

# Labour Market Report

## Centre for Skilled and Internationally Trained Professionals



### Centre Update

The end of summer is a good time as any to reevaluate your job search plan, and to honestly answer a few questions about the effectiveness of your chosen strategies:

- How organized is your physical job search space, work search portfolio, e-mail inbox, and networking contact list?
- Have you been personalizing cover letters and tailoring your resume to each individual job posting applied for?
- Have you followed up to the best of your ability with the companies that you have applied to?
- What is the proportion of your time spent applying for advertised positions as opposed to cold calling opportunities?
- Have you researched and been in contact with relevant professional associations? (the more closely related to your specialty, the better)
- Have you continued to keep up to date with changes in your industry (via newspapers, occupation-specific publications, the Internet)?
- How often do you meet with or update your Employment Developer on your progress?

If you are unsure of what else you can be doing to reach your goal of professional success, please make an appointment to see your Employment Developer.

We are very pleased to welcome back Elma Bedeau who has rejoined the Centre as a Program Liaison Officer. We know she will do a great job in her new role.

### Employment Standards: Special Needs and Circumstances On the Job

Alberta workplaces are becoming more diverse and multicultural. Under Alberta's human rights law, employers and workers have a responsibility to ensure diverse abilities and differing backgrounds are respected and accepted in the workplace.

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Employers have a duty to give all Albertans equal opportunity in the workplace by protecting human rights related to:

- race
- religious belief
- colour
- gender
- physical disability
- mental disability
- age
- ancestry
- place of origin
- marital status
- source of income
- family status
- sexual orientation.

To protect these rights, employers may need to modify:

- rules
- standards
- policies
- workplace attitudes or cultures
- workplace environment.

Employers and workers should discuss changes required to meet special needs. Changes could involve:

- buying or modifying tools, equipment or aids
- altering the premises to make them more accessible
- altering some job duties
- providing flexible work schedules
- offering rehabilitation programs
- providing time off for recuperation
- approving a transfer to a different job
- hiring an assistant
- using temporary employees
- relaxing requirements to wear a uniform.

The requirement under human rights law to change the workplace in such ways is called the duty to accommodate. Employers have a duty to accommodate up to the point of undue hardship.

August 2007

Requests for our next newsletter can be forwarded to [sharon.yeo@bredin.ab.ca](mailto:sharon.yeo@bredin.ab.ca)

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Undue hardship occurs if accommodation would create very difficult conditions for an employer, such as intolerable financial costs or a serious disruption to business.

The undue hardship standard is very high. As a result, employers are required to provide some accommodation in most situations.

Employers can set reasonable appearance and grooming standards for workers. These can include requiring workers to meet standards for neatness, grooming, safety and health, unless they interfere with a worker's religion or well being.

For more information about the duty to accommodate, appearance and dress codes, and human rights in the workplace, contact the Alberta Human Rights and Citizenship Commission at (780) 424-7661 or visit [www.albertahumanrights.ab.ca](http://www.albertahumanrights.ab.ca)

(information taken from *A Guide to Rights & Responsibilities in Alberta Workplaces*, Government of Alberta, AHRE 2005)

### Occupational Specific Group Meetings & Centre Events

- IMG Study Group Meetings*: See Anna
- IEV Study Group Meeting*: See Judith
  
- August 11, 9am-12pm – IMG OSCE Communication Workshop
- August 18, 10am-1pm – #4 IMG OSCE Preparation Workshop (Misericordia Hospital)
- August 22, 1-3:30pm – Intercultural Diversity workshop
- August 25-26, 8am-4pm – IMG ACLS course (University of Alberta Hospital)
- August 29, 9-11am – APEGGA application information session
  
- August 6 – Centre closed for Civic Holiday

### Monthly Reflection

“It is better to be prepared for an opportunity and not have one than to have an opportunity and not be prepared.”

-Whitney M. Young, Jr.

### August Events

- **August 28, 6pm – “Moonlight in the Meadows” Alberta Council of Technologies Networking BBQ** (Whitemud Equine Centre), \$40. More information at <http://www.abctech.ca/events/moonlight-in-the-meadows-2007/>

Remember to pick up a copy of the free and low-cost calendar of events happening in and around the city!