



Volume 1, Issue 2

Your Employment Development Specialists since 1976

Unemployed in a Labour Boom?



Main Office
#500, 9707-110 St.
Edmonton, AB
T5K 2L9
CANADA
Phone: 780.425.3730
Fax: 780.426.3709
www.bredin.ab.ca

Labour Market Shortage is a Hot Topic

As you are all aware, Alberta is in the midst of an energy boom. We are all caught up in the excitement of the times. We are presently experiencing the lowest unemployment rate Alberta has ever seen! The labour market shortage is a hot topic.



Everywhere you look, there are help wanted signs. The truth of the matter is if you are in the oil and gas sector, in construction, or in the retail sector, the jobs are plentiful. But where do you go if your skills and qualifications do not apply to these industries or if you are not willing to accept a low paid position?

Also In This Issue:

Building Bridges:
International
Engineers Find
Support Through
Innovative Program

Need Help Finding
The Job Of Your
Dreams?

Staff Recruitment
Troubles? Bredin
Helps Out!

Employ Your
Potential: Ask An
Employment
Development
Specialist

The south side office of the Bredin Institute assists clients from all sectors who are presently experiencing difficulty finding employment within this labour market shortage. Our clients, however, are often only lacking the proper job seeking techniques. We assist them with their resumes, cover letters, networking, cold calling and interviewing skills. Once they have grasped these basic skills, they are usually very quick to find a position.

We Teach Our Clients Job Searching Skills

The bulk of our clientele these days seem to come from employment sectors where jobs are more difficult to find. We are seeing a good number of professionals such as teachers, job seekers with foreign training, facilitators, and office administrators. Many of the office administrators are either very highly skilled and therefore are not satisfied to





Volume 1, Issue 2

accept a position at the going rate, or they are unable to find employment because they are lacking the necessary skills (such as computer knowledge).

As with all of our clientele we teach them job searching skills and offer them support and encouragement. We also work side by side with our clients, researching their fields and recommending various job leads as well as direct placement options. If skills and qualifications are lacking, we can often assist them in acquiring the necessary skills required to be successful in their chosen field.

Since communication is often an issue with our clients who are foreign professionals, we will often spend extra time explaining advertisements in detail, assisting and writing correspondence on their behalf, and marketing them to employers directly.



Although employers, government and the media seem to be saying that the labour market is tight and that jobs are plentiful, Bredin Institute realizes that this does not apply to everyone. If circumstances are such that you find yourself looking for full time employment, we would love to assist you. We would be happy to receive your call at **780.425. 3730**.



Volume 1, Issue 2

Your Employment Development Specialists since 1976

Building Bridges: International Engineers Find Support Through Innovative Program



Main Office
#500, 9707-110 St.
Edmonton, AB
T5K 2L9
CANADA
Phone: 780.425.3730
Fax: 780.426.3709
www.bredin.ab.ca

A Paradox Involving Alberta’s Internationally Educated Engineers

Look just about anywhere in Alberta and you’ll see growth. The economy is booming; oil sands development has pushed economic growth to 6.6 per cent, twice the national average, and cut unemployment to 3.7 per cent. There are jobs everywhere, restaurants and retail shops are closing for lack of staff, and two-thirds of employers in Canada report having difficulty filling positions due to a lack of suitable talent.

This is an old story, we’ve heard repeatedly over the last few years. We’re facing the somewhat luxurious problem of a possible economic slowdown due to a labour shortage: There’s just too much work and not enough people to do it.

Within this story lies a paradox involving Alberta’s internationally educated engineers. Engineers are among those in Alberta’s labour market that are needed most, yet there are thousands of underemployed internationally educated engineers living in Alberta. There’s obviously a disconnect here somewhere.



Integration of IEGs

If there is such a need for engineers, why do we have so many of them underemployed and struggling to find appropriate employment? For international engineering graduates (IEGs) seeking to regain their professional identities and find employment doing what they love there are a number of challenges they must overcome upon arrival to this country.

Also In This Issue:

Unemployed in a Labour Boom?

Need Help Finding The Job Of Your Dreams?

