



# FKSS Career Centre News



Advisor edition

January 7, 2008

## CAREER PLANNING



- UNIVERSITY OF VICTORIA  
ENGINEERING & COMPUTER  
SCIENCE TOUR:** Wednesday,  
February 20, 2008. Sign up in  
the Career Centre – open for  
grades 10, 11, and 12's.

## WORK EXPERIENCE & JOB OPPORTUNITIES

**GEORGE  
PRINGLE  
MEMORIAL**



**CAMP** – Staff and Volunteer Application Forms now in the Career Centre

**CANDY STRIPING  
APPLICATIONS  
AVAILABLE IN CC  
DUE IN JANUARY 15, 2008**



## UNIVERSITY & COLLEGE INFORMATION

### **NEW INFORMATION**

- Ambrose University/College** – Christian University/College – Calgary  
[www.ambrose.edu](http://www.ambrose.edu)

## BC LABOUR MARKET REPORT

### **B.C.'S TOP EMPLOYERS**

**...and why people enjoy working for them.**

In partnership with **Caliber Leadership Systems Inc.**, **B.C. Business** has released their annual list of the top employers in British Columbia. New this year, the list has been broken down into two separate lists: the top

employers with more than 100 employees and the top employers with less than 100 employees.

Compiling the list, the authors were surprised to discover that many of the best employers were in the tourism, hospitality and food services industries, while many of the employers that scored the lowest were in the not-for-profit and public sectors.

Commenting on why these sectors scored high and low, a Caliber consultant noted that the tourism, hospitality and food service industries “are typically highly relational, with a strong focus on employee-empowerment to deliver superior customer service.”

The consultant went on to say that the not-for-profit and public sectors have a higher degree of unionization, with longer-service employees and fewer opportunities to recognize and reward top performers. “Ten years ago in B.C., the public sector was the place to work because they paid more and had great pensions. Today’s workforce doesn’t necessarily find that of interest,” the consultant noted.

An interesting element to the survey is that new employees were much more likely to evaluate their employer positively than long-term employees. Researchers attributed this to the honeymoon phase that many new employees go through but it is an important consideration given the high rate of turnover many industries are experiencing. A full third of respondents to this survey were classified as new employees; meaning they had been employed for less than one year.

BC Business wanted to recognize employers who not only promote a culture of engagement, but the ones who actually do something about it. In compiling the information, researchers identified four key areas of talent management. These areas include: talent systems, employee engagement, leadership dynamics and organizational culture. A company’s strength in these areas, based on employee feedback, is then translated into a numerical score to determine their placement on the list.

### **Top 10 Employers, With Fewer Than 100 Employees**

1. *Chemistry Consulting Group Inc. (GT Hiring Solutions)*
2. *Urban Impact Recycling Ltd.*
3. *Summerland & District Credit Union*
4. *AbeBooks Inc.*

5. *Salmon Arm Savings and Credit Union*
6. *The Personnel Department*
7. *Action Pants Inc.*
8. *FinancialCAD Corp.*
9. *Nuheat Industries Ltd.*
10. *The Bailey Group*

**Top 10 Employers, With More Than 100 Employees**

1. *Next Level Games Inc.*
  2. *Vancouver Marriott Pinnacle Downtown Hotel*
  3. *Coastal Pacific Xpress Inc.*
  4. *Deloitte & Touche LLP*
  5. *Cintas Canada Ltd.*
  6. *Nurse Next Door Professional Home Healthcare Services Inc.*
  7. *Cactus Restaurants Ltd.*
  8. *Odium Brown Ltd.*
  9. *Aritzia*
  10. *Bull, Housser & Tupper LLP*
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