



Skills Profiles of Jobs in Demand in Alberta and Regions

First quarter 2024



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Overview

This document provides information on skills in demand by employers at the Economic Region (ER) level. This information is intended to support policy makers and analysts in assessing trends, identifying gaps in skills and monitoring changes in the labour market as they relate to skills in demand.

Alberta's labour market moderated at the start of the year as labour force growth outpaced the increase in provincial employment. Consequently, the provincial unemployment rate rose to 6.2 per cent (+0.2 percentage points compared to Q4 2023), exceeding the national average (5.9 per cent). As labour markets across the country respond to evolving economic conditions, including softening economic output, decelerating business investment, rising household debt and shifts in demographics, it is crucial for job seekers, policymakers and other stakeholders to understand the in-demand skills needed for success in today's competitive job market.

The top skills data are categorized as followed:

Specialized skills: Skills that are primarily required within a subset of occupations or equip one to perform a specific task. They can also be referred to as technical skills.

Common skills: These refer to skills that are prevalent across many different occupations and industries, including both personal attributes and learned skills.

Software skills: These point to capabilities in specific computer programs. However, proficiency levels are not captured in this report.

Considerations for Interpretation

The skills profiles in this report are based on information from Lightcast's Job Postings Analytics database, sourced from web-scraped online job postings. Job postings are scraped and deduplicated daily and the models used for tagging and classification are frequently improved, resulting in quarterly revisions and data updates. The insights related to education and experience are provided based on the minimum experience required and any mention of education level in a job posting. These elements may be viewed by the employer as preferred, required or negotiable.

Not all job postings include information on required work experience, and some may be tagged with multiple education levels. While demand-side information on skills (as presented by employers in job postings) is becoming more prevalent, there are still limitations. For instance, data is sparse for more granular regions compared to larger regional agglomerations, and as such, observations by economic regions may not sum up to the number of observations for the province.

For further information, please contact JET.LFSAnalyst@gov.ab.ca.

Regional highlights

Alberta's labour market moderated slightly in the first quarter of 2024. The labour force growth outpaced the increase in the number of employed persons. The provincial unemployment rate (6.2 per cent for Q1 2024) was slightly elevated relative to the 6.0 per cent observed in Q4 2023 and the national average (5.9 per cent).

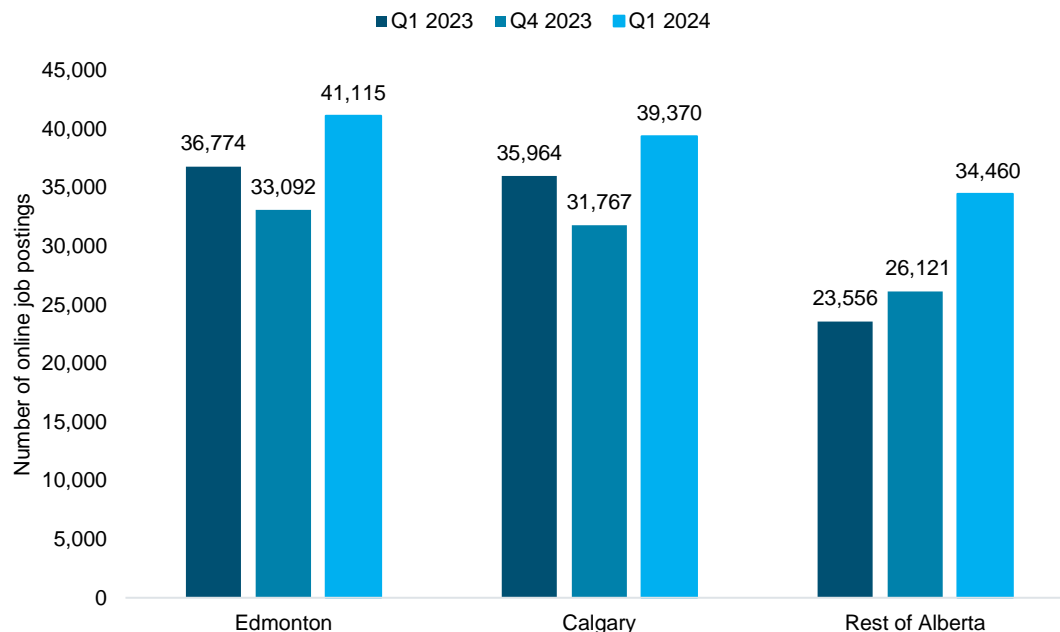
LABOUR MARKET INDICATORS

Indicator	Q4 2023	Q1 2024	Change from previous quarter
Labour force	2,655,367	2,691,000	+35,633
Employment	2,495,033	2,523,233	+28,200
Full-time employment	2,043,167	2,065,533	+22,367
Part-time employment	451,833	457,733	+5,900
Unemployment	160,333	167,700	+7,367
Unemployment rate	6.0%	6.2%	+0.2 percentage points
Participation rate	69.5%	69.6%	+0.1 percentage points
Employment rate	65.3%	65.3%	+0.0 percentage points