Staff Recruitment Troubles? Bredin Helps Out!

Employ Your Potential: Ask An Employment Development Specialist

Included among them are a few most commonly identified by IEGs and the employers who've hired them, namely:

- Communication and culture barriers
- Lack of Canadian work experience
- Lack of understanding of the Canadian job search process
- Lack of professional licensure

To many, this can seem like a never ending cycle: In order to build communication skills *and* Canadian experience, one first has to find a job ... yet in order to find a job, one first must have Canadian experience ... and on and on the cycle goes.

International Engineer Bridging Program (IEBP)

Edmonton's Bredin Institute - Centre for Learning, in partnership with Alberta Human Resources and Employment and Citizenship and Immigration Canada, has developed the **International Engineer Bridging Program (IEBP)** which focuses on:

- The integration of IEGs
- Helping bridge the gap between IEGs overseas education and experience
- The Alberta labour market



Services offered to IEGs within this innovative program are:

- Advanced ESL for professionals, including opportunities to practice within a classroom via role plays
- Computerized training
- Engineering skills upgrading
- Communication skill development
- Cross-cultural training
- Internship in engineering
- Case management
- Follow up support for IEGs and employers



Volume 1, Issue 2

James Prentice, IEBP Liaison Officer at Bredin Institute says, *“We’re client focused ...However, by meeting the needs of IEGs and employers and preparing them to transition into their professions in Alberta, we can simultaneously address both industry and government concerns over labour shortages. This program benefits all stakeholders involved, not just the IEGs we work with.”*

Advantages to Employers Involved with IEBP

Employers currently involved in the program see many advantages to providing internship placements and hiring candidates through this process, most noticeably: Pre-internship preparation and on-going internship support minimize the risks employers may face when working with IEGs.

Accepting Applications into IEBP

The International Engineer Bridging Program (IEBP) runs three intakes per year, each intake beginning with an intensive classroom phase and ending with an internship wherein IEGs can get the valuable Canadian experience they need to transition into their careers in Alberta.

The program is on-going. As Prentice notes, *“We’re currently accepting applications for our Fall 2006 intake. If there any employers out there who’re interested in participating in our program, they can contact me via e-mail james.prentice@bredin.ab.ca or via phone **780.425.3730**.*

There are a number of ways they can help out, from playing an advisory role to providing internship places for our students. We’re always interested in employer partnerships.”



Volume 1, Issue 2

Your Employment Development Specialists since 1976

Need Help Finding The Job Of Your Dreams?



Main Office
#500, 9707-110 St.
Edmonton, AB
T5K 2L9
CANADA
Phone: 780.425.3730
Fax: 780.426.3709
www.bredin.ab.ca

Target Employment at the Bredin Institute has been helping Albertans secure meaningful employment and careers for the past 4 years.

The expertise of our staff ensures that our clients are successful in securing employment. Although, Alberta is booming with employment opportunities, many people are still finding it difficult to get into the field they want or many have expertise in areas that are not experiencing a boom.

Our job is to assist you to break into these areas and show you how you can promote yourself so employers will want to hire you. In some circumstances, we can also provide direct placements.



Also In This Issue:

Unemployed in a Labour Boom?

Building Bridges: International Engineers Find Support Through Innovative Program

Staff Recruitment Troubles? Bredin Helps Out!

Employ Your Potential: Ask An Employment Development Specialist

Weekly Workshops

We offer weekly workshops on a variety of topics such as:

- Resumes and cover letters
 - Hidden job market
 - Networking
 - Cold calling
 - Computers
 - Interview skills
 - Job maintenance
- ...and more!





Volume 1, Issue 2

Success Stories

You will also receive one on one support from our knowledgeable staff. The atmosphere of our workshops and resource room is very welcoming. Clients often comment on how it did not feel like a workshop, yet they learned so much.

Testimonial From One of Our Clients:

Manish Limbachia: I want to thank you for all your help from the day I walked in. It first started with the workshops. Even though I attended other workshops and seminars it was Bredin Institute that really got me ready for the real world and prepared me from the beginning to the end.

