

SECTION 6 OVERVIEW

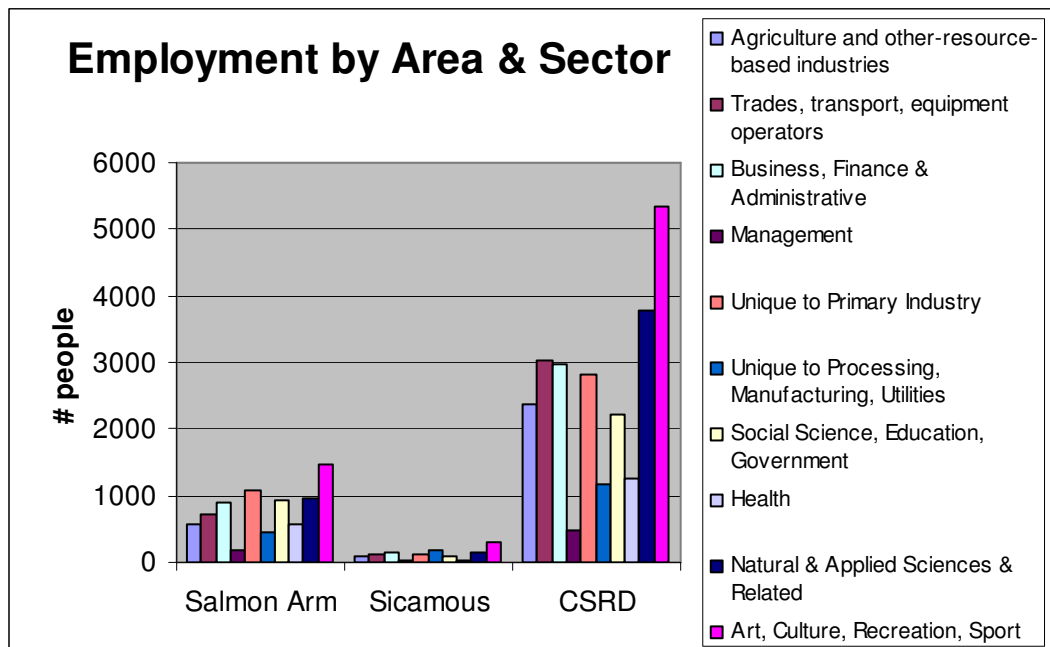
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SECTION 6

Labour

Salmon Arm and the greater Shuswap Region experienced substantial growth in the years from 2002 to 2007. Population is expected to increase at a rate of 2.5% per year, with an estimated population in Salmon Arm of 32,000 by 2030, while the regional projections top 65,000. Unemployment dropped from an annual average of 9.5% to 4.5% from 2002 to 2007. There have been some changes in 2009 with the economic downturn.

