



### SKILLS SHORTAGE IN ALBERTA, CANADA

The Alberta Human Resources and Employment (AHRE) recently released its study on the labor market situation in Alberta and its implications to the economy. The AHRE provides labor market information to assist both the government and the public in decision making. The study was conducted as part of the Government of Alberta's work in responding to labor and skill shortages. Currently, AIRE has predicted an occupational demand for 140 occupations for Alberta.

Among the key findings of the study are:

- Alberta's economy will show continued strong economic growth, based, among others, on the expansion of the oil sands industry and the rapid development of emerging economies, especially China and India. This continued high economic growth is expected to cause temporary shortages in selected occupations. At the same time, it will provide an opportunity to invest in the province's workforce and position Albertans for future work.
- Population growth in Alberta is slowing and the workforce is aging. The general aging of the population will have major effects on the health care system. It will affect the supply of health professionals as a large number of physicians and nurses reach potential retirement age. It will also increase demand by the elderly for both active treatment and long-term care, which drives the demand for physicians, nurses, and trained health care aides. These occupations are presently experiencing short labor supply.
- The economy of the future will require people with advanced skills. Knowledge and skills are required.

- Alberta has had mixed success in attracting and retaining migrants from other provinces and new immigrants from other countries.
- Immigrants find it difficult to have their skills recognized. Finding ways in which migrants can be more fully and satisfactorily integrated in the work force will increase the ability of Alberta to attract skilled immigrants.

The study identified the following occupations with the fastest growing shortages from 2005-2015:

- Transportation officers and controllers
- Technical occupations in libraries, archives, museums, and art galleries
- Technical occupations in dental health care
- Masonry and plastering trades
- Carpenters and cabinet makers
- Machinery transportation equipment mechanics
- Managers in communication (except broadcasting)
- Announcers and other performers
- Legislators and senior management
- Managers in food service and accommodation
- Optometrists, chiropractors, and other health professionals
- Pharmacists, dietitians, and nutritionists
- Assisting occupations in health services
- Photographers and graphic arts technicians
- Sales representatives, wholesale trade
- Occupations in travel and accommodation
- Mechanical, electrical, and electronic assemblers

Source : Understanding Alberta's Labour Force  
September 2005

Alberta's Occupational Demand and Supply Outlook, 2005-2015  
November 2005