After I completed my workshops the real work started. Believe me when I say everyone was so helpful at Bredin Institute. I had to re-do my cover letter and resume because of errors that I had overlooked and made them both look concise and professional.

Bredin Institute's guidance certainly helped me because they told me to not settle for less because my hard work and dedication would place me in the right job, with the right company, and to my level of expertise in my field, in electronics.

Thank you to each and everyone at Bredin Institute who made it possible for me to get the job that I really wanted. Without Bredin Institute, I would not have landed the job that I dreamed about and worked so hard for.

If anyone is looking for a job then I would not hesitate to recommend Bredin Institute because the help and advice is exactly what a job seeker needs to get a job in a very competitive market. I will always remember the hard work that all the staff does each and every day at Bredin Institute, and I will always remember the smiles, the encouragement, the motivational tips and the advice I received at Bredin Institute.

To read more testimonials of our clients and their [success stories](#), click onto [Employment Services](#) on our website and look under [Target Employment](#).



Volume 1, Issue 2

Additional Benefits To You

- Did you know that if you are accepted into our program that you may be eligible to have some short term courses paid for (such as First Aid or WHMIS)?
- Bus tickets may also be provided to interviews and job sites
- We even provide on-going support after you have found your dream job
- Don't know how to ask for a raise, negotiate holidays, or solve problems with coworkers? You can still count on Bredin Institute staff to help you

Getting Started



Why struggle on your own to find a job when the Bredin Institute has the staff and resources to assist you to find the job of your dreams.

How do you get started? Firstly call us, then book an appointment with one of our experienced Assessment Officers, and then you can start the program the next day or whenever it is convenient for you.

We even have two locations to serve you better:

- We are centrally located at 9707 110 Street, Edmonton, Alberta, phone **780.425.3730**.
- We also have an office in the professional centre of Bonnie Doon Mall, Edmonton, Alberta on the second floor, phone **780.465.1151**.

We look forward to hearing from you.



Volume 1, Issue 2

Your Employment Development Specialists since 1976

Staff Recruitment Troubles? Bredin Helps Out!



bredin institute

Main Office
#500, 9707-110 St.
Edmonton, AB
T5K 2L9
CANADA
Phone: 780.425.3730
Fax: 780.426.3709
www.bredin.ab.ca

Host of the First Retail Job Fair in Alberta

Pass down just about any major street in Edmonton and you'll have no trouble spotting help wanted signs ... they are (literally) everywhere. Retailers especially are having a tough time attracting and retaining staff.



With workers rushing to high paying labour jobs, and larger retailers offering better salaries, more and more managers are finding themselves working overtime, cutting back hours, or closing their doors due to lack of staff.

In 2005, Bredin Institute hosted the first *Retail Job Fair* in Alberta in partnership with the Canadian Retail Council and Canadian Institute of Retailing and Services. At that time, the storm cloud of retail staffing issues was just on the horizon; now, retailers are looking at the holes in their hiring umbrellas wondering how to close the gaps.

Also In This Issue:

Unemployed in a Labour Boom?

Building Bridges: International Engineers Find Support Through Innovative Program

Need Help Finding The Job Of Your Dreams?

Employ Your Potential: Ask An Employment Development Specialist

Partnering with the Better Business Bureau

There are answers for these employers, many involving a dramatic shift in their human resource strategies. For example, did you know that the largest groups of unemployed Albertans are youth and immigrants? Given that, the question then seems to be: How can you attract and retain them before your competitor does?



To assist employers during the labour market shortage, Bredin Institute has partnered with the Better Business Bureau to provide a series of informational workshops to hiring managers in Alberta. The workshops are offered monthly (with a first-come-first-served registration process) and provide strategies to businesses regarding recruitment, hiring, training, and retention in the current labour market.

With an anticipated launch date of late Fall/early Winter 2006, workshops will cover such topics as:

- The secrets of hiring and retaining young workers
- How to tap into the unemployed professionally educated labour pool
- Keeping your young workers safe and injury free

To find out more, or to register contact [Clare](#) at Bredin Institute **780.425.3730**.