Employment



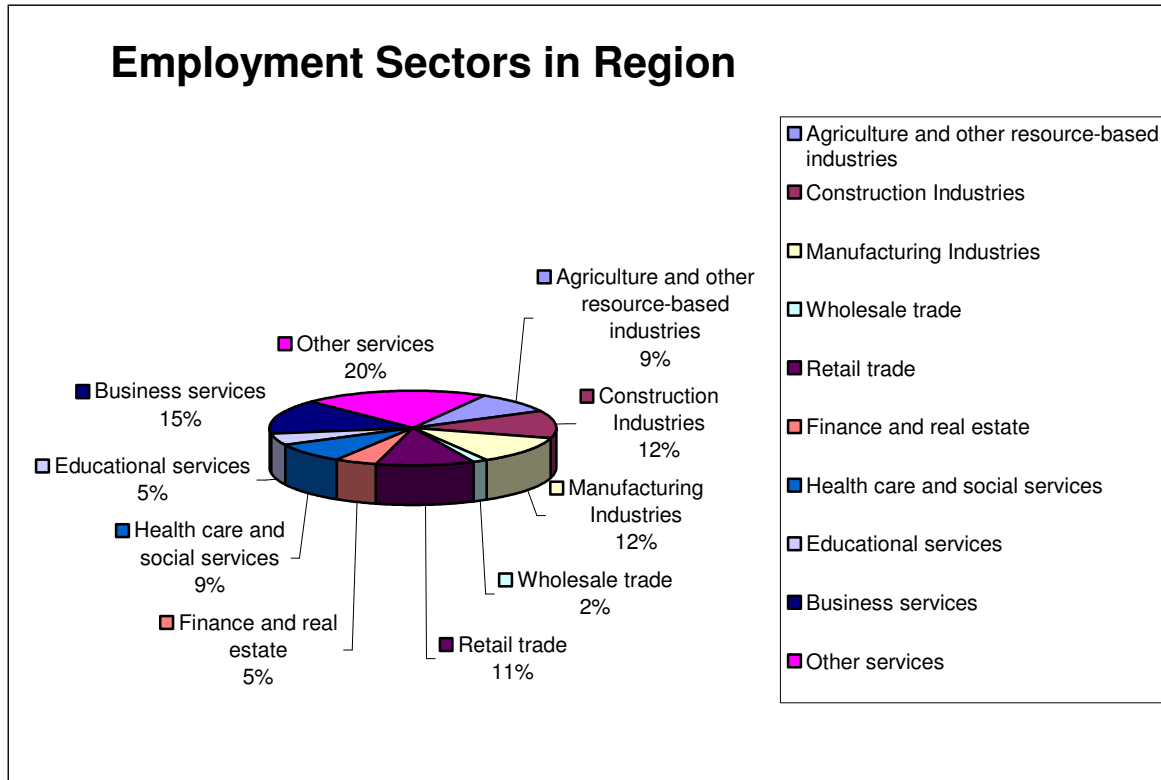
Source: Statistics Canada Census 2006, www.statcan.ca, Community Profiles. More information on unemployment rates is available on www.bcstats.gov.bc.ca "Labour Force Statistics". Updated Apr. 2008.

Employment— Industry

Data from the 2006 Census indicates a high participation of workers in the Shuswap region in the Manufacturing/ Construction Industries sector and Business Services. Health and Education sectors stand in very similar situations in terms of employees, as indicated in the numbers below.

Employment By Industry - 2006 Census									
	Salmon Arm Total	Salmon Arm Male	Salmon Arm Female	Sicamous Total	Sicamous Male	Sicamous Female	CSRD Total	CSRD Male	CSRD Female
Total experienced labour force 15 years and over	7,840	4,035	3,805	1,275	720	555	25,455	13,950	11,505
Industry Sectors									
Agriculture and other resource-based industries	585	4,035	3,805	80	60	20	2,360	1,805	555
Construction Industries	735	430	150	135	125	10	3,040	2,600	440
Manufacturing Industries	905	710	25	165	160	0	2,980	2,320	665
Wholesale trade	175	665	240	35	15	20	470	340	130
Retail trade	1,075	125	50	120	45	70	2,810	1,055	1,755
Finance and real estate	450	175	275	180	65	115	1,180	425	755
Health care and social services	920	135	785	85	15	65	2,230	285	1,940
Educational services	580	180	395	25	10	15	1,260	340	925
Business services	955	540	415	150	95	60	3,790	2,440	1,345
Other services	1,460	595	865	300	125	175	5,335	2,335	3,000
Source: Statistics Canada Census 2006: www.statcan.ca, Updated April 2008.									

The following chart provides a general break down of employment in the Shuswap region by sector. Employment sectors are provided in further detail in Section Two, Business Overview.



Source: Statistics Canada Census 2006, www.statcan.ca, Community Profiles. Updated April 2008.

