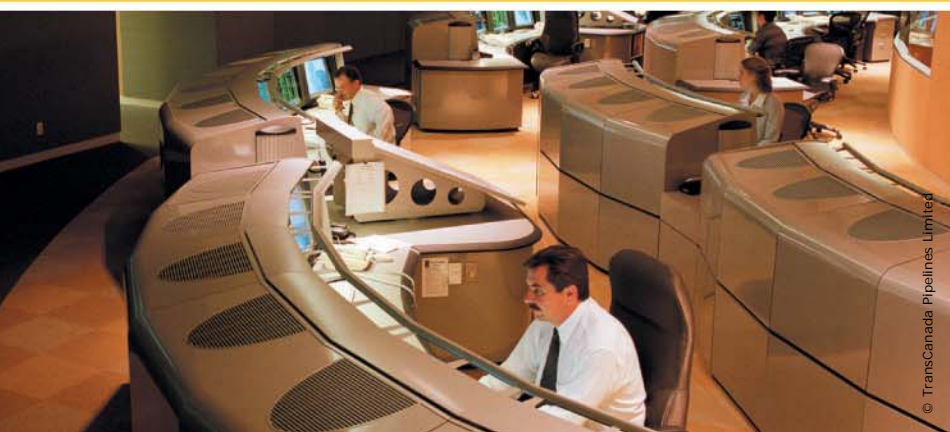




Hydrocarbon Upgrading Task Force

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:

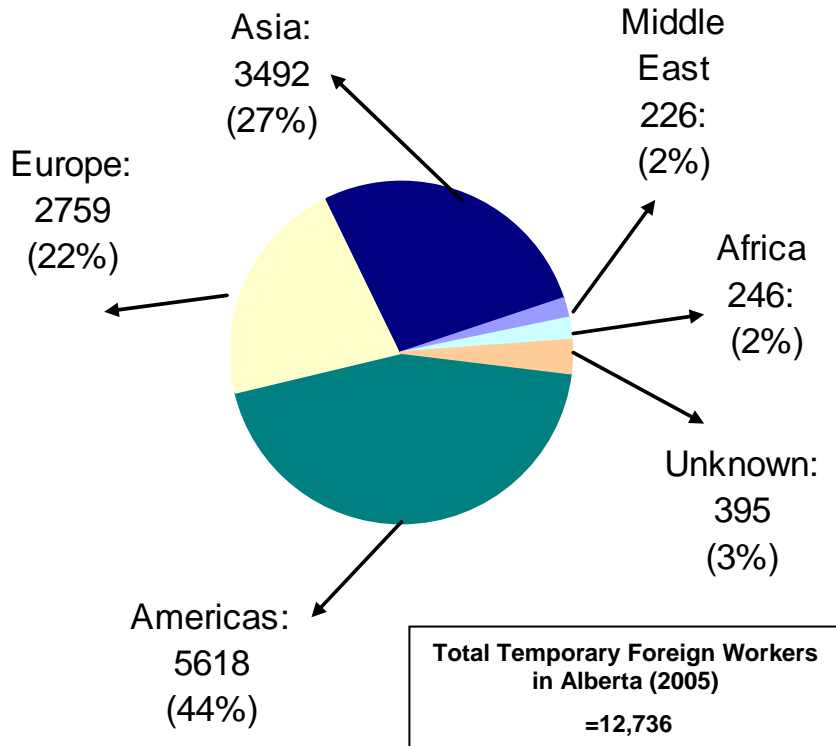
- Wide spread labour shortages
- Migration increase not sufficient
- Inequitable share of Canada's immigrants
- Economic immigrants are in professions, not trades
- Lengthy processing time for entrants
- TFW process that limits ROI for employers

➤ Plan of Attack:

- Increase flow of Temporary Foreign Workers and permanent residents
- Streamline entry and retention processes