Corporate Training

Bredin Institute also offers customized training to assist companies and their staff members in professional development in such areas as:

- Effective Communication
- Conflict Management
- Teamwork
- Stress Management on the Job
- Humour in the Workplace
- Leadership

Besides offering training at any one of our Bredin Institute locations, our training is also mobile and we would be happy to come to you! We'd be happy to discuss with you what your needs are and which customized training package best suits your organization. Contact Liliana in our [Continuing Education](#) department at llupse@bredin.ab.ca or **780.425.3730** for more information.



Industry-Recognized Certification Training

Bredin Institute – Centre for Learning offers up-to-date training and skills development through quality instruction. Our menu of diverse certification courses include:

- St. John Ambulance First Aid & CPR courses
- WHMIS (Workplace Hazardous Material Information System)
- Service Best
- Strong Interest Inventory Career Assessment
- Color Spectrums
- Suicide Intervention - ASIST Training
- Shifting to Wellness
- T.A.B.E. Testing (Tests of Adult Basic Education)

Testimonials

Sample current testimonials from our clients expressing satisfaction with our customized workshops and certification courses are as follows:

- It was excellent. Over and above what I expected. *Cheryl M.*
- Excellent instructor ... taught in a calm, orderly manner ... approachable and friendly and was willing to explain. *Anonymous*
- I had a quality facility when taking my first aid class. *Anonymous*
- Very high quality instructions. I appreciated Bredin's efforts. *Anonymous*
- Great presenter. Great knack for engaging with the audience. *Yaa A.*
- Awesome workshop! *Michelle L.*
- Thank you again. I've been to 2 of your workshops ... really enjoyable. *Patricia C.*
- Instructor was very positive and exuded great energy and enthusiasm. *Anonymous*

Let our experienced Instructors support you in continuing education adventures! Registering is easy and our fees are competitively structured! Training is available either at Bredin Institute or mobile to your company location. Contact Liliana in our [Continuing Education](#) department at llupse@bredin.ab.ca or **780.425.3730** for more information.

Your Employment Development Specialists since 1976

Employ Your Potential: Ask An Employment Development Specialist



Main Office
#500, 9707-110 St.
Edmonton, AB
T5K 2L9
CANADA
Phone: 780.425.3730
Fax: 780.426.3709
www.bredin.ab.ca

Also In This Issue:

Unemployed in a Labour Boom?

Building Bridges: International Engineers Find Support Through Innovative Program

Need Help Finding The Job Of Your Dreams?

Staff Recruitment Troubles? Bredin Helps Out!

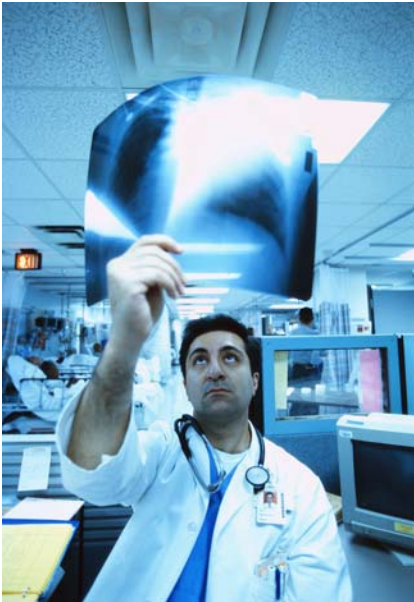
Question #1: My brother in law recently moved from Sri-Lanka where he was a very successful doctor. Now he's in Canada, and we don't understand why he can't practice here. It's very frustrating and we don't know who to ask for help, or even if he has a chance to be a doctor again?

If you live in the Edmonton area, your best resource may be our [Centre for Foreign Trained Professionals](#) at **780.425.3730**. The Centre had seven international medical graduates start residency at the University of Alberta in July 2006 - either through the Alberta International Medical Graduate Program (AIMGP) or the Canadian Resident Matching Service. Among these seven doctors offered residency seats, three started Family Medicine and the other four got positions in Pediatrics, Internal Medicine, Psychiatry and Pathology.