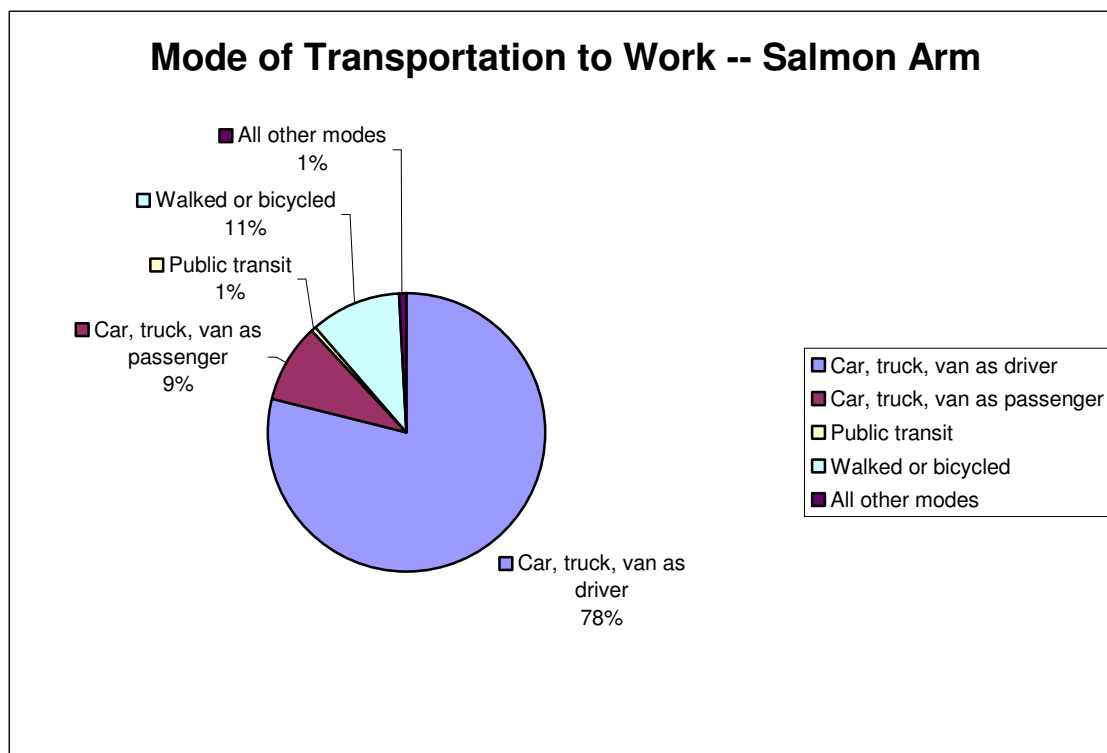
Employment— Occupation

2006 Census Data provided below indicates that the most common employment occupations in the Shuswap Region are found in Sales and Services, followed closely by Trades, Transport and Equipment Operators.

Employment By Occupation - 2006 Census								
	Salmon Arm				Columbia Shuswap Regional District			
Labour Force 15+ years of age by occupation	Male	Female	Total	%	Male	Female	Total	%
All Occupations	4,035	3,805	7,845		13,950	11,505	25,455	
Management occupations	480	270	755	10%	1,425	1035	2,460	10%
Business, finance and administrative occupations	245	900	1,150	15%	535	2,520	3,055	12%
Natural and applied sciences and related occupations	305	85	385	5%	930	230	1,160	5%
Health occupations	70	485	560	7%	195	1,160	1,355	5%
Social science, education, government service and religion occupations	225	405	630	8%	460	975	1,435	6%
Art, culture, recreation and sport occupations	115	85	200	3%	285	335	625	2%
Sales and service occupations	705	1,260	1,965	25%	2,075	4,015	6,090	24%
Trades, transport and equipment operators and related occupations	1,325	60	1,385	18%	5,495	400	5,895	23%
Occupations unique to primary industry	280	130	410	5%	1,445	520	1,960	8%
Occupations unique to processing, manufacturing and utilities	285	120	410	5%	1100	305	1,405	6%
Total	8,070	7,605	15,695	100%	27,895	23,000	50,895	100%
Source: Statistics Canada Census 2006, www.statcan.ca, Community Profiles. Updated April 2008.								

Labour Force— Transportation

- 87% of Salmon Arm work force arrive at work by car, truck, or van.