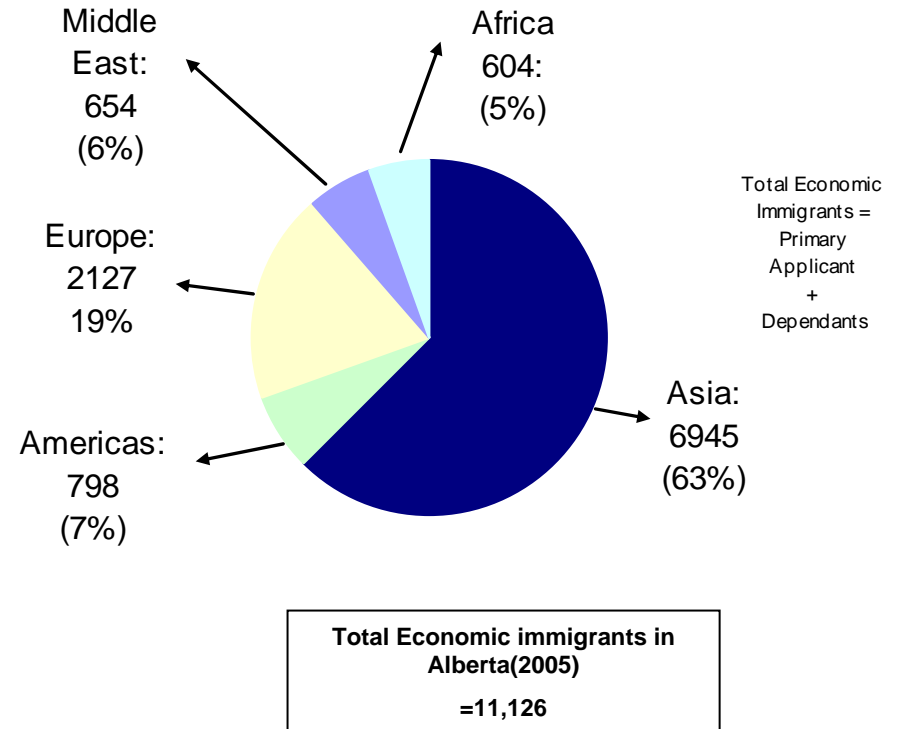
Temporary Foreign Workers and Economic Immigrants in Alberta By Region of Origin (2005)

Temporary Foreign Workers in Alberta (2005)



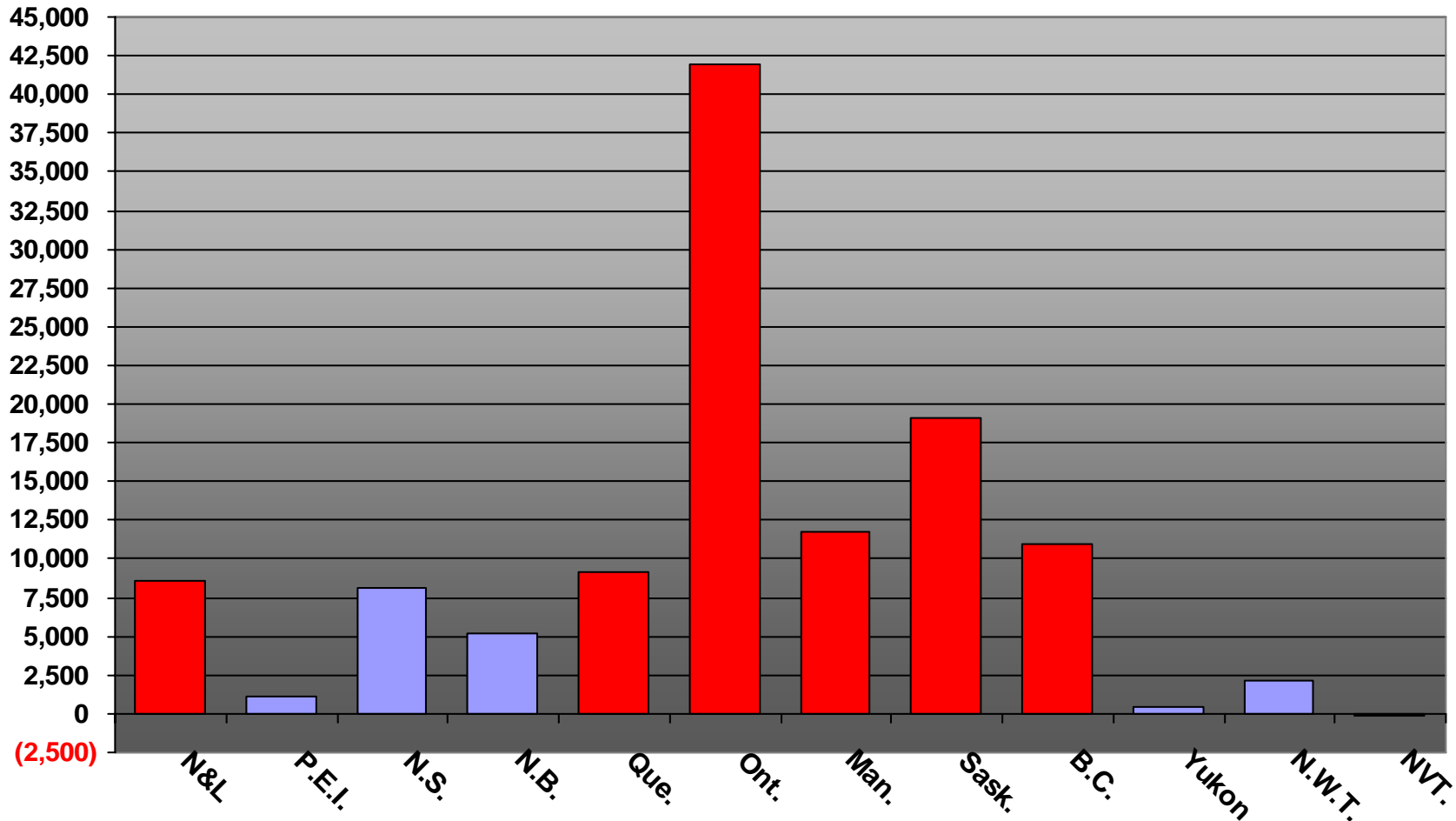
Source: Service Canada

Economic Immigrants in Alberta (2005)



Source: Employment, Immigration & Industry

Net Regional Migration (Good, But Not Good Enough!)