Source: Statistics Canada, Table: 14-10-0287-01

During the first quarter of 2024, employers' demand for workers grew compared to the previous quarter. Typically, labour demand and recruiting activities tend to taper toward the year's end as companies focus on budget and personnel planning, but they rebound significantly in the first quarter. Online job postings for the province increased by 26.3 per cent (+23,958 job postings) compared to the previous quarter and up by 19.4 per cent (+18,651 job postings) compared to the same period last year. Most of the labour demand remained concentrated in the Edmonton and Calgary economic regions, accounting for a combined share of 70.0 per cent (down from 71.3 per cent in Q4 2023). The median advertised wage for the province was up by 2.0 per cent compared to Q4 2023 and Alberta continues to offer the highest average weekly wage rate compared to other provinces.

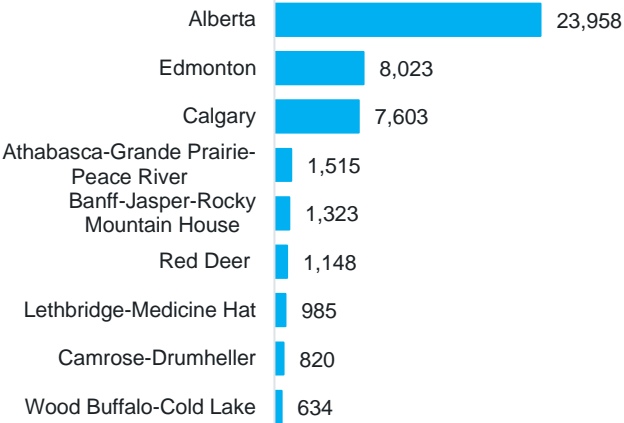
Number of online job postings by economic region



Source: Lightcast

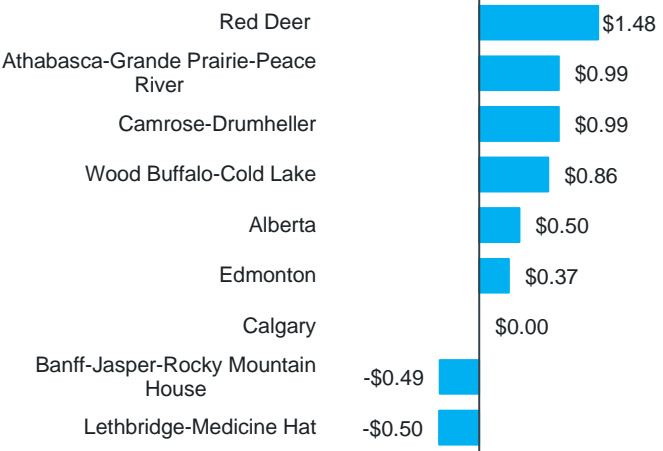
In Alberta, the number of job postings rose in all ERs from Q4 2023 to Q1 2024. The median advertised wage across job postings in Q1 2024 was \$25.05/hour – representing a 2.0 per cent increase in wage from \$24.55/hour in Q4 2023. The median advertised wage rose for six out of all eight ERs, with Red Deer recording the largest increase at 6.6 per cent (+1.48/hour).

Change in unique job postings (Q1 2024 vs Q4 2023)



Source: Lightcast

Change in median advertised wage (Q1 2024 vs Q4 2023)



Source: Lightcast

Education and experience breakdown

Lightcast identified over 15,000 competing employers with varying requirements for candidates. These requirements are based on online job postings that span across several industries and employers. The industries with the greatest online job postings for Q1 2024 were retail trade (48,287 job postings), administrative and support and waste management and remediation services (43,653 job postings), and healthcare and social assistance (38,269 job postings).

Requirements based on online advertisements from employers are presented below and broken down by level of education and work experience. Education and work experience information are not available for all job postings in Alberta.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	16,570	14%
Associate's degree	3,400	3%
Bachelor's degree	14,627	13%
Master's degree	2,800	2%
Ph.D. or professional degree	954	1%
No education listed	81,100	71%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

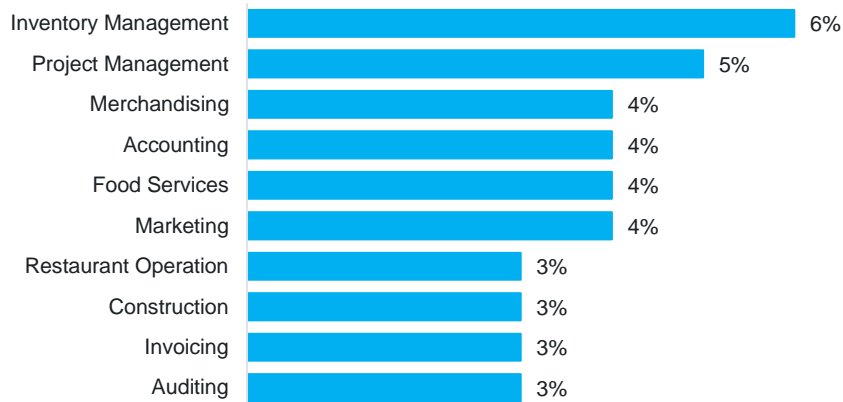
Experience Level	Unique Postings	% of Total
0-1 years	12,994	11%
2-3 years	17,271	15%
4-6 years	8,387	7%
7-9 years	1,565	1%
10+ years	1,715	1%
No experience listed	73,013	64%

