calgary's manufacturing sector in 2007. Of those, 5,900 worked in food manufacturing, 5,400 worked in machinery manufacturing, 4,100 worked in fabricated metal products, 4,100 worked in computer and electronic products and 3,600 worked in wood products. These were the subsectors with the highest numbers of workers at the time.

DID YOU KNOW?

Manufacturing is a large contributor to Calgary's economy.

Calgary's manufacturing sector represents 10 per cent of the total GDP – the fourth highest revenue-generating industry in the region.



Where to look:

Calgary's manufacturing companies are generally concentrated in the southeast industrial region.

Resources for job hunters

Organization	Services	Contact
Canadian Manufacturers and Exporters Association	Provides information at the national and provincial level about the manufacturing industry, along with news and events.	cme-mec.ca
Alberta Food Processors Association	The website offers a classified section along with information on health and safety and other training courses.	afpa.com
Manufacturers' Health and Safety Association	Offers information on health and safety courses along with networking opportunities.	mhsa.ab.ca
Masonry Contractors Association of Alberta	Supports members from the contractor, supplier and manufacturing areas of the masonry field.	mca-canada.com
Calgary Economic Development	Provides a business directory, industry and occupation reports, information on the City of Calgary and more.	calgaryeconomicdevelopment.com

Working in... Manufacturing

There are several occupations unique to processing and manufacturing in Calgary. A few of these are listed below.

Labourer (NOC 9611-9619) job duties vary depending where they work and what manufacturing industry they work in, but generally this position is entry-level and does not require much education or training. Labourers might assist machine operators, assemblers and other workers, sort and crate materials and products, clean work areas and equipment and perform other labour work as required.

Assemblers and fabricators (NOC 9483) perform tasks required in manufacturing electronic products, such as computer circuit boards, medical equipment and automotive equipment. These tasks might include mounting, securing, interconnecting and adjusting parts and components. Most work in assembly plants and some shift work may be required. They may also have to do some heavy lifting if they work in mechanical assembly.

Machine operators (NOC 9461) can work in any variety of manufacturing setting, operating machines as necessary. In the food and beverage industry, they might run machines that process and package food and beverage products. In the metal manufacturing industry, they might use machines to forge, form or heat treat metal into different shapes and sizes. These individuals should have a high degree of coordination and manual dexterity.

Trades people work in all types of manufacturing, in all types of positions. They are all advanced positions requiring training in their particular trade. *Welders* (NOC 7265) join and cut metal, make metal parts used in manufacturing plants, and weld machines and equipment. *Electricians* (NOC 7241) install, maintain and repair electrical systems. *Cabinetmakers* (NOC 7272) build and repair fixtures and furniture made of wood. *Machinist* (NOC 7231) is an optional certification trade, although it still demands well-developed and trained skills. Those working in this occupation set up and operate machines that cut and grind metal to precise specifications.

Getting a job

“It’s not like it was before, where you could stick your head in the door and get hired,” says McCready. “You have to have a resumé and you have to have an aptitude to (do the) work.”

Most employers look for at least a Grade 12 education, says McCready, and for people who are good at working with their hands. Computer and

technology skills are also an asset, since many companies are now looking to new technologies and automated ways of doing things.

The Job Bank (jobbank.gc.ca), the Calgary Sun (calgarysun.com) and Monster (monster.ca) are good places to find manufacturing job ads. Calgary Economic Development (calgaryeconomicdevelopment.com) also has a list of manufacturing companies in the city, which you can call directly to find out if they’re hiring. Just click on ‘key industries,’ scroll to ‘manufacturing’ and then to ‘manufacturing overview’ to find the PDF document.

Best sources of job ads by Industry

Not all sources are the same! Here’s a quick guide to the best sources for newspaper and online ads for the job you want.

