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COMMUNITY NEWSPAPER



# The Press

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Vol. 12 - Issue 40 | Wednesday, October 4, 2023

Funding application to increase smaller, affordable housing units in Whitecourt submitted, with results expected soon



A program that aims to grow the local market of affordable and accessible housing units in Whitecourt was recently applied for after a unanimous vote from Town Council. See story page 10.

## Think human trafficking isn't a Whitecourt problem? Think again

By Serena Lapointe

"It's been here for years. It's just been hiding," stated Well-spring Family Resource & Crisis Centre Director Rebecca Wells. The staunch advocate for those facing

crisis has been deeply entrenched in the community's dark side for years, working tirelessly to shed light on it. Human trafficking is something most people would attribute to second or third-world

countries, border towns or big cities. But here, in Whitecourt?

The definition of human trafficking, as per Public Safety Canada, is "the act of recruiting,

continued on page 2



*It's not a topic that most want to talk about, and it can make people very uncomfortable, but the fact is Whitecourt is not immune to human trafficking. Rebecca Wells' friendly smile is one of the first things survivors see when they arrive at the shelter for help.*



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Bit takedown at the 40 yard line.



Can't catch the Cats.



Winding up for a big throw.



Good catch.



Running hard.

**The Whitecourt Cats were in action at Graham Acres the last two Fridays. On September 22, they took on the Peace Wapiti Titans (pictured). The home team fought hard to stay in the game, with big blocks and takedowns across the field, but could not tighten the gap of an early Titan lead. The final score was 44-28 for the Grande Prairie team. Last Friday, September 29, the local Whitecourt fans were treated to a match-up against the Valleyview Cougars. The Cats gave a solid effort from the first whistle blast to the last, which showed in the final score. The Whitecourt Cats took a massive win over Valleyview, winning 42-7. They are now on the road and will be for much of October, with the playoffs in the not-so-distant future.**

continued from page 1

transporting, or holding victims often to coerce them into providing manual labour or sexual services. Traffickers can pressure victims in various ways to get someone they are unwilling to do. It can involve physical force or threats of violence, but in many cases, it doesn't have to." (www.canada.ca)

Wells said one of the most common ways she sees it happening locally is through those who are homeless and couch surfing. "It starts good with someone letting them stay at their house, and then next thing you know, they want something else, and these people are so desperate and have no place to go, so they do it. Trading your body to have a place to sleep is human trafficking."

Wells said on any given day, about 30 people in Whitecourt are trafficked, most of whom are stuck in the dangerous cycle of doing favours to have a roof over their heads. "It's not just a women's thing; it's also a male thing, and we know that even with domestic violence. Whitecourt has been bad for many years. It's just that no one has talked about it," said Wells.

She said Wellspring has worked with other provincial shelters to move those at risk of trafficking out of their community. "I think all the shelters work well together, and we know how to help each other by getting people out of town. We know they can't stay where they are. Sometimes, it's hard to convince someone that their community isn't good for them because they

think these people are their friends. But friends don't let friends prostitute their bodies."

Wells said Whitecourt doesn't have enough to help support those being abused. "It's usually the major cities that have the help. Here in Whitecourt, we don't have that help. We try our best, though." She said one thing she wishes Whitecourt had was a detox bed. "They can't always come into our shelter because if they are actively using, we don't have the funding to have a detox nurse here to help them safely detox."

Wells has never done drugs herself, but her job has given her a strong understanding of what it's like to be in the throws of addiction, perpetuating the cycle of abuse. "It's easier to steal stuff and do human trafficking because it's an easy way to make money. When you're not thinking clearly, you may think it's not a terrible thing. Then, when you start coming down off the drugs and start feeling things and remembering all the things you did, you want to bottle it up and keep using the drugs."

Human trafficking can also be found in the youth. "We need to be talking about this with our kids. If they are at a party and someone says they will give them something if they do something, that's human trafficking, especially when they use something as leverage like compromising pictures or information. Human trafficking can look a lot different than people realize. It's not like the 80s when people would stand on the

street corner. It's more hidden now and online," explained Wells.

As a mother, Wells said this topic needs to be front and centre. "I have three girls, and I am always warning them about making sure they are safe. We should all live in a safe place." Wells said growing awareness is a start. "If there's a house where you think there's some questionable stuff happening or you think someone you know is being coerced, used, or abused, don't be afraid to say something. It doesn't hurt to call 9-1-1 and say you are concerned about it. They aren't going to say your name and that you called it in. It's about speaking up when you think something is wrong."

She said one of the industries that needs to be at the forefront of the conversation is hotels. "Often, women are put up in hotels and are trafficked from there. We see them come through our shelter, and it's really hard." She said there is training available for hotel staff but wasn't sure if any local hotels had taken any.

Wells said during the fires, when evacuees were in town, her staff dropped off pamphlets to the hotels, and all were responsive. "They were great. They said they would put them in certain rooms because they knew something was off. They can see that. In this case, they are essentially the front-line workers because they see it first."

With the human trafficking movie Sound of Freedom making waves worldwide, waking people up to the horrors of child trafficking, Wells said

the topic is essential to have out in the open. "This has been happening for a long time, and people just didn't know about it. The topic should be mainstream, and people need to know it's happening in our town."

Wells said changing the language is a huge part of ending it. "There's this idea that they deserve to be mocked because they are an addict, or they've done things. But you're human and deserve dignity and respect, and selling your body is not okay. Instead of mocking someone, get them help. Call someone."

Wellspring staff speak to students about age-appropriate topics like healthy relationships, how to recognize unhealthy ones, and how to get help. Wells said they love being in the schools and are always eager to bring the message to more classrooms. She said any teachers interested in age-appropriate lessons for their classroom should contact Wellspring. It is the same for hotels seeking staff training to recognize potential issues. "Please reach out," said Wells.

"Shame and blame doesn't do anything for anyone; it just makes it worse. I've even seen it where a single parent doesn't have enough money to support their family and has turned to prostitution to pay a bill. It's not right. These are our community members, and they need our compassion." To learn more about what the Province of Alberta is doing to combat human trafficking, visit [www.alberta.ca/human-trafficking-action-plan#9-point-plan](http://www.alberta.ca/human-trafficking-action-plan#9-point-plan).

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## GET INVOLVED....IT'S YOUR TOWN! Opportunity for Public Participation

Every fall, the Town of Whitecourt recruits citizens to fill volunteer positions on various boards and committees that provide Town Council with perspective and recommendations regarding important civic issues. Whitecourt is a diverse, growing town, and citizens are in the best position to provide input on our changing community needs.

Get involved! It's your town. Share your knowledge and meet new colleagues.

The Town of Whitecourt is now accepting applications for:

### Community Services Advisory Board

*"To create a healthy, strong community by meeting the leisure and social needs of the community."*

(1) Member – term to expire in October 2026

Applications will be accepted from residents of Whitecourt or the Woodlands County agreement area.

### Economic Development Committee

*"To set up and establish an economic development program to further the interests of the Town of Whitecourt in the areas of economic development and tourism."*

(1) Member – term to expire in October 2026

### Municipal Planning Commission

*"To deal with land use planning matters with particular emphasis on the Land Use Bylaw."*

(1) Member – term to expire in October 2025

(1) Member – Alternate Position – term to expire in October 2026

### Protective Services Committee

*"To ensure that police needs of the community are met."*

(1) Member – term to expire October 2026

Applications will be accepted from Town of Whitecourt residents or one resident from Woodlands County. Please note that members will be required to submit a criminal record check with their application. This document will be used to consider the suitability of the candidate.