Workplace and Transportation						
	Salmon Arm	% of Total	Sicamous	% of Total	CSRD	% of Total
Employed in labour force 15 years and over	7,330		1,145		23,680	
Work at home	725	9.9%	125	10.9%	2,680	11.3%
Worked outside Canada	15	0.2%	0	0.0%	85	0.4%
No fixed workplace	965	13.2%	225	19.7%	3,740	15.8%
Worked at usual place	5,625	76.7%	795	69.4%	17,165	72.5%

Source: Statistics Canada Census 2006 Census: www.statcan.ca, Community Profiles. Updated April 2008.

Unemployment

Comparing the monthly unemployment rates for the Thompson Okanagan Region in May and June of 2005 with those of May and June 2006 demonstrates a gradual decline. This is a reflection of the increased productivity and the bustling economy in the region.

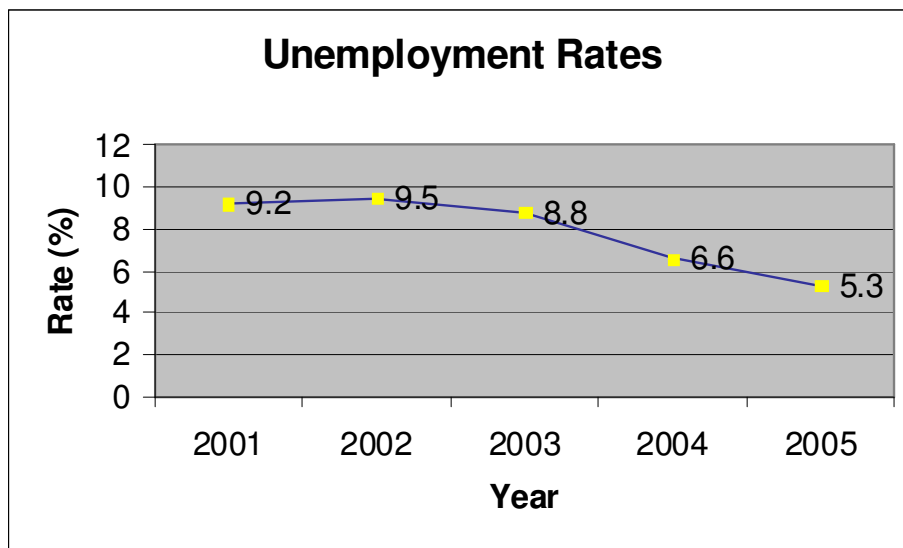
***May 2005: 5.7%**

***May 2006: 5.3%**

***June 2005: 5.5%**

***June 2006: 5.0%**

From 2002-2007 the Thompson Okanagan Economic Region's yearly average Unemployment Rate was on a continuous decline.



Source: Stats Canada Labour Force Characteristics by Economic Region [www.statcan.gc.ca]& BC Stats Unemployment rates by Economic Region [www.bcstats.gov.ca]. July 2005.

The following chart provides a break down of the average unemployment, employment and participation rates from 2001-2005.

Thompson Okanagan Rates			
Year	Unemployment Rate	Participation Rate	Employment Rate
2001	9.2	60.9	55.3
2002	9.5	59.6	54
2003	8.8	61.4	56.1
2004	6.6	61.9	57.8
2005	5.3	63.7	60.4

Source: BC Stats: www.bcstats.gov.bc.ca "Labour Force Annual Characteristics". July, 2006

As the population in the Thompson Okanagan Economic Region increases, the total amount of employed individuals is also on an upward swing, while the number of individuals unemployed is dropping.

Thompson Okanagan Labour Force Activity					
		Labour Force			
Year	Population 15 years and over	Total	Employed	Unemployed	Not in Labour Force
(All Numbers in thousands)					
2001	380.8	231.9	210.4	21.4	149
2002	385	229.5	207.8	21.7	155.5
2003	389.1	239.1	218.1	21	149.9
2004	394.3	244.2	228.1	16.1	150
2005	404.3	257.6	244	13.6	146.7

Source: BC Stats: www.bcstats.gov.bc.ca "Labour Force Annual Characteristics". July, 2006

Labour Force: Total Shuswap

- Shuswap not in labour force: 42%
- BC not in labour force: 35%

“Not in labour force” includes those individuals who are under the age of 15, retired or those who choose not to or cannot work.

