

Westman Works

Local support, smart strategies, stronger businesses

National Day of Truth and Reconciliation (Orange Shirt Day)

The National Day for Truth and Reconciliation is a time to honour the children who never returned home from residential schools, the Survivors who did, and the families and communities who continue to live with the lasting impacts of the residential school system. Orange Shirt Day carries the message that Every Child Matters, but it's more than a symbol, it is a reminder of the importance of listening to Indigenous voices, learning about the history and the ongoing impacts of residential schools, and taking time to reflect on why this day matters beyond simply wearing orange.

For our team, wearing orange was one way to acknowledge the significance of the day, but we also recognize that reconciliation cannot be reduced to a shirt or a single day on the calendar. It requires continued learning, reflection, respect, and a willingness to better understand the experiences and perspectives of Indigenous Peoples.

As an organization that works with people and workplaces across our communities, we believe there is an ongoing responsibility to foster environments where people are treated with dignity and respect. The National Day for Truth and Reconciliation gives us an opportunity to reflect on that responsibility and on the work that still remains.

Every Child Matters

Opportunities

West-Can HR

Brandon Jobs

CARM Job Postings

Promo Code:
WCHR50

Newsletter Members
Save 50% on Brandon Jobs Postings

HR News

Manitoba Minimum Wage Increase

By: West-Can HR

Starting October 1, 2026, Manitoba's minimum wage will increase from **\$16.00** to **\$16.40 per hour**. The 40-cent increase is part of Manitoba's annual adjustment to the minimum wage under The Employment Standards Code and reflects the province's 2025 inflation rate, rounded up to the nearest five cents.

For employers, now is a good time to review employee wage rates and make any necessary payroll adjustments ahead of the change. While employers are not required to provide an increase to employees who are already earning more than minimum wage, organizations may also want to consider how the increase could affect internal wage structures. When entry-level or lower-paid positions move closer to the wages of more experienced employees, employers may choose to review pay ranges and internal equity to ensure their compensation structure continues to reflect differences in experience, responsibility and skill. Employers should also remember that accurate records of hours worked and wages paid must be maintained, and any employees currently earning minimum wage will need to receive at least \$16.40 per hour beginning October 1.

For employees currently earning minimum wage, the change means an additional 40 cents per hour beginning October 1. Minimum wage requirements generally apply regardless of whether an employee works full-time or part-time, although there are some exceptions under Manitoba's employment standards legislation and separate wage requirements for certain areas of the construction industry. At West-Can HR, we encourage employers to prepare for wage changes early by reviewing payroll, communicating any updates with affected employees and considering how changes to the minimum wage fit within their broader compensation strategy. A proactive approach can help ensure compliance while also supporting a fair and transparent pay structure within the workplace.

Effective October 1, 2026

Sources:

- Manitoba Labour and Immigration. (2026). *Provincial Minimum Wage to Increase to \$16.40 on Oct. 1*. Government of Manitoba.
- Manitoba Employment Standards. (2026). *What is Minimum Wage?* Government of Manitoba.
- Manitoba Employment Standards. (2026). *Employment Standards*. Government of Manitoba.

Upcoming Events

First Friday Coffee @ the Chamber!

- October 2, 2026

Retirement and Estate Planning Seminar

- October 3, 2026

26/27 - October Health Care Luncheon

- October 15, 2026

AI Workshop Series - Practical AI for Daily Business Operations

- October 21, 2026

26/27 - Business After 5:00 with AGSM

- October 23, 2026

Brandon Career Symposium 2027 (Save the Date!)

-March 16-17, 2027

Spotlight Moments

Welcome Enzo!

By: West-Can HR

We're excited to welcome Enzo, the newest member of our team! Enzo brings an extensive background in technology, and he has already been busy working on a number of projects behind the scenes. One of his latest projects has been helping us launch a new feature on the West-Can HR website in partnership with CFB Shilo, designed to better connect transitioning military members, military families, and military-affiliated job seekers with meaningful employment opportunities.

When visiting our website and navigating to Services > Job Seekers, users will now see a prompt asking whether they are located in Shilo or affiliated with the Canadian Armed Forces. Selecting "Yes" will take them to our new CFB Shilo & Military Family Employment Network, where job seekers can register directly with us and begin connecting with employment opportunities and support. There is plenty more in the works for this project, along with many other exciting developments happening behind the scenes, and we can't wait to see what Enzo helps us build next!



Career Connections: Job Preparedness Workshop

By: West-Can HR

West-Can HR once again partnered with Career Connections Inc. and MentorAbility Manitoba for another Job Preparedness Workshop! Our HR Generalist, Heavenlee, returned to lead another hands-on class focused on helping participants develop practical skills and confidence as they prepare for the job search process. The workshop covered topics such as resume development, interview preparation, job searching, workplace expectations, and strategies to help participants feel more comfortable and prepared for future employment opportunities.

This workshop was a great opportunity to continue our partnership and provide participants with practical tools and insights into the hiring process. Through discussion, real-world examples, and opportunities to ask questions, participants were able to strengthen their understanding of what to expect when applying and interviewing for jobs. We were grateful to return for another session and continue supporting job seekers as they build their confidence and prepare for their next employment opportunity.



JOB PREPAREDNESS

Workshop

Build skills for your future!

Join our Job Preparedness Workshop Series hosted by Career Connections Inc.- MentorAbility participants in partnership with WestCan HR

In these workshops, you can learn:

- How to make or improve your resume
- Tips for job interviews
- How to look for jobs
- What to expect in the workplace
- Skills to help you feel more confident

These workshops are a great way to learn, ask questions, and prepare for future job opportunities.

**TUESDAY**
15 September 2026

**TIME**
1:00 - 3:00 PM

**ADDRESS**
710 3rd Street Brandon, MB – Boardroom

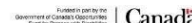


A group of people are seated around a large conference table in a meeting room, attending a workshop. A presentation screen in the background displays the text 'WEST-CAN HR WORKING IN WESTMAN'.



LEARN MORE

mentorability@cciwestman.ca
Ask your Employment Counsellor



Shilo MFRC Family Appreciation BBQ

By: West-Can HR

On September 16, West-Can HR attended the Shilo MFRC Military Family Appreciation BBQ, with Rob joining the event on behalf of our team. The BBQ brought together military members, families, and community partners for an afternoon focused on connection, appreciation, and recognizing the important role military families play within the Shilo community.

It was a great opportunity to connect with local families and organizations, while showing our support for those who serve and the families who support them. We were grateful to be included in such a meaningful community event and to spend time

building relationships with the people and organizations that help make the Shilo community so strong.



Discover Your Next Career Move in **Brandon, MB**

Browse through a diverse range of job openings in Brandon and the surrounding area, and take the first step towards your dream career.



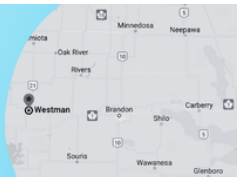
West-Can HR

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