### Subdivision and Development Appeal Board

*"To make decisions on appeals of subdivision or development decisions made by the Development Officer or Municipal Planning Commission."*

(4) Members – terms to expire in October 2026

### Town of Whitecourt Library Board

*"To work towards maintaining the vibrancy of our library and meeting the social needs of community members through the creation of policies and planning."*

(1) Member – term to expire in October 2026

Applications will be accepted from Town of Whitecourt residents.

If being on a Council Committee interests you, please complete an application form which can be found on the Whitecourt website at [www.whitecourt.ca](http://www.whitecourt.ca) or picked up at the Town Office. Applications must be received before 12:00 noon, Monday, October 16, 2023 to:

Whitecourt Town Administration Office  
Attention: Executive Assistant  
5004 - 52 Avenue, Box 509  
WHITECOURT, AB T7S 1N6  
email: [administration@whitecourt.ca](mailto:administration@whitecourt.ca)

Applications are also being accepted for the:

### Youth Advisory Committee

*"To work collectively to ensure the needs of Whitecourt's youth are met."*

(10) Members – term to expire September 2024

Youth between the ages of 13 and 18 years old (as of December 31, 2023) from Percy Baxter Middle School, Hilltop High School, École St. Joseph School, and the community at large are eligible to apply. New applicants are required to complete a Youth Advisory Committee Application Form and submit two signed reference forms. Students currently on the committee only need to complete the application form. Applications for the Youth Advisory Committee must be submitted to [administration@whitecourt.ca](mailto:administration@whitecourt.ca) before noon on Tuesday, October 10.

Applications for all committees will be presented to Town Council at the October 23, 2023 Regular Meeting.

# NEED HELP? CALL ANYTIME! (24-7)

Mental Health Helpline 1-877-303-2642 • Addiction Helpline 1-866-332-2322 • Health Link 811



# Festival Park access construction nearing completion

Construction of the 50 Street/Legion Street extension north of 53 Avenue into Festival Park is nearing its final stage.

- Water, sewer, and stormwater mains have been completed, with surface work well underway.
- Placement of concrete curb and gutters is nearing completion for the extension of 50 Street/Legion Street, 56 Avenue,

and the new Festival Park parking lot.

- Approximately 95% of the concrete work has been completed.
- Paving of the roads

and parking lot is scheduled for late October.

While the intersection of 50 Street/Legion Street and 53 Avenue

will be opened upon completion of paving, the new access to Festival Park will not be available until lighting is complete.

## DISCRETIONARY USE DEVELOPMENT PERMIT APPLICATION

The Municipal Planning Commission will be making a decision on the following development permit application as per the Woodlands County Land Use Bylaw, at their regular meeting on **Wednesday, October 18, 2023 at 5:00 p.m. at the Whitecourt Municipal Office**, downstairs.

Section 19 of the Woodlands County Land Use Bylaw provides opportunity for any person who may have comments on the proposed development to deliver to the Development Officer, a written statement of their concerns indicating: their full name and address and the reasons for their comments to the proposed use.

If you have any comment or concern regarding this proposal you may provide a written statement via email to [planning@woodlands.ab.ca](mailto:planning@woodlands.ab.ca) prior to **4:30 p.m., October 11, 2023** or you may attend the meeting to voice any comments.

Comments received will be taken into consideration by the Municipal Planning Commission.

LEGAL DESCRIPTION	DEVELOPMENT PERMIT APPLICATION NUMBER	PROPOSAL
PT. SW 23-59-10-W5M Lot 2, Block 1, Plan 092-2494	15-075-2019	Home Occupation (major): Mobile Sales Truck

Information regarding this application may be obtained by inquiring at the address below.

Attention: Peter McKay, Development Officer  
[planning@woodlands.ab.ca](mailto:planning@woodlands.ab.ca)

Woodlands County  
Box 60, #1 Woodlands Lane, Whitecourt AB T7S 1N3  
Telephone: 780-778-8400  
Toll-Free: 1-888-870-6315



**DAVE KUSCH**  
Mayor  
Councillor for Area 1  
[dave.kusch@woodlands.ab.ca](mailto:dave.kusch@woodlands.ab.ca)  
Phone: 780-778-8337



**JOHN BURROWS**  
Councillor for Whitecourt West  
Division 2  
[john.burrows@woodlands.ab.ca](mailto:john.burrows@woodlands.ab.ca)  
Phone: 780-726-4747



**ALAN DEANE**  
Councillor for Whitecourt  
Central Division 3  
[alan.deane@woodlands.ab.ca](mailto:alan.deane@woodlands.ab.ca)  
Phone: 780-778-0834



**JEREMY WILHELM**  
Councillor for  
Whitecourt East Division 4  
[jeremy.wilhelm@woodlands.ab.ca](mailto:jeremy.wilhelm@woodlands.ab.ca)  
Phone: 780-778-6254



**BRUCE PRESTIDGE**  
Councillor for Blue Ridge  
Division 5  
[bruce.prestidge@woodlands.ab.ca](mailto:bruce.prestidge@woodlands.ab.ca)  
Phone: 780-778-3917



**PETER KUELKEN**  
Councillor for Upper Lakelse  
Freeman River Division 6  
[peter.kuelken@woodlands.ab.ca](mailto:peter.kuelken@woodlands.ab.ca)  
Phone: 780-294-2425



**DEVIN WILLIAMS**  
Councillor for Fort Assiniboine  
Timber Division 7  
[devin.williams@woodlands.ab.ca](mailto:devin.williams@woodlands.ab.ca)  
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- Wednesdays 7:30pm

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ZOOM ID: **818 413 483** PASSWORD: **gratitude**



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Phone: 780-778-2341

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The Whitecourt Food Bank is operated by the Town of Whitecourt Food Bank Coordinator and dependent on volunteers to operate. The Food Bank relies on donations of cash or food from individuals and organizations. Local grocery stores drop off baked goods including bread and pastries weekly. Other corporations and schools schedule food drives throughout the year.