Source: Statistics Canada 2001 Census Community Profiles

Seasonal & Part-time Employment

56%, or 8790 people, in the Shuswap are employed either part-time or seasonally, in contrast to the provincial average of 49.2%. The majority of permanent part-time employees work mainly in the retail trades and service industries, including grocery stores, gas stations, retail stores, and tourism related providers. Large local employers of permanent part-time employees include Safeway, Overwaita, and Zellers. As reported in the 2001 Census, 27% of all employees work in the sales and services sector, many of these working part-time.

Total Population 15+ by Work Activity								
	Salmon Arm	Sicamous	Area C	Area D	Area E	Area F	Sub C	Shuswap
Population 15+ with Employment Income	7,535	1,255	3,090	2,065	760	1,030	6,945	15,735
Average employment income \$	26,532	25,498	23,691	22,226	24,030	22,161	23,027	24,023
Worked full year, full time	3,225	570	1,150	913	255	335	2,653	6,448
Average employment income \$	39,999	32,564	32,854	30,513	39,564	38,516	35,362	35,668
Worked Part year, Part time	4,010	655	1,850	1,165	485	625	4,125	8,790
Average employment income \$	16,964	20,424	18,737	16,132	16,429	15,270	16,642	17,326
Source: Statistics Canada 2001 Census Community Profiles								

Seasonal Employers

In general, the Shuswap is an area with high seasonal employment levels due to the fact that the Shuswap's economy is centered on industries that are largely dependent on seasonal operation, and therefore seasonal employees. These industries include Forestry & Wood, Agriculture & Food and Tourism & Recreation.

Major employers in the Shuswap Forestry/Wood Industry are Federated Co-operatives Ltd. and Coe Newnes McGehee. These two companies employ a total of 786 individuals, most of them being non-seasonal. The Provincial RapAttack forest fire fighting base is also located in Salmon Arm and hires seasonal fire fighters during the summer. 9% of the Shuswap workforce are employed in primary industries such as agriculture, fishing, trapping, logging and forestry,

and mining. These industries operate primarily from the spring to fall and hire seasonally to meet their demand.

The Tourism and Recreation Industry, with a steadily increasing number of houseboat companies in operation, is a major contributor to the number of seasonal employees hired in the Shuswap. Seven different houseboat companies operate in the Shuswap with their peak demand being May to October. Food and accommodation companies are increasing to meet the growing demand, with three new hotels being opened in Salmon Arm in 2001.

Human Resources

This section serves to provide a general understanding of common Human Resources practices found in the Shuswap region. The following information should provide employers with an idea of employee management and costs, as well as should provide the employee with an understanding of common coverage and work place practices.

Applicants to Openings

Applicants-to-Openings Ratios (Annual Average).				
Type of Job	Part-Time	Applicants	Openings	Ratio
Corporate Controller	FT	68	1	68 to 1
Software division entry	FT	12	1	12 to 1
Intermediate software division entry	FT	22	1	22 to 1
Administration	FT	100	1	100 to 1
Career Counsellor	FT	70	1	70 to 1
Motel employees	PT	50	1	50 to 1
Career grocery store staff	FT	20	1	20 to 1
Government Worker	FT	40	1	40 to 1
Teachers	FT	20	1	20 to 1
CUPE	FT/PT	40	1	40 to 1
Average applicants-to-job ratio				43 to 1
Source: Phone calls to various businesses and organizations. BC Statistics division. July, 2003.				