Source: Lightcast

In-demand skills

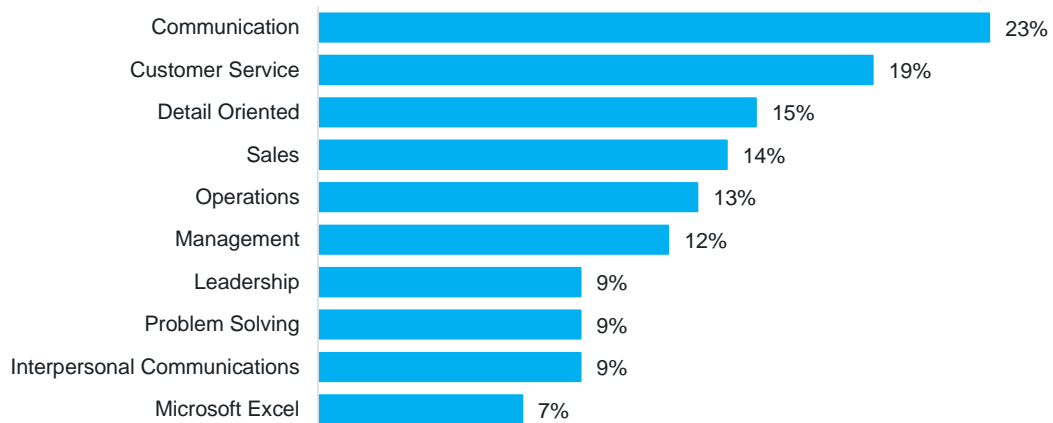
There is limited volatility for the top skills requested by employers in the province of Alberta on a quarter-to-quarter basis. Top skills in demand based on job postings, where available, are categorized and ranked as follows:

Figure 1: Top specialized skills per first quarter job postings



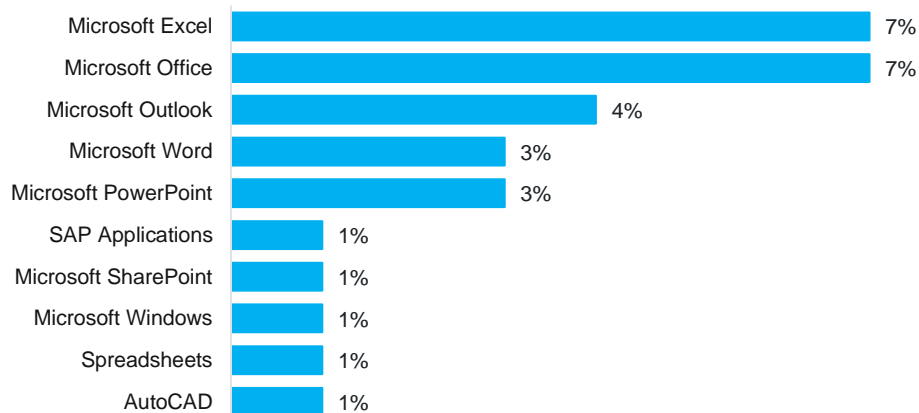
Source: Lightcast

Figure 2: Top common skills per first quarter job postings



Source: Lightcast

Figure 3: Top software skills per first quarter job postings



Source: Lightcast

Edmonton economic region

A breakdown of skills is presented below based on 41,115 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$25.42/hour – representing a 1.5 per cent increase in wage compared to \$25.05/hour reported for the previous quarter.

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings in the Edmonton economic region.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	6,059	15%
Associate's degree	1,177	3%
Bachelor's degree	5,091	12%
Master's degree	932	2%
Ph.D. or professional degree	339	1%
No education listed	29,052	71%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

Experience Level	Unique Postings	% of Total
0-1 years	5,246	13%
2-3 years	6,413	16%
4-6 years	2,938	7%
7-9 years	517	1%
10+ years	490	1%
No experience listed	25,511	62%

Source: Lightcast

In-demand skills

Top skills requested by employers in the Edmonton economic region based on job postings, where available, are categorized and ranked as follows:

TOP SKILLS IN DEMAND PER SKILL CATEGORY

Top Specialized Skills	Top Common Skills	Top Software Skills
Inventory Management	Communication	Microsoft Excel
Project Management	Customer Service	Microsoft Office
Accounting	Detail Oriented	Microsoft Outlook
Food Services	Sales	Microsoft Word
Merchandising	Management	Microsoft PowerPoint
Marketing	Leadership	Microsoft Windows
Financial Statements	Problem Solving	SAP Applications
Bookkeeping	Interpersonal Communications	Microsoft SharePoint
Construction	Microsoft Excel	Microsoft Access
Restaurant Operation	Microsoft Office	Accounting Software

Source: Lightcast

Calgary economic region

A breakdown of skills is presented below based on 39,370 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$25.05/hour – unchanged from the previous quarter.