Open: Mon, Wed, & Fri 11 a.m. to 1:00 p.m. Phone: 780-778-2341

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(Community Cancer Navigation Nurse, McLeod River PCN)

**780-779-0079, Kim Nendsa** (President of Whitecourt Cancer & Wellness Society) **780-778-0932**

wctcancerwellness@gmail.com

*\*\*Monthly meetings have been postponed due to COVID-19*



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**Child Support Program:**

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**Preventative Education:**

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Family Resource & Crisis Centre

www.whitecourtshester.ca

**GRIEF SHARE**

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Meetings are three times each week

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- Wednesday 8:00 pm - 9:00 pm
- Friday 8:00 pm - 9:00 pm

Located at the United Church Basement on Legion Street (formerly 5201 - 50 Street)  
More info Contact: (780)286-5144. Please Leave a Message for Our AA member or Contact Addictions Helpline @1(866)332-2322

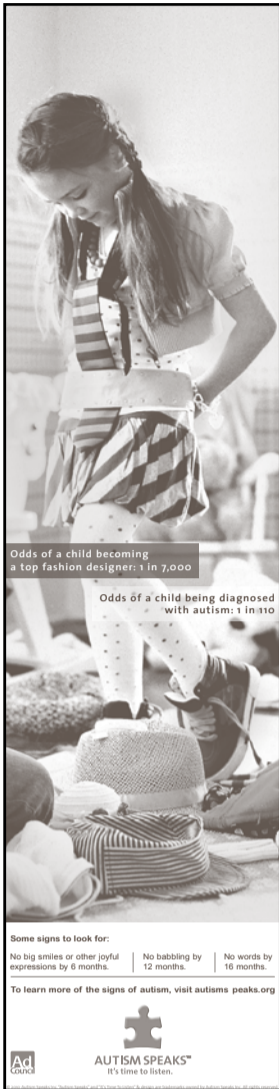




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- Athlete's Foot
- Ankle Sprains
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Dr. Ben Sefcik, DPM  
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# Evolution Foot and Ankle Clinic

[www.bensefcikdpm.com](http://www.bensefcikdpm.com)

### A look at the local weather

P.O.P.  
High  
Low  
Wind  
24-Hr Rain / Snow



**Wed., Oct 4**  
Mainly sunny  
30%  
12°C  
5°C  
NW 24 km/h  
1-3mm



**Thu., Oct 5**  
Mix of sun and clouds  
40%  
10°C  
3°C  
W 9 km/h  
<1mm



**Fri., Oct 6**  
Mix of sun and cloud  
20%  
16°C  
5°C  
SE 8 km/h  
-



**Sat., Oct 7**  
Mix of sun and cloud  
20%  
18°C  
6°C  
SW 6 km/h  
-



**Sun., Oct 8**  
Mainly sunny  
20%  
19°C  
6°C  
SW 6 km/h  
-



# Stop bullying!

Wednesday, October 4, 2023  
www.whitecourtpress.com



## If your life is in danger or you know someone's life is in danger DIAL EMERGENCY NOW 911!

If you are experiencing suicidal thoughts, you need to know that you're not alone. You can also call if you are not in crisis, seeking additional information. The new Canada Suicide Prevention Service (CSPS), by Crisis Services Canada, enables callers anywhere in

Canada to access crisis support by phone, in French or English: toll-free **1-833-456-4566** Available 24/7  
Crisis Text Line (Powered by Kids Help Phone) Canada Wide free, 24/7 texting service is accessible immediately to youth anywhere

in Canada by texting TALK to **686868** to reach an English speaking Crisis Responder and TEXTO to **686868** to reach a French-speaking Crisis Responder on any text/SMS enabled cell phone.  
KidsHelpPhone Ages 20 Years and Under

in Canada **1-800-668-6868** (Online or on the Phone). First Nations and Inuit Hope for Wellness 24/7 Help Line **1-855-242-3310**  
Canadian Indian Residential Schools Crisis Line **1-866-925-4419**  
Trans LifeLine – All Ages **1-877-330-6366**

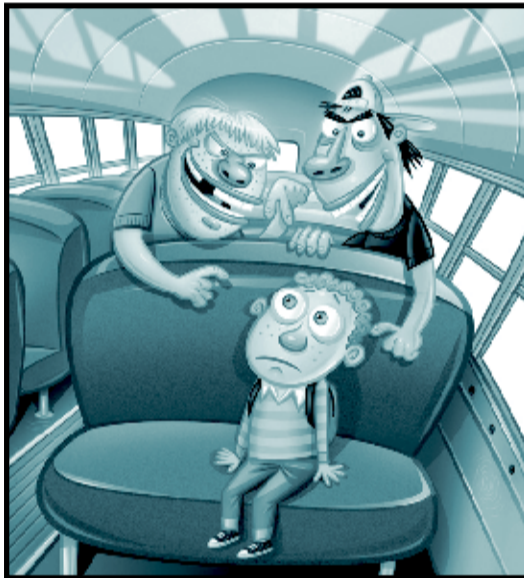
## Have you been bullied, and want to share your story?

Email [wctpress@telus.net](mailto:wctpress@telus.net) All submissions remain confidential



### Are you or someone you know being bullied?

Call the Bullying Helpline (Confidential)

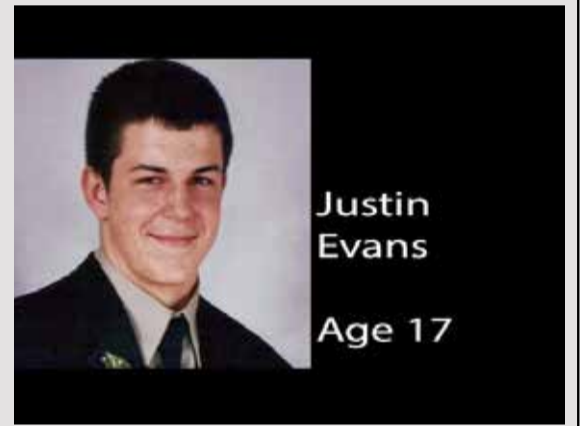


Toll Free, open 24 hours per day, seven days per week

**1-888-456-2323**

Stand up! Don't be afraid of bullies!!

## Putting a face on suicide



Every 40 seconds somewhere around the world someone dies by suicide, that's 99 people every 66 minutes. Every day, that's almost 100 people in the United States alone, and over 2160 worldwide. Putting a Face on Suicide (PAFOS) is a suicide awareness project that creates posters and videos to pay tribute to those we have lost to suicide with dignity and respect. PAFOS humanizes the daunting statistics; lovingly replacing numbers with faces.

## SPONSORED BY

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Call **Valerie Winger** at **780.706.1858** or email [wctpress@gmail.com](mailto:wctpress@gmail.com)

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**Tri-Logging is against bullying**

Robert Brown  
Owner  
3507 37th Avenue  
Whitecourt, AB T7S 0C3  
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Fax 780-778-8431



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- Pipeline Integrity Digs
- 24/7 Callout Services



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As the colours of autumn paint our forests, we remind you to take necessary precautions to make this a safe season. From the last days of camping and hiking to the start of hunting season and the inevitable snow that follows, take a moment to make sure you and yours are best prepared. For all open career opportunities, please check out our website at albertanewsprint.com → Careers.