Average Hours

Average Weekly Hours - For Employees Paid by the Hour (BC)	
	# of Hours
All Industries*	31.1
Goods - producing industries	38.7
Logging and forestry	40.4
Mining (including milling), quarrying and oil wells	42.7
Manufacturing	39.1
Non-Durable Goods	37.4
Durable Goods	40.2
Construction	36.9
Service-producing industries	28.7
Transportation, storage, communications and other utilities	38.1
Trade	29.1
Wholesale Trade	35.7
Retail Trade	27.1
Finance, insurance and real estate	28.3
Community, business, and personal services	26.9
Business services	31.1
Educational and related services	29.7
Health and social services	30.1
Accommodation, food and beverage services	22.7
Miscellaneous services	24.8
*Excludes agriculture, fishing and trapping, private household services, religious organizations and the military.	
Source: Statistics Canada, CANSIM II, tables 281-0004 and 281-0008 and catalogue no 72-002-XIB. June 2004.	

Benefits

Benefits and Human Resource Practices									
Benefits	Manufacturing		Finance		Services		Transportation		
	NM*	M*	NM*	M*	NM*	M*	NM*	M*	
Paid Sick Leave	No	No	Yes	Yes	Yes	Yes	No	No	
Paid Holidays	Legislated		Legislated		Legislated		Legislated		
Paid Vacations	Legislated		Legislated		Legislated		Legislated		
Maternity/Paternity Leave	Legislated		Legislated		Legislated		Legislated		
Flex Time, Job Sharing, Telecommuting	No	No	No	No	No	No	No	No	
Tuition Reimbursement	No	No	Yes	Yes	Yes	Yes	No	No	
Retirement Plan (pension or other)	No	No	Yes	Yes	No	No	No	No	
Profit Sharing	No	No	Yes	Yes	No	No	No	No	
Health Insurance	Yes	Yes	Yes	Yes	Yes	Yes	No	No	
Dental Insurance	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	
Eye Care Insurance	No	No	Yes	Yes	Yes	Yes	Yes	Yes	
Other Insurance	No	No	Yes	Yes	No	No	No	No	
Insurance Benefits for Spouses, Dependents	Yes	Yes	Yes	Yes	Yes	Yes	No	No	
Insurance Benefits for Spouses, Dependents	No	No	Yes	Yes	Yes	Yes	No	No	

* Asterisks represent the majority of a random sampling of companies.
 * NM is non management, M is management.
Source: Random survey of companies. July, 2003.

Employment Insurance

Employment Insurance	
Taxable Base	Up to a gross per worker salary of \$42,300 (CDN)
Percentage Rate (Employer Premium)	Employers contribute at a rate of 2.42%. Maximum annual contribution per worker is \$1,024.51
Percentage Rate (Employee Premium)	Employees contribute at a rate of 1.73%. Maximum annual contribution per worker is \$731.79.
Maximum Weekly Benefit	\$447.00

Source: Canada Revenue Agency website www.cra-arc.gc.ca/tax/business. June 2009

Incentives— Hiring & Training

Hiring and Training Incentives				
Provider	Program Name	Description	Eligibility/ Restrictions	Cost of Service
Community Futures	Employment Wage Subsidy Program	Matches unemployed individuals with full-time jobs	Negotiated on an individual basis	Free of Charge
Program Details: Employment Wage Subsidy	A federally funded program designed to assist unemployed individuals back into the workforce on a full-time basis. The program offers an incentive to employers bringing new employees into their business.			
Note: This program is funded by the Federal Government. For more information on programs visit www.hrsdc.gc.ca				
Source: Brochures, SAEDS office. June, 2009.				

New Labour Market Entrants

New Labour Market Entrants	
Source of Labour	Annual Graduates/ Estimated Graduates
High School	575
High School Students Enrolling in Local College	47
Community College	365
Technical School	147
Four-Year University	N/A
Individuals Returning to the Labor Market	755
In-Migration	506
Other (downsizing, etc.)	35
University College	N/A
TOTAL	2,424
Source: School District No 83 & Okanagan College.. Updated August 2007.	
A Breakdown of Okanagan College Graduates follows:	
Course	No. of Graduates
Computer Basics for Businesses	12
Computer Proficiency for Business	12
ARAC Info GIS Certificate	25
HSRCA (Home Support Resident Care Attendant every two years)	20
Occupational First Aid Level 3	30
Applied Business Technology	24
Payroll/ Accounting	8
Residential Construction	18
Welding Level C	16
Plumbing	18
Electrician	18
Practical Nursing (every 2 years)	18
Accounting Assistant Certificate	5
Office Assistant Certificate	5
Source: Okanagan College, August 2007.	