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings in the Calgary economic region.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	4,949	13%
Associate's degree	1,268	3%
Bachelor's degree	6,817	17%
Master's degree	1,345	3%
Ph.D. or professional degree	455	1%
No education listed	26,590	68%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

Experience Level	Unique Postings	% of Total
0-1 years	4,234	11%
2-3 years	6,369	16%
4-6 years	3,551	9%
7-9 years	835	2%
10+ years	957	2%
No experience listed	23,424	59%

Source: Lightcast

In-demand skills

Top skills requested by employers in the Calgary economic region based on job postings, where available, are categorized and ranked as follows:

TOP SKILLS IN DEMAND PER SKILL CATEGORY

Top Specialized Skills	Top Common Skills	Top Software Skills
Project Management	Communication	Microsoft Excel
Inventory Management	Customer Service	Microsoft Office
Accounting	Detail Oriented	Microsoft Outlook
Marketing	Management	Microsoft PowerPoint
Finance	Sales	Microsoft Word
Merchandising	Problem Solving	SAP Applications
Food Services	Leadership	Microsoft SharePoint
Construction	Interpersonal Communications	Power BI
Invoicing	Microsoft Excel	SQL (Programming Language)
Auditing	Microsoft Office	AutoCAD

Source: Lightcast

Red Deer economic region

A breakdown of skills is presented below based on 4,807 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$23.94/hour – representing a 6.6 per cent increase in wage compared to \$22.46/hour reported for the previous quarter.

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings in the Red Deer economic region.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	739	15%
Associate's degree	158	3%
Bachelor's degree	359	7%
Master's degree	73	2%
Ph.D. or professional degree	33	1%
No education listed	3,572	74%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

Experience Level	Unique Postings	% of Total
0-1 years	544	11%
2-3 years	602	13%
4-6 years	259	5%
7-9 years	23	<1%
10+ years	39	1%
No experience listed	3,340	69%

Source: Lightcast

In-demand skills

Top skills requested by employers in the Red Deer economic region based on job postings, where available, are categorized and ranked as follows:

TOP SKILLS IN DEMAND PER SKILL CATEGORY

Top Specialized Skills	Top Common Skills	Top Software Skills
Merchandising	Communication	Microsoft Office
Inventory Management	Customer Service	Microsoft Excel
Food Services	Sales	Microsoft Outlook
Marketing	Detail Oriented	Microsoft Word
Restaurant Operation	Management	Microsoft PowerPoint
Nursing	Leadership	SAP Applications
Project Management	Problem Solving	Microsoft SharePoint
Warehousing	Interpersonal Communications	Microsoft Windows
Accounting	Time Management	Spreadsheets
Housekeeping	Planning	Microsoft Access

Source: Lightcast

Lethbridge-Medicine Hat economic region

A breakdown of skills is presented below based on 4,376 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$22.95/hour – representing a 2.1 per cent decrease in wage compared to \$23.45/hour reported for the previous quarter.

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings in the Lethbridge-Medicine Hat economic region.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	790	18%
Associate's degree	158	4%
Bachelor's degree	385	9%
Master's degree	75	2%
Ph.D. or professional degree	26	1%
No education listed	3,093	71%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

Experience Level	Unique Postings	% of Total
0-1 years	444	10%
2-3 years	540	12%
4-6 years	200	5%
7-9 years	25	1%
10+ years	20	<1%
No experience listed	3,147	72%

Source: Lightcast

In-demand skills

Top skills requested by employers in the Lethbridge-Medicine Hat economic region based on job postings, where available, are categorized and ranked as follows:

TOP SKILLS IN DEMAND PER SKILL CATEGORY

Top Specialized Skills	Top Common Skills	Top Software Skills
Merchandising	Communication	Microsoft Office
Inventory Management	Customer Service	Microsoft Excel
Food Services	Sales	Microsoft Outlook
Housekeeping	Detail Oriented	Microsoft Word
Machinery	Management	Microsoft PowerPoint
Restaurant Operation	Interpersonal Communications	Spreadsheets
Food Safety and Sanitation	Problem Solving	SAP Applications
Accounting	Leadership	QuickBooks
Marketing	Time Management	Accounting Software
Auditing	Organizational Skills	Microsoft SharePoint

Source: Lightcast

Camrose-Drumheller economic region

A breakdown of skills is presented below based on 3,459 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$23.45/hour – representing a 4.4 per cent increase in wage compared to \$22.46/hour reported for the previous quarter.