# AMERICAN SIGN LANGUAGE

CHERYL TROFIMUK  
Deaf and Hard of Hearing Mentor

### Beginner Class

Mondays, 7:00 - 8:00 pm  
October 16 - January 8  
Forest Interpretive Centre T  
\$190 includes Dictionary



### Kids Class (Ages 5-12)

Tuesdays, 5:00 - 6:00 pm  
October 23 - December 12  
For more information visit: [www.woodlands.ab.ca](http://www.woodlands.ab.ca)  
Training Room  
\$200 includes Dictionary

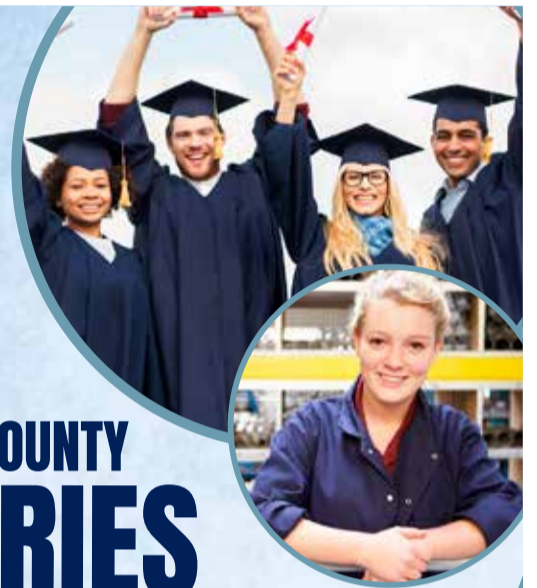


### Conversation Class

Every second Thursday, 7:00 - 8:00 pm  
October 5 - December 14  
Whitecourt Public Library  
\$60 per person, \$36.35 for optional Dictionary



REGISTER BY  
CALL 780-778-8400  
Space is limited



# WOODLANDS COUNTY BURSARIES

Applicants or their parents must be a resident or own property in Woodlands County to be eligible for a bursary

### POST-SECONDARY BURSARY

\$2,000 for first-year  
\$1,000 for second-year awarded to 12 students annually

Must be enrolled full-time in a post-secondary institution

Deadline: October 15, 2023

### AGRICULTURE BURSARY

\$500 awarded to 1 student annually

Must be enrolled full-time in an **Agriculture or Environmental Science program** at a post-secondary institution in Alberta

Deadline: October 15, 2023

### APPRENTICESHIP BURSARY

\$1,500 for first-year  
\$1,500 for second-year awarded to 6 students annually

Must be enrolled in a provincially recognized apprenticeship program

Deadline: Accepted throughout the year

### Contact Us

p. 780-778-8400  
e. dawn.fortin@woodlands.ab.ca  
e. communityservices@woodlands.ab.ca  
w. woodlands.ab.ca/p/bursaries  
w. woodlands.ab.ca/p/ag-bursary

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by PETER MARINACCI



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www.wombania.com



# Funding application to increase smaller, affordable housing units in Whitecourt submitted, with results expected soon

By Serena Lapointe

Bringing lasting changes to Whitecourt's housing system is the goal of a new project recently applied for by the Town of Whitecourt. Council received a breakdown of the Housing Accelerator Fund (HAF) at a recent Policies and Priorities Committee meeting and voted in favour of it at their September 25 regular meeting. To qualify for funding, municipalities had to prepare an action plan approved by their councils before they could sign the granting agreement.

"Our action plan that we put forward is to create 138 new housing units in Whitecourt over a three-year period, and there are five initiatives that we have included," explained Chelsea Grande, Director of Community Services. The five initiatives were to increase the supply of studio/bachelor & one-bedroom dwelling units, secondary suites, asset

management framework and policy, online permitting and updating flood mapping into Webmap.

Grande explained that the first initiative, increasing the supply of studio/bachelor suites and one-bedroom dwelling units, would be done through incentives to developers, non-profits, and housing management bodies. She said that the secondary suite initiative would also incentivize residents. Grande explained that incentives would differ based on whether the unit is an affordable living space, its proximity to transit and accessibility.

Speaking to the online permitting initiative, Councillor Braden Lanctot asked if the process for permitting changed with moving to online access. Jennine Loberg, Director of Planning and Development, said the process remained unchanged. "The permitting process would remain the same. You would just

be able to submit your application online. That's the goal we are trying to achieve," she explained. The online process would streamline things for both the public and Town Administration.

The HAF aims to improve a community's housing supply and increase availability for residents seeking smaller living spaces. The agenda package explained that "through innovation and partnerships with local governments, homes can be built in cities and towns, creating affordable, inclusive, and diverse communities." If the proposal is approved and Whitecourt gets the green light to move forward, the Town would be eligible for \$5,377,200.

Grande explained that the current program, reminding Council members that specific points in the process could change as the program is still being tweaked, would include the Town doing

yearly updates. "Every year, we would submit how many permits we issued, and the funding would be based on the permits that were completed," she said.

Councillor Tara Baker asked if a developer would receive funding before completing a suite/dwelling or afterwards. Grande said they would receive it after completion, adding that the Town of Whitecourt would act as the funding administrator. Councillor Baker then asked what would happen if they didn't reach the top. "If we blew 80 units out of the park, and the remaining 58 weren't realized, we're not on the hook for that, right?"

Grande explained that the funding would be pro-rated, meaning that funding would be rolled out proportionately for the number of units created, and Whitecourt would not be on the hook should the top number of 138 not be reached. "You wouldn't get that fund-

ing, and we wouldn't give it out because you only get it once your permit is complete," she clarified.

Town CAO Peter Smyl said the hope of the program would be to "spur a build" by providing incentives. "It's a new program, and we want to take advantage of it because it does help developers and builders, and we want to make sure we are first in line for it," he said. "It's still a risk to a builder, just like it is now, but the fortunate part is that we would have some type of incentive program and could write a check to them once the project is complete."

Whitecourt's current housing stock is 4,354. Should the Town's application to the HAF program be approved, developers/non-profits/housing bodies could access \$23,000 per unit for converting/building studio or bachelor and one-bedroom units within 1.5km of transit. The incentive lowers

to \$18,000 for larger units, as the aim is to create smaller units. If the developer decides to make the unit affordable, they will receive an incentive of \$3,600 per unit per year for three years. Any accessible units would receive an additional incentive of \$5,000. Similar incentives would be available for secondary suites.

As for where the number 138 came from, the agenda package explained that the HAF Action Plan had to show that the annual housing growth rate in Whitecourt would increase by at least ten percent and that the rate would exceed 1.1 percent. After the dust settled on the math, 138 was the magic number for Whitecourt. If approval to move forward into the program is received, the Town Administration will work to promote it to local developers, housing management bodies, businesses, non-profits, and residents.



## Eagle River Casino & Travel Plaza

### Now Hiring Executive Chef NOC 6321

#### Responsibilities:

- Plan and direct food preparation and cooking banquets and specialty functions.
- Plan menus and ensure food meets quality standards
- Estimate food requirements and may estimate food and labour costs
- Supervise activities of sous-chefs, specialist chefs, cooks
- Arrange for equipment purchases and repairs
- Recruit and hire staff
- May prepare and cook food on a regular basis or for special guests or functions.
- Demonstrate new cooking techniques for and new equipment to the cooking staff
- Prepare and cook complete meals or specialty food, such as pastries, sauces, soups, salads, vegetables, meats, poultry, and fish dishes. Create and decorate food displays for special events such as banquets.
- Instruct cooks in the preparation, cooking garnishing, and presentation of food.
- Maintain records of food costs, consumption, sales, and inventory
- Analyze operating costs and other data

#### Qualification:

- Post Secondary diploma in Business Management, Culinary Arts, or Hospitality
- 3-5 years of supervisory or management experience in the Hospitality or Restaurant industry.
- Ability to provide leadership and communicate with all staff members.
- Ability to compute basic mathematical calculations.
- Knowledge of proper sanitation procedures and food safety guidelines.
- Understanding of food handling and sanitation standards.
- Understanding of restaurant operational procedures.
- Effective decision-making skills.
- Ability to acquire and maintain relationships e.g., associates, customers, and vendors.
- Positive communication and interpersonal skills.
- Positive attitude and a consistent display of professionalism.
- Innovative, detail-oriented, and quality conscious.
- Ability to endure abundant physical movements in carrying out job duties.
- Demonstrated ability to lead and direct a team.
- Ability to respond quickly in a dynamic and changing environment
- Knowledge of cost analysis, fiscal management, and budgeting techniques as an asset