Unions

Union Activity	
Local Active Unions	Description
United Food & Commercial Workers	Overwaitea, Safeway
BC Government Employees Union	Government employees
BC Nurses Union	Nurses
BC Teachers Federation	School Teachers
Canadian Auto Workers	Transit
Canadian Union of Public Employees	Health care, school boards, municipal gov't, post secondary, social services, child care, libraries, utilities, etc.
Hospital Employees Union	Hospital employees
Industrial Wood and Allied Workers of Canada	Federated Co-op; COE Newnes/ McGehee (Fabrication)
Note: Over the past two years, one in every five (22%) BC residents who worked as paid employees in the private sector was a union member. This region has a lower number of unions and higher number of entrepreneurs.	
Source: Internet and BC Stats, BC Hydro Customer Centre, July, 2003.	

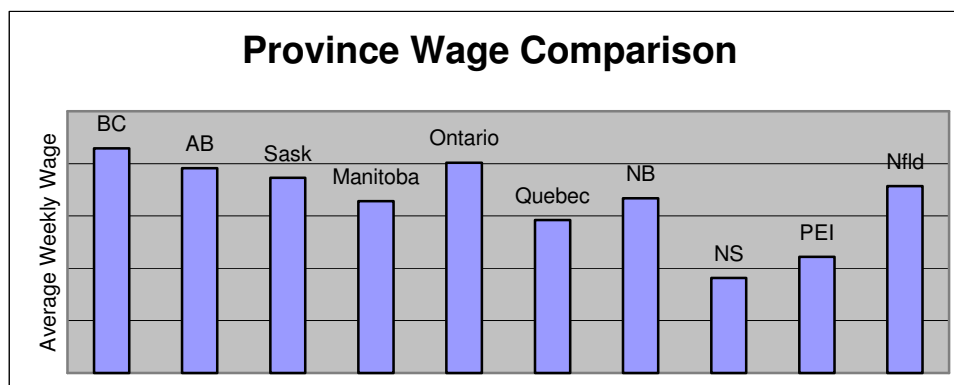
Union Employees					
Union Covered Employees* as a Percentage of Total Employees by Industry					
	2000	2001	2002	2003	2004
British Columbia					
Total employees	35.8	35.2	34.6	33.8	33.6
Goods-producing sector	37.8	35.5	31.7	32.7	31.4
Agriculture	0.0	0.0	0.0	0.0	9.5
Construction	31.6	34.3	26.0	30.7	27.2
Forestry, fishing, mining, oil and gas	47.8	41.1	35.7	32.2	30.9
Manufacturing	38.3	35.5	33.6	33.6	33.7
Utilities	74.0	68.8	68.1	74.8	80.0
Services-producing sector	35.3	35.1	35.3	34.1	34.2
Accommodation and food services	13.5	10.4	12.2	9.9	9.4
Business, building and other support services	12.0	13.3	15.0	12.2	12.8
Educational services	72.9	73.5	73.4	71.9	72.1
Finance, insurance, real estate and leasing	16.7	17.2	13.6	11.3	12.9
Health care and social assistance	62.7	65.9	65.7	60.9	63.0
Information, culture and recreation	34.6	37.6	33.9	32.7	31.3
Other services	10.5	11.3	12.2	11.2	12.5
Professional, scientific and technical services	5.8	6.1	4.9	5.8	4.3
Public administration	73.9	73.3	74.7	74.7	75.5
Trade	16.3	15.5	16.0	17.4	16.4
Transportation and warehousing	54.3	53.4	56.6	52.6	54.2
Public sector	80.6	80.2	81.3	79.6	81.5
Private sector	22.8	22.1	21.4	20.7	20.1
*Notes: Union Coverage Employees who are members of a union and employees who are not union members but who are covered by a collective agreement or a union contract.					
Source: Statistics Canada's Labour Force Survey (Obtained from Invest BC Representative), July 2005.					