	Calgary Herald Working	Calgary Herald Classifieds	Calgary Sun Classifieds	Workopolis	Monster	Job Bank	Post Secondary job boards
Accommodation & Food Services		✓	✓			✓	
Administration & Support			✓	✓		✓	
Arts and Recreation		✓				✓	✓
Construction		✓	✓			✓	
Education	✓	✓		✓		✓	✓
Finance and Insurance	✓	✓		✓			
Health Care	✓	✓	✓	✓			
Information (IT) and Culture			✓	✓	✓		
Manufacturing		✓	✓	✓	✓	✓	
Mining, Oil and Gas	✓			✓	✓		✓
Other Services		✓	✓			✓	✓
Professional Services	✓			✓	✓		✓
Real Estate	✓	✓					
Retail Trade		✓	✓		✓	✓	
Transportation & Warehousing		✓	✓		✓	✓	
Wholesale Trade			✓			✓	

Series
**Adjusting to
 economic change**

Part 7:
Resiliency in the Downturn
Bouncing back from job loss

BEING LAID OFF can lead to all sorts of emotional reactions, some bad, some even good.

Good?

Yes, according to Dr. Merle Woods of Work That Fits, a career and workplace counseling centre in Calgary.

“Sometimes when people are laid off, there is some degree of relief,” says Dr. Woods. “It may come as a result of a prolonged period of dissatisfaction.”

How you take the news depends on your personal circumstances, says Woods. Some people don’t feel relief at all—they feel threatened, as their families, resources and debt are all affected by their income, or lack thereof. “At first it might seem surreal,” Woods explains. “Then you might feel extremely anxious, maybe even question your self-competence.”

Anger is also common—anger at feeling your job loss was unfair, that there were other people more deserving or that not everyone was let go. Depression might set in, as the task of finding a new job can be a daunting one.

It may be easier said than done, but it’s important to recognize these emotions and get a handle on them before they overwhelm you.

“You have to acknowledge whatever your emotional state is and talk to somebody about it, whether it’s a professional or someone you know and trust,” says Woods. This can help you clear your mind a little, so you’re in a better place to move ahead with your life and your career.

“You really need to take some time to reflect and regain your sense of the skills you have,” Woods says.

“Sometimes people will get so anxious that they’ll start looking for work before they’re ready to do it and they don’t present well when they’re applying or interviewing for a new job.”

Once you’re ready to get out there and rejoin the job market, take it in stride.

“Catch your breath, reorient yourself, and have some focus and purpose in mind when you’re applying for work,” says Woods. “You want it to make sense.”

Scan the newspaper’s classified section and the online job boards looking for opportunities that will make use of your skills, but maybe in a different way than your previous job did. It’s always good to mix it up and to challenge yourself, and this can be the perfect chance for you to do so.



Don’t get desperate—use job loss as an opportunity to reflect on your career path.

“If you’re going to lose your job, you should use that as an opportunity to redirect your career in a way you’ve always wanted to,” Woods says.

Make sure to emphasize your transferable skills on your resumé, which you should also review and update. Tailor it along with your cover letter to the job you’re applying for, and brush up on the company’s background in case you’re called in for an interview. It’s true that employers are pickier now, but many won’t turn down a qualified applicant who can prove they’re the right person for the job.

Stay positive and keep at it, and you just may find a job that’s even better suited to you than the one you lost.

Job hunting help

It may be a little scary re-entering the job market after a layoff. Get help updating your resumé and preparing for the work world at your local Labour Market Information Centre (LMIC). Visit employment.alberta.ca/calgary for locations and hours.

Coming soon ...

The Career Show!

Whether you're looking for a career change or are not sure which career path you're cut out for, you'll find plenty of helpful information at The Career Show. Employers will be onsite, so bring along some resumé and prepare to impress.