**Education:** Post-secondary in business management, Culinary Arts or Hospitality **Experience:** 5 years or more

**Terms of Employment:** Permanent full-time, 44-hour work week **Language:** English

**Employment Conditions:** Shift work, Day, Evenings, Weekends, Holidays, Nights.

**Wage:** \$70,000 - 80,000 depending on experience.

**Benefits Package:** Vision, Dental, and Health, After a 90-day probation period

**Location:** Twp.Rd, 602A, Hwy 32 North, Whitecourt, Alberta

**Address:** Eagle River Casino & Travel Plaza P.O Box 10 Whitecourt, Alberta T7S 1N3

**Contact:** 780-779-2727 or fax 780-706-7451 **Visit our website:** [www.eaglerivercasino.ca](http://www.eaglerivercasino.ca)

**How to apply:** Send your resume to [HR@eaglerivercasino.ca](mailto:HR@eaglerivercasino.ca), mail or fax.

Thank you

I would like to express my profound gratitude for support received following the passing of my beloved husband Joe Davio.

Thank you to the Whitecourt RCMP and first responders. To all the family and friends who through word and deed showed their love and provided comfort, thank you. Your gifts of food, flowers and acts of kindness are deeply appreciated.

Thank you to the hundreds who attended the funeral mass. This was a true testament to the extraordinary person Joe was, loved by so many. A special thank you to the Knights of Columbus for honouring Joe and to the Catholic Women's League for providing the lovely luncheon. Heartfelt thanks to Father Benjamin Belgica and Father Mario Jubinville for their compassion and words of wisdom.

Megan M. Davio



## Woodlands County Council recap

Woodlands County Council discussed the following items at their recent meeting of Council:

Council adopted recommendations from its Woodlands County Indigenous Awareness Sub-Committee to implement in practices going forward. The Committee's focus is to learn how to define a meaningful pathway to further Indigenous inclusion and to strengthen relationships. Council had the pleasure of hosting President, Faye Myshyniuk, Whitecourt Indigenous Friends Society at an earlier Council meeting to share information about the Indian Act, Personal Pledge of Reconciliation, Land Acknowledgment, Smudging, and why Orange Shirt Day is celebrated on September 30, 2023. The plan moving forward includes the development of a Land Acknowledgment Policy, ceremonial procedures, County representation on the Whitecourt Indigenous Friends Society, cultural awareness training for Council and staff, examining opportunities for inclusion in Woodlands County Committees and programs and County participation in local National Indigenous Peoples Day and National Day for Truth and Reconciliation events. The County looks forward to moving forward as its Council and staff continue to learn and improve its understanding and practices.

Western Star North Trucks was awarded the provision of one Tandem Gravel/Plow Truck with Viking-Clives attachments at a value of \$457,004. This unit, anticipated in spring 2024, is part of Infrastructure Service's fleet, which was over \$80,000 below the 2023 budgeted value.

Woodlands County continues to review and update Human Resource policies to promote fair and progressive practices. Council adopted amended Policy 1962-07 – General Holidays & Vacation Pay, Policy 1962-06 - Vacation Leave, and Policy 1957-02 - Overtime.

The County has begun its 2024 budget process. Entering the fifth year of the 5-Year Financial Recovery Plan, with goals to fund capital reserves, reduce operational spending, and limit capital spending. Council works through budget deliberations in open sessions, which the public are welcome to attend, or view on the County's YouTube channel.

Upcoming scheduled meetings:

- Governance & Priorities Committee - Wednesday, October 4, 6 pm
- Regular Council - Wednesday, October 11, 9:30 am

Meetings are held in-person at the Municipal Office in Whitecourt and streamed on the Woodlands County YouTube channel. Agenda packages are available on the Woodlands County CivicWeb Portal.

## Notice to Creditors and Claimants

Estate of Eugene Wesley Simpson, also known as Eugene Simpson, also known as Gene Simpson who died on 2023-05-06 .

If you have a claim against this estate, you must file your claim

with: **Tracy Spilde of Quest Law**

**at 12 Cypress Avenue, Sherwood Park, AB, T8A 1J4**

If you do not file by the date above, the estate property can lawfully be distributed without regard to any claim you may have.



## Eagle River Casino & Travel Plaza

### Now Hiring Surveillance Supervisor NOC 62029

#### Responsibilities:

- Completes routine surveillance of the gaming floor identifying potential problems, such as poor game protection, suspicious individuals, and acting as a support unit to other departments in relation to the protection of company assets.
- Maintains accurate logs of all procedure violations or completing reviews of all material that is pertinent to site operations.
- Always maintain awareness of gaming operation and comply with security policies and procedures to secure company assets.
- This position requires the ability to communicate clearly, deal tactfully and work effectively with Eagle River Casino & Travel Plaza, staff, and management.
- Ensure smooth operation of computer systems, equipment, and machinery, and arrange for maintenance and repair work.
- Monitor quality and production levels.
- Resolve work-related problems and prepare and submit progress and other reports
- May perform the same duties as workers supervised.
- Handle emergency situations.
- Monitor quality and production levels.

#### Qualifications:

- Completion of college courses related to the area supervised may be required.
- Completion of secondary school is usually required.
- Possesses detailed knowledge of casino table games, slots, poker policies, cash/slot cage, and count room policies and procedures.
- For this position you will be required to sit for long periods with computer monitors.
- Experience in the occupation supervised is usually required.
- Certification or licensing AGLC.
- Must be able to complete Smart training course
- Must have a valid driver's license class 5
- Must be able to complete AML.

**Experience:** 2 – 3 years.

**Education:** Completion of secondary school an asset.

**Terms of Employment:** Permanent full-time 44-hour work week.

**Language:** English

**Employment Conditions:** Shift work, Day, Evenings, Weekends, Holidays, Nights.

**Wage:** \$20.77 per hour.

**Benefits Package:** Vision, Dental, Health after 90-day probation period.

**Location:** Twp.Rd.602A, Hwy 32 North, Whitecourt, AB Canada.

**Address:** Eagle River Casino & Travel Plaza P.O Box 10 Whitecourt, Alberta Canada T7S-1N3

**Contact:** 780-779-2727 or Fax 780-706-7451

**Visit our Website:** [www.eaglerivercasino.ca](http://www.eaglerivercasino.ca)

**How to Apply:** Send resume to [HR@eaglerivercasino.ca](mailto:HR@eaglerivercasino.ca), mail or fax



## Eagle River Casino & Travel Plaza

### Now Hiring Cashiers NOC 65100

#### Responsibilities:

- Greet customers
- Receive and process payments by cash, cheque, credit card, or automatic debit
- Provide information to customers
- Calculate foreign currency exchange
- Calculate total payments received at end of work shift and reconcile with total sales
- Verify the age of customers when selling lottery tickets, alcohol or tobacco products
- Operate cash register
- Process money, cheques, and credit/debit card payments
- Scan Items
- Tabulate total payment for goods or services required
- Receive payment for goods or services
- Calculate daily/shift payments received and reconcile them with total sales
- Suggestive selling
- Provide excellent customer service
- Assist customers with self-service items
- Participate in promotional activities

