

Labour Market Report

Centre for Skilled and Internationally Trained Professionals



Centre Update for August 2009

Youtube comes to the Bredin Institute!
For Engineers seeking accurate information on how to register with APEGGA, it is now possible to view 9 sequential tutorials on Youtube. For access, go to Youtube.com, then videos, and enter thebredininstitute for your search; you can then view the tutorials at your own pace. For additional assistance with completing forms, contact your Career Coach at the Bredin Institute.

Job Search Tip of the Month How to Answer Salary Questions

And what if you don't?

When a job posting tells you to include salary requirements on your résumé, you have only two choices: do it or don't. If you choose not to, you might remove yourself from the running, says Sue Fuller, director of talent management for EDL Consulting.

"When a job posting requests salary requirements, the purpose is to identify candidates who are in a viable compensation range," Fuller says. "In these instances, it is important to show salary requirements. Otherwise, the risk is to be excluded from consideration."

The interview

"The best answer is to tell the employer what you are currently earning [or most recently earned]," Fuller suggests. "At that point, compensation is not at a negotiation stage; it is at the information gathering stage. This is an important distinction to understand." The real purpose of salary talks in the beginning is to get a clear picture of what you're worth and what the company can offer. This is why Fuller advises as much flexibility as possible on your part.

"When an offer is made, the candidate can negotiate several factors that may include a six-month review, incentives, benefits, career development and/or flexibility," Fuller says.

The dos and don'ts

"During salary discussions, an employer does not want to hear about financial pressures candidates may have, such as debt, loans or, especially, maintaining a lifestyle," Fuller. [Also], employers will screen out candidates who are all about the money and not about the contribution and advancement of the organization."

Adapted from an article By Anthony Balderrama, CareerBuilder.com writer

Monthly Reflection

Plan your progress carefully; hour-by hour, day-by-day, month-by-month.

Organized activity and maintained enthusiasm are the wellsprings of your power.

-Paul J. Meyer

Employer Presentations

For a detailed list of employer presentations Canada Alberta Service Centres please refer to www.alis.gov.ab.ca

For August 2009, the listed employers and positions available are primarily for transitional or service