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings in the Camrose-Drumheller economic region.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	569	16%
Associate's degree	97	3%
Bachelor's degree	199	6%
Master's degree	53	2%
Ph.D. or professional degree	15	<1%
No education listed	2,608	75%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

Experience Level	Unique Postings	% of Total
0-1 years	364	11%
2-3 years	309	9%
4-6 years	117	3%
7-9 years	9	<1%
10+ years	15	<1%
No experience listed	2,645	76%

Source: Lightcast

In-demand skills

Top skills requested by employers in Camrose-Drumheller economic region based on job postings, where available, are categorized and ranked as follows:

TOP SKILLS IN DEMAND PER SKILL CATEGORY

Top Specialized Skills	Top Common Skills	Top Software Skills
Merchandising	Customer Service	Microsoft Excel
Inventory Management	Communication	Microsoft Office
Food Services	Sales	Microsoft Outlook
Housekeeping	Detail Oriented	Microsoft Word
Nursing	Management	Microsoft PowerPoint
Cash Register	Interpersonal Communications	Accounting Software
Restaurant Operation	Problem Solving	Microsoft Windows
Agriculture	Leadership	QuickBooks
Accounting	Lifting Ability	Spreadsheets
Marketing	Computer Literacy	SAP Applications

Source: Lightcast

Banff-Jasper-Rocky Mountain House economic region

A breakdown of skills is presented below based on 3,537 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$20.49/hour – representing a 2.3 per cent decrease in wage compared to \$20.98/hour reported for the previous quarter.

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings in the Banff-Jasper-Rocky Mountain House economic region.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	389	11%
Associate's degree	43	1%
Bachelor's degree	183	5%
Master's degree	26	1%
Ph.D. or professional degree	4	<1%
No education listed	2,931	83%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

Experience Level	Unique Postings	% of Total
0-1 years	344	10%
2-3 years	425	12%
4-6 years	143	4%
7-9 years	10	<1%
10+ years	14	<1%
No experience listed	2,601	74%

Source: Lightcast

In-demand skills

Top skills requested by employers in the Banff-Jasper-Rocky Mountain House economic region based on job postings, where available, are categorized and ranked as follows:

TOP SKILLS IN DEMAND PER SKILL CATEGORY

Top Specialized Skills	Top Common Skills	Top Software Skills
Restaurant Operation	Customer Service	Microsoft Excel
Housekeeping	Communication	Microsoft Office
Inventory Management	Sales	Microsoft Outlook
Food Services	Detail Oriented	Microsoft Word
Waste Management	Management	Microsoft PowerPoint
Cooking	Leadership	Microsoft Windows
Merchandising	Interpersonal Communications	Spreadsheets
Auditing	Problem Solving	Property Management Systems
Marketing	Sanitation	Operating Systems
Food Safety and Sanitation	Organizational Skills	Accounting Software

Source: Lightcast

Athabasca-Grande Prairie-Peace River economic region

A breakdown of skills is presented below based on 6,067 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$25.05/hour – representing a 4.1 per cent increase in wage compared to \$24.06/hour reported for the previous quarter.

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings in the Athabasca-Grande Prairie-Peace River economic region.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	1,052	17%
Associate's degree	149	2%
Bachelor's degree	440	7%
Master's degree	100	2%
Ph.D. or professional degree	35	1%
No education listed	4,456	73%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

Experience Level	Unique Postings	% of Total
0-1 years	557	9%
2-3 years	774	13%
4-6 years	315	5%
7-9 years	37	1%
10+ years	52	1%
No experience listed	4,332	71%

Source: Lightcast

In-demand skills

Top skills requested by employers in the Athabasca-Grande Prairie-Peace River economic region based on job postings, where available, are categorized and ranked as follows:

TOP SKILLS IN DEMAND PER SKILL CATEGORY

Top Specialized Skills	Top Common Skills	Top Software Skills
Inventory Management	Communication	Microsoft Office
Merchandising	Customer Service	Microsoft Excel
Food Services	Sales	Microsoft Outlook
Oil and Gas	Detail Oriented	Microsoft Word
Hydrogen Sulfide (H2S) Training	Management	Microsoft PowerPoint
Housekeeping	Problem Solving	SAP Applications
Restaurant Operation	Leadership	Microsoft SharePoint
Cash Register	Interpersonal Communications	UltiPro (HRIS Software)
Auditing	Planning	Microsoft Windows
Machinery	Time Management	Geographic Information Systems

Source: Lightcast

Wood Buffalo-Cold Lake economic region

A breakdown of skills is presented below based on 3,723 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$28.86/hour – representing a 3.1 per cent increase in wage compared to \$28.00/hour reported for the previous quarter.