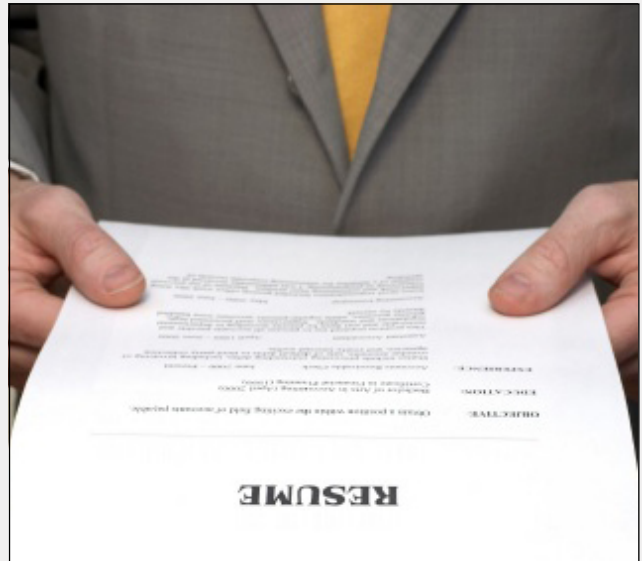
Where: BMO Centre at Stampede Park

When: Friday, October 30 from 10 a.m. - 5 p.m. and Saturday, October 31 from 10 a.m. to 4 p.m.

General admission costs \$5.00 and students get in free. Tickets are available at the door.

On November 4 there will also be a focus on *Green Collar Jobs*, an emerging field with growing employment opportunities.

Need more details? Visit thecareershow.ca.



Finding work in Calgary

Job search and career websites

alis.alberta.ca (Alberta Learning Information Service)

jobbank.gc.ca (Job listings)

workopolis.ca (Job listings)

monster.ca (Job listings)

nextsteps.org (Job resources for youth)

albertajobs.com (Job listings)

hgcareers.com (Job listings)

healthjobs.ab.ca (Health care job listings)

wowjobs.ca (Job listings)

Job search and career information by phone

Alberta Career Information Hotline: 1-800-661-3753

Fax: 780-422-0372 TDD: 780-422-5283

Sources of Labour Market Information

These websites offer a wealth of labour market information on Alberta and specific communities:

Alberta Employment and Immigration's Calgary Region site (employment.alberta.ca/calgary) offers labour market information, employer connections, career and employment workshops, a training and career services directory and more.

Alberta Employment and Immigration Labour Market (employment.alberta.ca/lmi) Information page has a wide range of information on the province's labour situation.

alis.alberta.ca (Alberta Learning Information Service)

albertacanada.com (Business and economic information)

calgaryeconomicdevelopment.com

(Calgary Economic Development)

Where to find us

This publication and other labour market information products can be found at

employment.alberta.ca/calgary

You can now subscribe online. Check out the subscription option above our Labour Market News publication to get automatic updates of our LMN.

We welcome your feedback! Send comments or suggestions to EI.Webmaster@gov.ab.ca.

New to Calgary?

A new website, calgarypedia.com, is driven by people who work and live in Calgary. Here, you will find **information** on housing, living, working and playing in Calgary.

Calgary Economic Development (CED) is a great source of potential **employment**, with a comprehensive list of employers organized by industry. For more information, call CED at 403-221-7831 or click on the Calgary Business Directory at calgaryeconomicdevelopment.com.

The City of Calgary's website provides a wealth of **information**, such as the history of the city, traffic reports and cameras, bylaw issues, parks and recreation and events going on year round. For more information call 403-268-CITY or visit calgary.ca. For **transit** route information call 403-262-1000 or visit calgarytransit.com.

There are more than 25 hospitals, medical clinics, home care, outpatient clinics and long-term care centres in and around Calgary. Visit Alberta Health Services at albertahealthservices.ca, or call 403-943-1111. You can also contact Health Link at 403-943-5465, or online at healthlinkalberta.ca.

Calgary has a thriving **cultural** scene. Visit calgaryplus.ca, fwdweekly.com or discovercalgary.com.

The **Calgary Real Estate Board** and the **Canada Mortgage and Housing Corporation** are excellent sources for **housing market** information in Calgary, including valuable information for homebuyers, homeowners, renovators and renters. Calgary's current rental vacancy rate is 4.3 per cent. In June 2009 the average monthly rental price for a two-bedroom apartment was \$1,106. For rentals in Calgary, visit albertarent.com, calgary.kijiji.ca, lowcostrent.org, craigslist.ca, places4rent.ca, or the **Calgary Housing Company**.

The 2007 Alberta Wage and Salary Survey covers more than 400 occupations and provides information on **wages and salaries** for full-time and part-time employees in Alberta by occupation, geographic area and industry group. To find out more information about your career, visit alis.alberta.ca.