#### Qualifications:

- Some secondary school education is usually required. High school graduation may be required by some employers.
- Eligibility for bonding may be required.
- A casino gaming license may be required for cashiers working in gambling casinos.
- Must be able to complete Smart training courses
- Must be able to complete AML

**Experience:** 2 – 3 years, or we will train.

**Education:** Some post-secondary, high school may require.

**Terms of Employment:** Permanent full-time 40-hour work week.

**Language:** English

**Employment Conditions:** Shift work, Day, Evenings, Weekends, Holidays, Nights.

**Wage:** \$15.00 per hour.

**Benefits Package:** Vision, Dental, Health after 90-day probation period.

**Location:** Twp.Rd.602A, Hwy 32 North, Whitecourt, AB Canada.

**Address:** Eagle River Casino & Travel Plaza P.O Box 10 Whitecourt, Alberta Canada T7S-1N3

**Contact:** 780-779-2727 or Fax 780-706-7451

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**How to Apply:** Send resume to [HR@eaglerivercasino.ca](mailto:HR@eaglerivercasino.ca), mail or fax





## Human Resources Manager

Reports To: General Manager

### PURPOSE

A structured Human Resources Manager role is critical to the success of the Eagle River Casino & Travel Plaza. The primary purpose of the Human Resources Manager is to provide guidance and coaching on all Human Resources matters to our property.

### ROLES

Reporting to the General Manager, the Human Resources Manager oversee all aspects of human resources practices and processes.

### DUTIES AND RESPONSIBILITIES

- Support departments in developing and delivering strategic HR plans that fit with the overall business direction
- Plan, monitor, and appraise HR activities by scheduling management conferences, resolving employee grievances, training managers in how to coach and discipline, and counseling employees and supervisors
- Champion the onboarding process by ensuring that it's high-quality and up to date, and provide clarity and connection for employees so their roles serve the overall business vision
- Maintain management guidelines by preparing, updating, and recommending human-resources policies and procedures
- Build strong relationships with external suppliers, fostering trust and promoting collaboration
- Handle confidential matters with discretion
- Lead the recruiting function at the property

### IMPACT OF ACTION

The Human Resources Manager has a direct impact on the ability to provide Eagle River Casino & Travel Plaza staff and management with a safe and suitable environment in which to visit and/or work.

### KEY WORKING RELATIONSHIPS

This position requires the ability to communicate clearly, deal tactfully and work effectively with Eagle River Casino & Travel Plaza staff and management. The incumbent in this position will provide a primary interface to other Casino & Plaza departments.

### QUALIFICATIONS AND EXPERIENCE

- A minimum of 8 years of progress human resources experience in a medium to large organization with experience leading teams and assessing human resources services
- A minimum of 2 years in a senior role in and HR department
- An affinity for the service sector is essential
- Demonstrated success in HR systems and HR Policy/Practice
- Experience of negotiation and influencing at senior management levels
- A leadership style that will incite enthusiasm, provide vision, create a positive morale, role model standards of professionalism
- Excellent written and verbal communication skills are necessary to support diverse associate population
- Strong facilitation and interpersonal skills are essential
- Ability and willingness to develop presentation as required
- A track record effective human resources decision-making and an "urgency to execute" attitude is essential for the fast-paced environment

### CANDIDATE PROFILE

- Excellent written and oral communication skills.
- Ability to meet deadlines in a rapidly changing business environment.
- Ability to work independently.
- Developed writing skills sufficient to prepare written materials involving detailed descriptions and explanations requiring the accurate use of specialized terminology.
- Self-planning skills sufficient to schedule, organize, and carry out work assignments according to established work plans, adjusting work schedules according to changing priorities.
- Developed judgment and problem-solving skills sufficient to interpret and/or analyze factual and conceptual information with the ability to adapt general procedures or approaches when formulating responses to problems.
- Manages workload independently and works well in teams.
- Develops security and systems knowledge through on-the-job experience.
- Must display leadership skills, the ability to multi-task and adjust to multiple jurisdictions.
- Models company values at all times. Shows strong teamwork skills.
- Working knowledge of MS Word, MS Excel, MS PowerPoint.

## Whitecourt Town Council updates

Whitecourt Town Council has proclaimed November 2023 as Family Violence Prevention Month. Events and activities planned throughout the month aim to encourage Albertans to work together to promote healthy relationships and safe communities throughout our province. Albertans are encouraged to show their support by wearing purple throughout the month. For information on events scheduled in Whitecourt, including the Shine A Light event (November 1) and Pub Foods with the Dudes (October 17), visit [www.whitecourtfvi.ca](http://www.whitecourtfvi.ca).

Council has approved the Housing Accelerator Fund Action Plan. Whitecourt has submitted an application to the Housing Accelerator Fund and if approved will provide grants to homeowners, non-profits, housing bodies and developers to increase the housing supply in Whitecourt, and undertake other initiatives to cut red tape and speed up housing approvals.

Council has approved entering into an amending agreement with Alberta Municipalities for the Power+ Program for a six-year term. Locking in elec-

tricity rates will provide budget stability and minimize the impact of changes facing the energy sector.

Street closures in the downtown core have been approved for October 29, 2023 for the Whitecourt & District Chamber of Commerce's Trunk or Treat event. Reminders of the road closures will be posted closer to the event date; and information on the event can be found on the Chamber of Commerce's Facebook page.

Whitecourt Town Council is currently recruiting for members on the following Council Committees:

- Community Services Advisory Board;
- Economic Development Committee;
- Municipal Planning Commission;
- Protective Services Committee;
- Subdivision and Development Appeal Board;
- Town of Whitecourt Library Board;
- Youth Advisory Board (deadline to apply to this Board is October 10, 2023).

For details and a copy of the application form visit our website. Deadline to apply is October 16, 2023.

## Money Matters

**One Canadian Dollar = 0.73 US Dollar**  
at an exchange rate of **0.7358** (using nominal rate).



**Dollar Values as of October 4, 2023**

### Letter to the Editor policy

The Press welcomes readers to write letters to the Editor. A maximum of 300 words is preferred but not necessary. Letters must carry a first name or two initials with surname and include an address and daytime telephone number. All letters are subject to editing. Please email letters to [wctpress@telus.net](mailto:wctpress@telus.net).



Call Valerie Winger at 780.706.1858  
or email [wctpress@gmail.com](mailto:wctpress@gmail.com)





## Front of House Manager

Reports To: General Manager

### PURPOSE

A structured Front of House Manager role is critical to the success of the Eagle River Casino & Travel Plaza. The primary purpose of the Front of House Manager is to provide leadership and oversight for the food and beverage service and sales.

### ROLES

Reporting to the General Manager, the Front of House Manager will be responsible for the daily operations of the outlets (the restaurant and the bar, as well as banquets, catering and special events). The Manager must ensure that service standards, appearance and cleanliness are of the desired levels. The Manager is also directly responsible for ordering inventory, inventory controls, budgeting, and cash floats.