Wage Rates

Although much of the employment in the Shuswap region is found in Retail Trade (11%) and Accommodation & Business Services (15%), wages are generally low. However, there is also high employment in Manufacturing (12%) and Construction (12%), both which generate higher wages.

Earnings (Weekly) Canada vs. BC		
	Canada Average Weekly Wage 2007	BC Average Weekly Wage Dec. 2007
Goods Producing Industries	\$770.82	\$974.45
Forestry, Logging, Support	975.97	1034.23
Mining, Oil, Gas Extraction	1409.12	1494.06
Utilities	1126.58	1208.61
Construction	935.81	959.43
Manufacturing	938.14	913.37
Non-durable Goods	913.00	831.41
Durable Goods	486.01	962.29
Service Producing Industries	800.02	731.11
Trade - Commerce	972.61	602.10
Wholesale Trade	913.00	910.78
Retail Trade	486.01	494.64
Health Care & Social Assistance	703.04	748.16
Arts, Recreation, Entertainment	453.65	473.76
Accommodation & Food Services	324.34	351.48
Other Services	608.45	687.13
Public Administration	969.04	980.35
Transportation & Warehousing	800.02	892.76
Information & Cultural industries	972.61	1025.79
Finance & Insurance	998.11	1038.49
Real Estate & Rental & Leasing	708.65	740.58
Professional, Scientific, Technical	983.78	999.35
Management of Companies	944.54	1169.50
Administrative & Support, waste management and remediation services	637.97	672.81
Educational Services	833.20	862.12
Source: Statistics Canada Census 2006, www.statcan.ca/english/freepub/72-002-XIB/72-002-XIB2007012.htm. Updated April 2008.		

British Columbia tops the weekly wage comparison in all the provinces, according to the 2006 Census.



Source: Statistics Canada Census 2006, www40.statcan.ca/101/cst01/educ05.htm. Updated April 2008.

Hourly wages have increased February 2007 to February 2008 in every occupation sector in both Canada and British Columbia, except Sales and Service in BC. Highest increases were seen in Business, finance and administrative occupations (Canada), and in occupations unique to primary industry and also management occupations (BC).

Earnings (Hourly) Canada vs. BC				
	Canada Average Hourly Wage February 2008	Increase in 1 year	BC Average Hourly Wage February 2008	Increase in 1 year
Management occupations	\$32.64	4.0%	\$30.91	8.0%
Business, finance and administrative occupations	\$20.19	6.0%	\$20.00	2.6%
Natural and applied sciences and related occupations	\$29.72	4.7%	\$29.26	0.9%
Health occupations	\$24.49	2.7%	\$26.56	1.5%
Occupations in social science, education, government service and religion	\$27.15	5.2%	\$26.34	2.5%
Occupations in art, culture, recreation and sport	\$21.24	4.8%	\$21.76	4.6%
Sales and service occupations	\$13.99	3.9%	\$14.23	-1.7%
Trades, transport and equipment operators and related occupations	\$20.98	4.7%	\$22.40	7.6%
Occupations unique to primary industry	\$19.42	3.0%	\$21.11	11.2%
Occupations unique to processing, manufacturing and utilities	\$18.17	4.3%	\$19.20	7.4%

Source: Statistics Canada Census 2006, www40.statcan.ca/101/cst01/labr69a.htm; www40.statcan.ca/101/cst01/labr69k.htm. Updated April 2008.

Workers Compensation

Workers' Compensation Costs		
Average Rate per \$100 payroll (all industries)	\$1.56	Rates set by employer's industrial activity. Applies up to a maximum gross earnings of \$68,500 per year.
Average Rate for Office Workers per \$100 payroll.	\$0.11- \$0.40	Typical range for business services operating in an office building. Applies up to a maximum gross earnings of \$68,500 per year.
Maximum Weekly Benefit.	\$812.43	Maximum per employee set at 90% of average net earnings, up to a maximum wage of \$61,000 per year.
Source: WorkSafeBC -- www.worksafebc.com. June, 2009.		