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings in the Wood Buffalo-Cold Lake economic region.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	668	18%
Associate's degree	121	3%
Bachelor's degree	307	8%
Master's degree	54	1%
Ph.D. or professional degree	15	<1%
No education listed	2,666	72%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

Experience Level	Unique Postings	% of Total
0-1 years	392	11%
2-3 years	589	16%
4-6 years	325	9%
7-9 years	22	1%
10+ years	48	1%
No experience listed	2,347	63%

Source: Lightcast

In-demand skills

Top skills requested by employers in the Wood Buffalo-Cold Lake economic region based on job postings, where available, are categorized and ranked as follows:

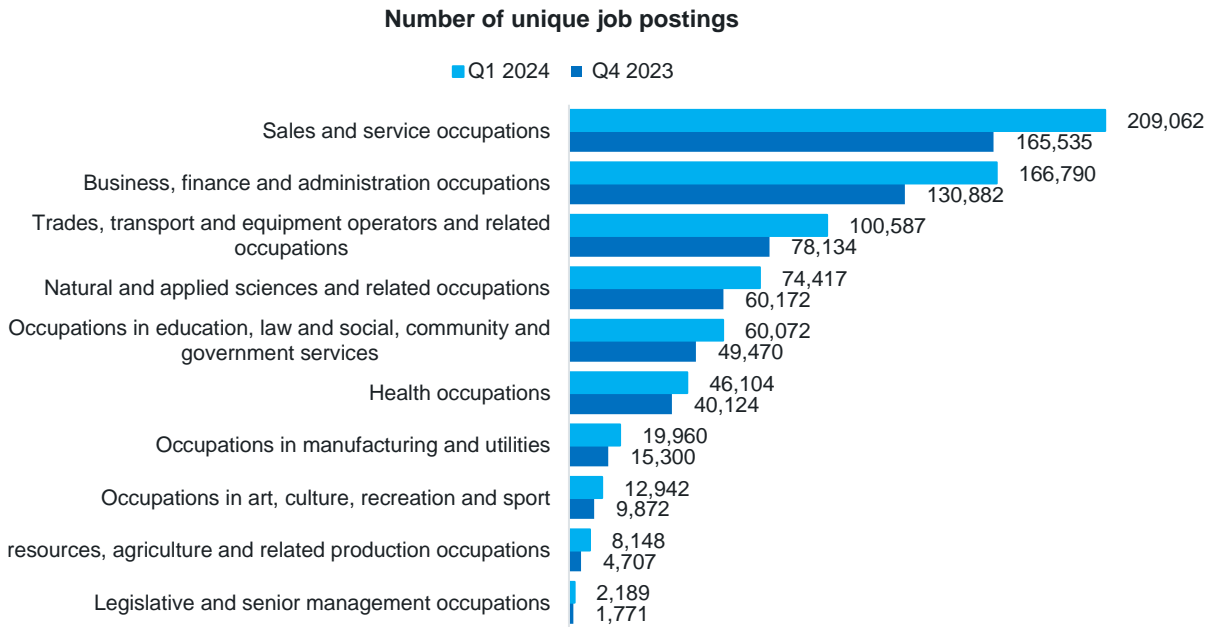
TOP SKILLS IN DEMAND PER SKILL CATEGORY

Top Specialized Skills	Top Common Skills	Top Software Skills
Inventory Management	Communication	Microsoft Office
Food Services	Customer Service	Microsoft Excel
Oil and Gas	Detail Oriented	Microsoft Outlook
Hydrogen Sulfide (H2S) Training	Management	Microsoft Word
Environmental Health and Safety	Sales	Microsoft PowerPoint
Housekeeping	Leadership	SAP Applications
Project Management	Problem Solving	IBM Maximo
Merchandising	Interpersonal Communications	Application Programming Interface (API)
Construction	Time Management	Spreadsheets
Restaurant Operation	Microsoft Office	Microsoft SharePoint

Source: Lightcast

Occupational highlights

In Alberta, all occupation groups (based on the National Occupational Classification (NOC) 2021) recorded greater job postings in Q1 2024 compared to Q4 2023. Increases ranged from 14.9 per cent for health occupations to 73.1 per cent for natural resources, agriculture and related production occupations. The occupation groups with the highest number of online job postings for Q1 2024 were sales and service occupations (209,062 job postings), business, finance and administration occupations (166,790 job postings), and trades, transport and equipment operators and related occupations (100,587 job postings).



Source: Lightcast

Additionally, the median advertised wage rose for six out of 10 occupation groups. Declines were recorded for the following groups: occupations in art, culture, recreation and sport (-5.1 per cent, -\$1.35/hour), legislative and senior management occupations (-4.7 per cent, -\$2.46/hour), natural and applied sciences and related occupations (-2.0 per cent, -\$0.74/hour), and health occupations (-1.4 per cent, -\$0.49/hour).