### DUTIES AND RESPONSIBILITIES

- Actively promotes an environment conducive to high quality customer service and employee relations by being a positive leadership example.
- Must ensure that staff maintains prompt, efficient, friendly and knowledgeable service.
- Scheduling, payroll, disciplinary actions, training and mentoring for staff of food and beverage outlets.
- Work with Marketing to promote the food & beverage outlets.
- Create, manage and implement departmental policies & procedure.
- Maintain compliance with AGLC regulations.
- Ensure alcohol is served responsibly.
- Maintain effective inventory controls and practices.
- Ensure maintenance of safety and sanitation standards and policies
- Provide overall direction, coordination, and ongoing evaluation of outlets operations.
- Budgetary, projections, and cost-control skills to be applied to the daily operations of the Department as outlined by the Manager.
- Use a "hands-on" approach to management. Able to coach staff effectively.

### IMPACT OF ACTION

The Front of House Manager has a direct impact on the ability to provide Eagle River Casino & Travel Plaza guests, staff and management with a safe and suitable environment in which to visit and/or work.

### KEY WORKING RELATIONSHIPS

This position requires the ability to communicate clearly, deal tactfully and work effectively with Eagle River Casino & Travel Plaza guests, staff and management. The incumbent in this position will provide a primary interface to other Casino & Plaza departments.

### QUALIFICATIONS AND EXPERIENCE

- 4-5 years' experience in the Food & Beverage Industry.
- 3-4 years' supervisory/management experience within the Food & Beverage Industry.
- Experience in a casino setting preferred.
- Post secondary education in a related field preferred but not required.
- Training in management and employee development preferred.
- Continuous training and education to keep abreast of changes in the industry and external environment.

### CANDIDATE PROFILE

- Excellent written and oral communication skills.
- Ability to meet deadlines in a rapidly changing business environment.
- Ability to work independently.
- Extensive food & beverage knowledge and ability to develop and apply practices, procedures, and principles in a casino environment.
- Developed writing skills sufficient to prepare written materials involving detailed descriptions and explanations requiring the accurate use of specialized terminology.
- Self-planning skills sufficient to schedule, organize, and carry out work assignments according to established work plans, adjusting work schedules according to changing priorities.
- Developed judgment and problem-solving skills sufficient to interpret and/or analyze factual and conceptual information with the ability to adapt general procedures or approaches when formulating responses to problems.
- Manages workload independently and works well in teams.
- Develops security and systems knowledge through on-the-job experience.
- Must display leadership skills, the ability to multi-task and adjust to multiple jurisdictions.
- Models company values at all times. Shows strong teamwork skills.
- Working knowledge of MS Word, MS Excel, MS PowerPoint.

### WORKING CONDITIONS

The Schedule for this position may vary and would require the ability to work shift work, late nights, weekends and holidays.



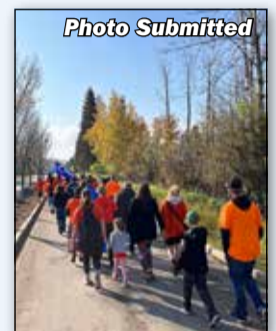
*Photo Submitted*  
**Bannock was cooked on the fire.**



*Photo Submitted*  
**World Champion Hoop Dancer Dallas Arcand.**



*Photo Submitted*  
**An emotional message.**



*Photo Submitted*  
**A large group walked at 11 am.**



*Photo Submitted*  
**Whitecourt students, including Central School and Pat Hardy, made hearts.**



*Photo Submitted*  
**Teepee on display.**



*Photo Submitted*  
**One of many pretty hearts.**



*Photo Submitted*  
**The Whitecourt Indigenous Friends Society held its Orange Shirt Day festivities on Saturday, September 30, for National Truth and Reconciliation Day. There were many activities and performances at Festival Park, as well as stories from survivors of residential schools. Attendees walked from Festival Park, through downtown streets, and back to show solidarity. The crowd was a sea of orange, and many joined the walk as it happened. Once back at Festival Park, everyone joined for lunch before the performances started, which included World Champion Hoop Dancer Dallas Arcand.**





## Eagle River Casino & Travel Plaza

### Now Hiring Security Guard Supervisor NOC 62029

**Responsibilities:**

- Co-ordinate, assign and review the work of security guards and other service workers not elsewhere classified
- Establish work schedules and procedures and co-ordinate activities with other work units or departments
- Resolve work-related problems and prepare and submit progress and other reports
- Hire and train staff in job duties, safety procedures, and company policies
- Requisition of supplies and materials
- Ensure smooth operation of computer systems, equipment, and machinery, and arrange for maintenance and repair work
- Monitor quality and production levels
- May perform the same duties as workers supervised.
- Arrange for maintenance and repair work
- Assist clients/guests with special needs
- Co-ordinate activities with other work units or departments
- Ensure smooth operation of computer equipment and machinery
- Establish work schedules and procedures
- Handle emergency situations
- Monitor quality and production levels
- Prepare and submit progress and other reports
- Requisition or order materials, equipment, and supplies
- Resolve work-related problems
- Supervise the operation of mechanical equipment and machinery
- Supervise, co-ordinate and schedule (and possibly review) activities of workers
- Train staff/workers in job duties, safety procedures, and company policies.

**Qualifications:**

- Completion of college courses related to the area supervised may be required.
- Experience in the occupation supervised is usually required.
- Certification or licensing AGLC.
- Must be able to complete Smart training course
- Must have a valid driver's license class 5
- Must be able to complete AML.

**Experience:** 2 – 3 years.

**Education:** Completion of secondary school an asset.

**Terms of Employment:** Permanent full-time 44-hour work week.

**Language:** English

**Employment Conditions:** Shift work, Day, Evenings, Weekends, Holidays, Nights.

**Wage:** \$20.77 per hour.

**Benefits Package:** Vision, Dental, Health after 90-day probation period.

**Location:** Twp.Rd.602A, Hwy 32 North, Whitecourt, AB Canada.

**Address:** Eagle River Casino & Travel Plaza P.O Box 10 Whitecourt, Alberta Canada T7S-1N3

**Contact:** 780-779-2727 or Fax 780-706-7451

**Visit our Website:** [www.eaglerivercasino.ca](http://www.eaglerivercasino.ca)

**How to Apply:** Send resume to [HR@eaglerivercasino.ca](mailto:HR@eaglerivercasino.ca), mail or fax



## Eagle River Casino & Travel Plaza Now Hiring Casino Shift Manager NOC 62022

**Responsibilities:**

- Co-ordinate, assign and review the work of casino workers
- Establish work schedules and procedures and co-ordinate activities with other work units or departments
- Resolve work-related problems and prepare and submit progress and other reports
- Hire and train staff in job duties, safety procedures, and company policies
- Requisition of supplies and materials
- Ensure smooth operation of computer systems, equipment, and machinery, and arrange for maintenance and repair work
- May perform the same duties as workers supervised
- Perform the same duties as workers supervised
- Assist clients/guests with special needs
- Co-ordinate, assign and review work
- Ensure smooth operation of computer systems, equipment, and machinery, and arrange for maintenance and repair work
- Establish work schedules and procedures and co-ordinate activities with other work units or departments
- Hire and train staff in job duties, safety procedures, and company policies
- Requisition materials and supplies
- Resolve work-related problems and prepare and submit progress and other reports.

