



## Ready for a career change?

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# Companies jockeying in tight job market

I recently had a conversation with a client of mine who is growing his business.

His greatest concern was that he was having a more difficult time finding good employees than he has ever had before.

I told him that I believe the market is going to get even tighter when it comes to finding great staff, perhaps back to where we were in 2006 or 2007.

He said that he is already finding it harder now than it has ever been in his 30 years in business.

This got me thinking about all the meetings and conversations I have had between different business owners over the last six months, and it appears as though most companies are growing and expanding.

I have not heard the word "layoff" in any small to medium-sized businesses in the past year.

A couple of very large companies and municipalities are threatening potential cut backs, but I am not sure if that will materialize.

If big companies do "layoff" any good employees, the small to medium sized guys will be sure to pick them up to stabilize their own growth.

Where are we going from here if the Keystone pipeline system goes through,



Sharlene Massie  
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oil prices stay high and the unemployment rate stays below 6%?

Small- to medium-sized employers will be competing with big oil companies for employees once again, and they may not have the money to afford them.

Employees will weigh the benefits of working for a big company, like the opportunity for growth and increased pay scales, against the security of working for a small to medium-sized company.

Big companies are already headhunting employees to meet their staff quota and get the jobs done, while smaller companies are trying to compete by offering flexibility, supportive team environments, and a feeling of having a purpose and being needed.

Good employees once again have the upper hand; work is available, pay is competitive, and companies are hiring.

Some employees want to work in oil and gas where they can work for a big company, learn a variety of jobs, and have awesome paid benefits with

the potential of a larger social network that comes with larger organizations.

Smaller companies offer the family feel, the ability to get things done quickly, and a boss that is available to talk to and run ideas by.

Overall, I don't expect we Albertans will slow down for quite a while.

Perhaps there will be shifts in the market, going slightly up or down for short periods of time, but from what I am hearing and seeing, we are in for a bit of a storm.

With there being an employment shortage in

all areas, we need a real evaluation of what will be necessary to carry us through to the next recession.

Sharlene Massie is the CEO of About Staffing Ltd., a dynamic personnel agency specializing in direct-hire and temporary placements. Questions for Sharlene? Visit the About Staffing website at [www.aboutstaffing.com](http://www.aboutstaffing.com), and click on the link under the Sun logo. This article may be reproduced or transmitted if done so in its entirety, including this copyright line: Copyright 2011, by About Staffing Ltd., all rights reserved



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