The results of AIMGP 2006 competition were announced on December 8, 2005. From an initial 123 applicants, a total of 12 Family Medicine seats and 12 Specialty positions were offered to foreign-trained doctors ... thirty-two of the 123 applicants to the AIMGP were from Bredin Institute's Edmonton 'Centre for Foreign Trained Professionals!'

So yes, it can be done!

The recognition of foreign trained credentials is unfortunately a complicated and time-consuming process, but receiving advice from a career development specialist will certainly provide the clearest direction, rather than trying to figure out the 'red tape' on your own.





Volume 1, Issue 2

Quick Facts:

- Capital Health region is short 500 Doctors to meet the current needs of the population. The largest physician deficits are in the specialties of Cardiology, Psychiatry, Laboratory Medicine, and General Surgery.
- There is a shortage of over 1000 physicians Alberta wide.
- Presently, there are approximately 500 unlicensed IMGs (International Medical Graduates) in Alberta who are challenging various stages of the licensure process – e.g., examinations, residency competition, etc.
- IMGs immigrating to Alberta bring with them an average of 9 years of clinical experience.
- It takes an average of 3 years for an internationally trained Doctor to enter medical residency training.

More About the Alberta International Medical Graduate Program (AIMGP)

Funded by the Alberta Provincial Government (Health and Wellness), the AIMGP provides Alberta residents who are internationally trained doctors with the post-graduate training (residency) necessary to enter medical practice. The program was launched in 2001 and started with 8 positions in Family Medicine. It eventually expanded to 12 seats in Family Medicine and added specialties. The program received additional funding to provide up to 42 residency training seats to IMGs in 2007.

For more information on how the [Centre for Foreign Trained Professionals](#) can assist you or your family member, please contact [Anna Kuranicheva](#) or visit our website at www.bredin.ab.ca.

Write your employment, career and education questions to cdenman@bredin.ab.ca. Bredin Institute is a non-profit organization, providing employment development solutions for over 30 years.

***Question #2: I've been looking to get into the health care profession as an assistant for nurses. All the schools seem to have different names for their nursing assistant type of programs, and they all seem to be really different in length. I'm wondering how I can figure out which one I should be taking?
Amanda.M., Sherwood Park, AB.***

Dear Amanda M.: Health Care Assistants are also known by many other titles depending on the employer and the duties involved.

For example, you'll find people working in similar roles in hospitals, private homes, continuing care and assisted living facilities and group homes. Their job titles will vary to include any one of these: Health Care Aides, Health Care Assistants, Personal Care Attendants, Personal Support Aides, Resident Care Assistant, Client Care Attendant or Home Support Worker.



Up until recently, many of these jobs did not require formal training, though many people chose to receive training before entering the workforce. However, this situation is now changing. As of 2007 changes to the Alberta Health Care Professionals Act will require that individuals working in the capacity of Health Care Assistants receive training and certification through a Government recognized program.

So when choosing a program in this field, be absolutely sure that the certification is recognized by the Government of Alberta – or you may find that your certificate is useless to your career aspirations as of next year. Once you've narrowed your search, start interviewing the schools to find out which program meets your other expectations. Include in your questions inquiries into cost, class size, employed assistance on graduation, location, and study style.

Did you know that Bredin Institute – Centre for Learning offers a Government of Alberta Health Care Aide Program?



Licensed under the Private Vocational Schools Act, our Government of Alberta Health Care Aide Program will provide you with an opportunity to upgrade your skills, knowledge, and earning potential as you gain the expertise needed for employment in the health care field. As a graduate, you will benefit from the program's Government of Alberta Health Care Aide Certification when choosing in which health care environments to work.

You will find more information on this program, including the two study options available to you, by going to www.bredin.ab.ca and reviewing our '[Training Programs](#)' section of our website; or contact Nicole at nicloe.bugnet@bredin.ab.ca or **780.425.3730**.

Write your employment, career and education questions to cdenman@bredin.ab.ca. Bredin Institute is a non-profit organization, providing employment development solutions for over 30 years.