**Qualifications:**

- Completion of secondary school is usually required.
- Completion of college courses related to the area supervised may be required.
- Experience in the occupation supervised is usually required.
- AGLC casino gaming license will be required.
- Must be able complete Smart training courses
- AML certificate

**Experience:** 3 – 5 years.

**Education:** Completion of secondary school is required, casino gaming license.

**Terms of Employment:** Permanent full-time 44-hour work week.

**Language:** English

**Employment Conditions:** Shift work, Day, Evenings, Weekends, Holidays, Nights.

**Wage:** \$23.08 per hour.

**Benefits Package:** Vision, Dental, and Health after a 90-day probation period.

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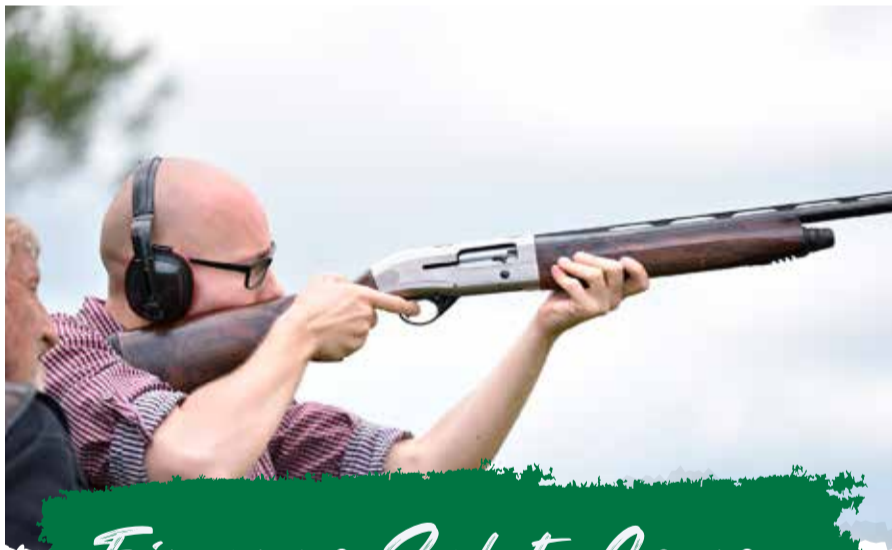
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The parking lot at St. Joseph's Catholic Church is getting a significant facelift. After years of having a bumpy, dirt-covered surface, the large parking lot will soon be smoothly paved. Pylons marking curbs and poles littered the space to keep things safe until the work could be completed.



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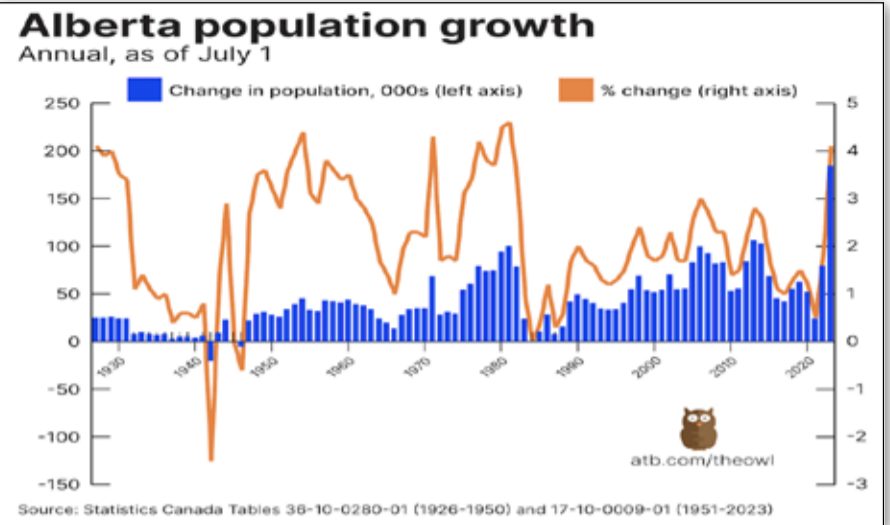


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# Alberta population booms



By ATB Financial's Economics & Research Team

Alberta led all provinces in population growth this year. The influx of new residents is fueling consumer spending and housing demand, while adding to the province's labour supply.

As of July 1, 2023, an estimated 4.7 million people called Alberta home according to annual population estimates released by Statistics Canada this morning. That is 4.1% higher than the same time last year—or an additional 184,400 people.

In the demography world, the midpoint of the year is the reference point for the calendar year. With the 2023 data in hand, we can compare 2023 to previous years going all the way back to 1926.\*

- In percentage terms, the last time population growth was this high Stars on 45 and John Lennon were topping the charts. For music buffs, that's 1981, when the population grew 4.6%.
- In people terms, however, no other year comes close. This year's increase in the total population outmatches the previous record in 2013 by 77,800.

What accounts for the spike? Population growth has come from all angles this year, but it is mostly due to a spike in international migration. An influx of other Canadians coming to Alberta also added significantly to the gains, propelling Alberta's growth ahead of other provinces.

- **Natural increase** (births minus deaths) provides a steady and fairly predictable increase in the pop-

ulation in Alberta, thanks to the relatively high proportion of young families living here. In 2023, natural increase contributed 15,592 new people to the province, or 8% of the total increase.

- **Net Interprovincial migration** in most years adds to Alberta's population, especially during periods of rapid growth. In 2016-2021, there were net outflows from the province following the oil price crash and recession. But since late 2021, that trend has rapidly reversed. Stronger job growth and relatively affordable housing has contributed to the upswing. In 2023, net interprovincial migration was responsible for adding 56,245 people to the province, or 31% of the total increase. Nearly three-quarters (73.5%) of the gain came from net inflows from Ontario and BC.
- **Net International migration** is the biggest driver. Increased federal immigration targets, along with a jump in non-permanent residents\*\*, has pushed the contribution of international immigration to record levels. In 2023, international migration added 112,562 new people to the province, or 61% of the total increase.

Digging into the latest quarter, Alberta's population grew by 1.1%, or 50,061 people. Net interprovincial flows remained strong at 13,926 and the main sources continued to be BC and Ontario. Natural increases accounted for 4,764 of the increase, with international migration the remainder.

This year, Alberta's population outpaced the national average by 1.1 percentage points. That's not to take away from the sizable increase in the national population (+3.0%), which is the fastest since 1957, and stronger than any of the G7 countries.

Statistics Canada has, for the first time, incorporated 2021 census population counts adjusted for net undercoverage. As part of their adjustments, the agency revised down its estimate of previous quarters. This results in a lower estimate of the Alberta population as of April 1, 2023 (now 4,645,229 vs. 4,703,772 previously). It also lowers the previously reported annual growth between April 1, 2022 and April 1, 2023 from 4.5% (200,914 people) to 3.7% (164,273).

The influx of people in Alberta has contributed to the recent surge in housing demand and resilient consumer spending. It's also added to the labour force, which is growing at its fastest annual pace since 2007, leaving aside the COVID recovery.

\*Statistics Canada updated population series is 1951 to 2023 from Table 17-10-0009-01. For the years 1926 to 1950, we use archived data from Table 36-10-0280-01.

\*\*A non-permanent resident (NPR) refers to a person from another country with a usual place of residence in Canada and who has a work or study permit or who has claimed refugee status (asylum claimant). NPRs include temporary foreign workers, international students, and refugee claimants.



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