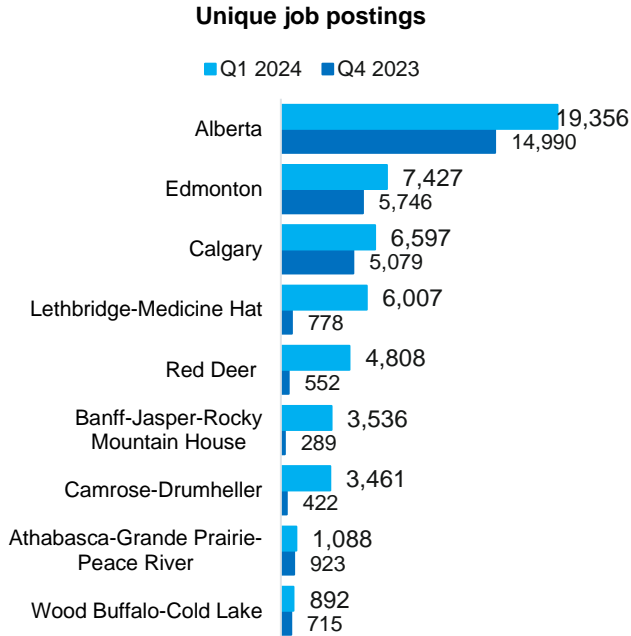
Rationale for occupational analysis

Analyzing job postings at the occupation level is crucial for gaining insights into the labour market's dynamics, identifying emerging trends, and understanding employers' specific hiring needs. This information can help job seekers discern the skills, qualifications, and experience employers prioritize, thus aiding them in aligning their profiles with industry demands. This analysis can enable policymakers and workforce development agencies to tailor training programs and educational initiatives to meet the evolving demands of the labour market effectively.

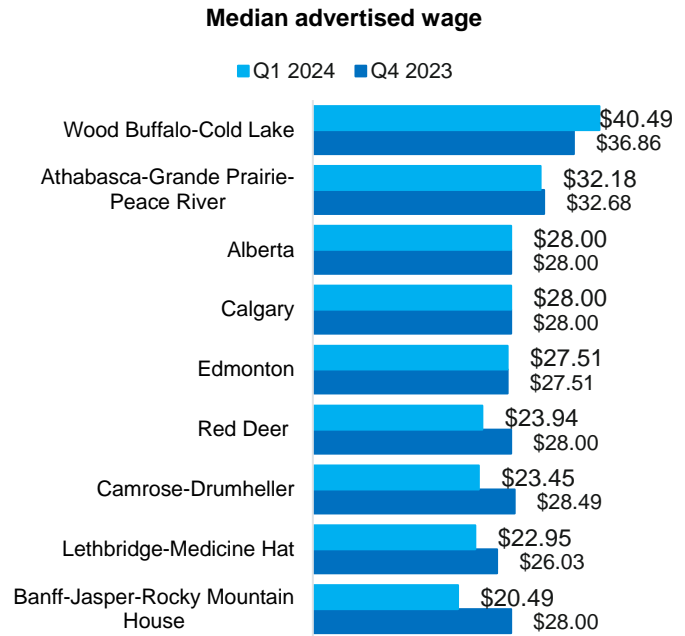
Subsequent sections of this report will focus on four key occupation groups: trades, transport and equipment operators and related occupations; natural resources, agriculture and related production occupations; occupations in education, law and social, community and government services; and health occupations. These sectors have been chosen due to their significant contribution to Alberta's economy and their status as top employers in the province. According to the latest data from Statistics Canada, these four occupation groups are responsible for employing over 900,000 Albertans, accounting for approximately 38 per cent of total employment in the province. This focused examination will provide valuable insights into the education, experience, and skill requirements, as well as employment opportunities within these sectors, thereby facilitating strategic workforce planning and development efforts.

Trades, transport and equipment operators and related occupations

A breakdown of skills is presented below based on 19,356 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$28.00/hour – unchanged from the previous quarter.



Source: Lightcast



Source: Lightcast

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	2,806	14%
Associate's degree	183	1%
Bachelor's degree	487	3%
Master's degree	62	<1%
Ph.D. or professional degree	12	<1%
No education listed	15,996	83%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

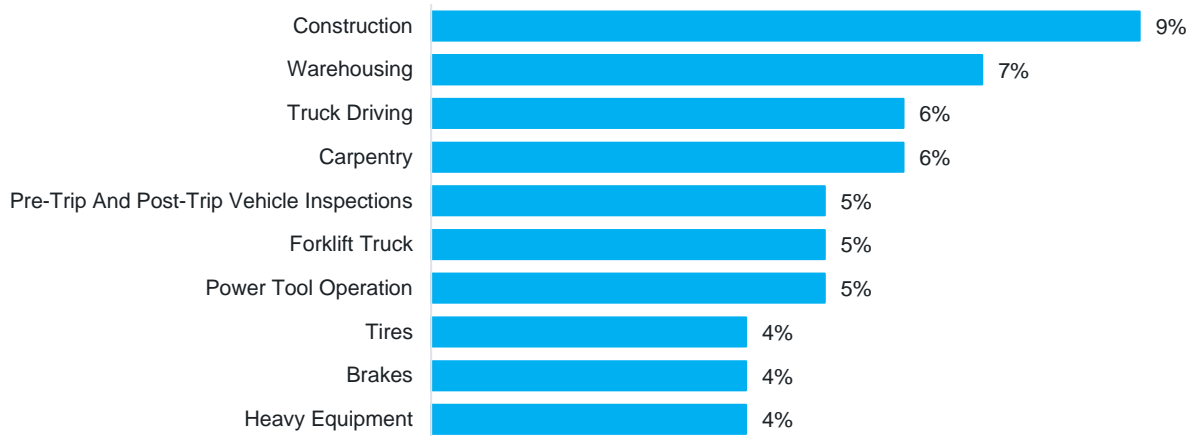
Experience Level	Unique Postings	% of Total
0-1 years	1,713	9%
2-3 years	2,865	15%
4-6 years	1,273	7%
7-9 years	104	1%
10+ years	165	1%
No experience listed	13,236	68%

