Hydrocarbon Upgrading Task Force
Labour Update
March 2007
Value-Added Mandate

• Department of Employment, Immigration and Industry:
  – Improve and strengthen Alberta’s immigration approach by developing a “Made in Alberta” strategy
  – Continue to implement a comprehensive labour strategy
What’s Happening?

➢ **Current State:**
  - Wide spread labour shortages
  - Migration increase not sufficient
  - Inequitable share of Canada’s immigrants
  - Economic immigrants are in professions, not trades
  - Lengthy processing time for entrants
  - TFW process that limits ROI for employers

➢ **Plan of Attack:**
  - Increase flow of Temporary Foreign Workers and permanent residents
  - Streamline entry and retention processes
Temporary Foreign Workers and Economic Immigrants in Alberta By Region of Origin (2005)

**Temporary Foreign Workers in Alberta (2005)**
- Asia: 3492 (27%)
- Middle East: 226 (2%)
- Africa: 246 (2%)
- Unknown: 395 (3%)
- Americas: 5618 (44%)
- Europe: 2759 (22%)

**Economic Immigrants in Alberta (2005)**
- Asia: 6945 (63%)
- Americas: 798 (7%)
- Europe: 2127 (19%)
- Middle East: 654 (6%)
- Africa: 604 (5%)

Total Temporary Foreign Workers in Alberta (2005) = 12,736

Total Economic Immigrants in Alberta (2005) = 11,126

Source: Service Canada

Source: Employment, Immigration & Industry
Net Regional Migration
(Good, But Not Good Enough!)

Source: Alberta Finance; Stats Canada


- The top six contributors are identified in red.
Major Construction Labour Projections

Industrial Construction Projects
>100 MM Cdn (2004Q1 - 2010Q4)
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Source: Construction Owners Association of Alberta
Labour Needs and Accomplishments

- Oil Sands Occupational Study – phased study to model the supply and demand of key occupations in the oil sands
- Government wide Labour Strategy released and oil sands sub-strategies being developed
- 10% increase of apprentices due to additional government funding and demands
- Companies proactive and innovative
- Extending supply chains
Addressing the Labour Shortage: “Made In Alberta” Immigration Strategy

- Improvement to the PNP and TFW programs
  - Increase flow of TFW and permanent residents
  - Streamline entry and retention processes
- New Immigration Agreement with the federal gov’t
- Increased settlement services
- Improved recruitment and attraction initiatives
  - General and industry specific promotion and recruitment events
  - Marketing materials and in-market support for employers
  - PNP promotion
OIL SANDS opportunity knocks
get your piece of the action!

NATIONAL BUYER/SELLER FORUM

March 13 to 15, 2007
Shaw Conference Centre
Edmonton, Alberta

www.nationalbuyersellerforum.ca
Key Messages to Remember

• Alberta labour shortage requires multiple approaches – international recruitment is one of the options
• Permanent and temporary recruitment requires different approaches
• To be effective, detailed research and targeting by occupational group and market are necessary
• All efforts, particularly recruitment of temporary foreign workers needs to be industry driven
• The expanded Provincial Nominee Program makes Alberta considerably more competitive in the international labour market
• Employer and community readiness will continue to be key to success