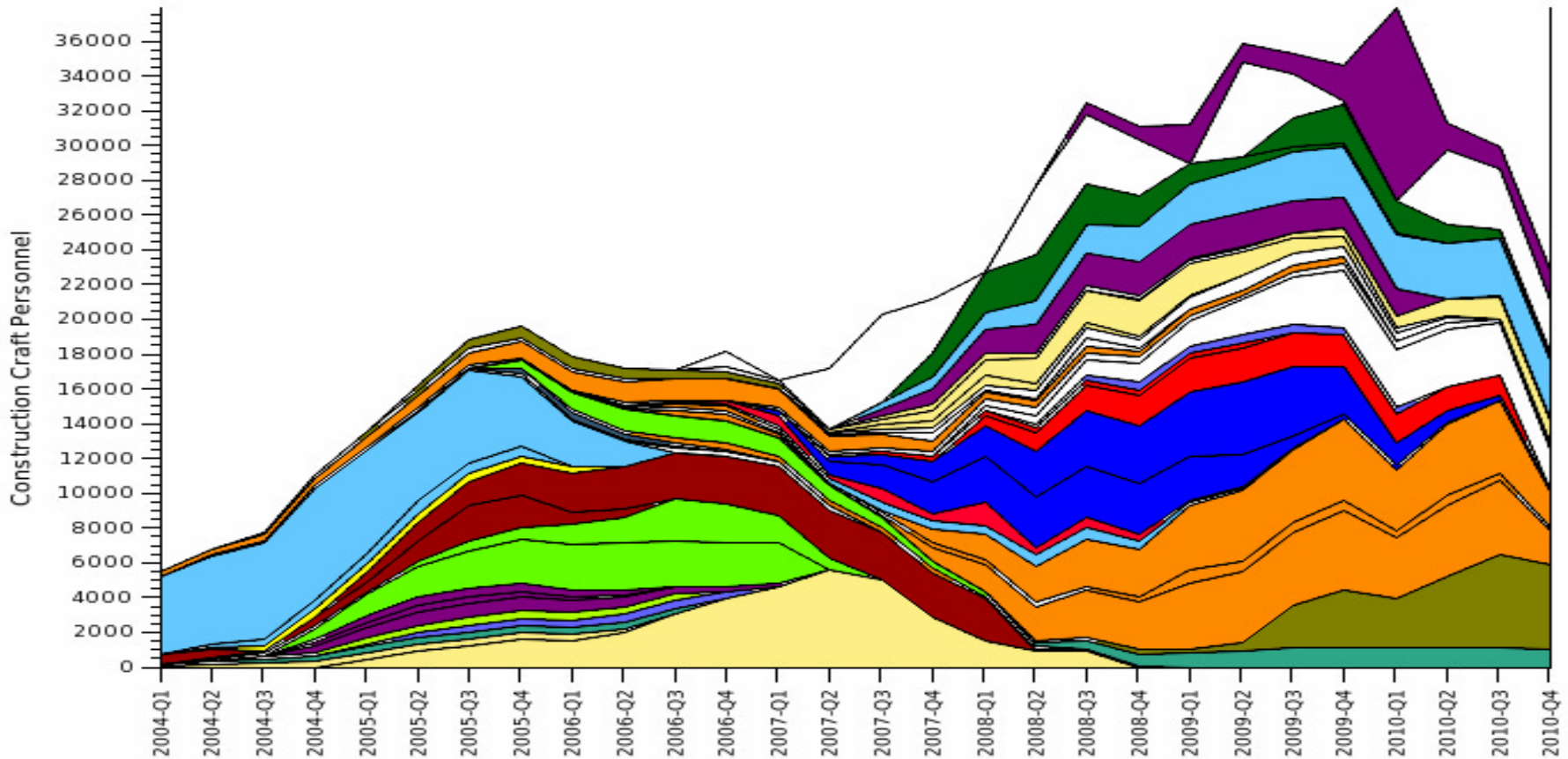


Net Migration Contributions based on amalgamated 2003 – 2006 (Q.1 - Q.3) In Migration and Out Migration Data.

The top six contributors are identified in red.

Major Construction Labour Projections

Industrial Construction Projects
>100 MM Cdn (2004Q1 - 2010Q4)
Generated 2006-10-06 16:44



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
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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