Source: Lightcast

In-demand skills

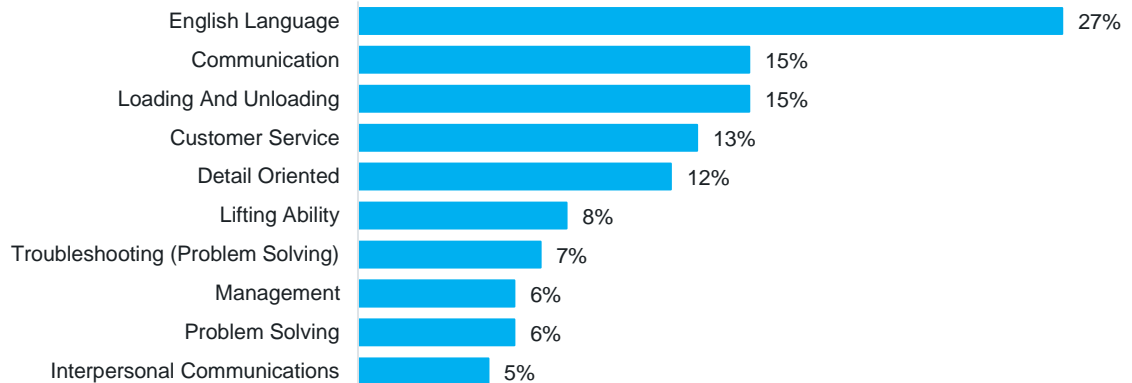
Top skills requested by employers in the trades, transport and equipment operators and related occupations based on job postings, where available, are categorized and ranked as follows:

Figure 1: Top specialized skills per first quarter job postings



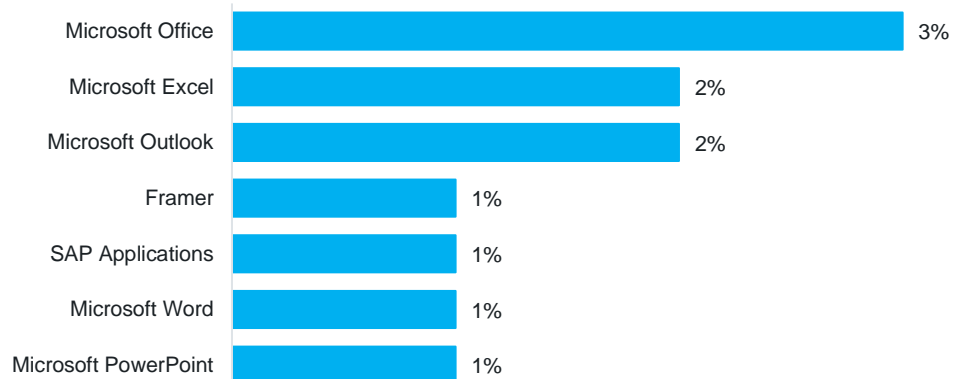
Source: Lightcast

Figure 2: Top common skills per first quarter job postings



Source: Lightcast

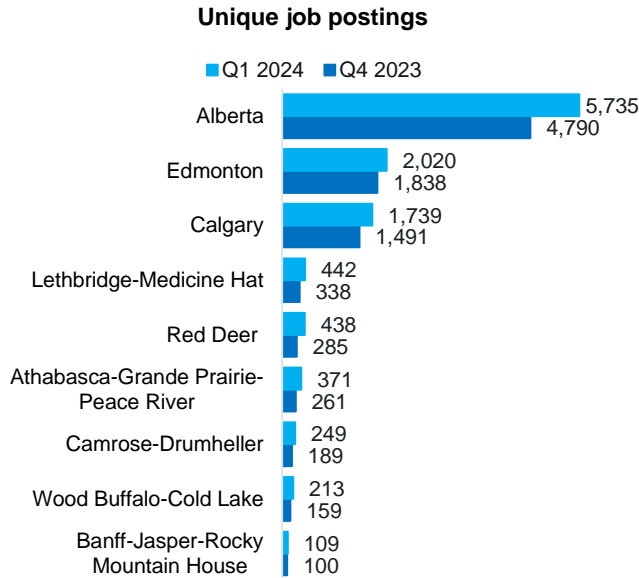
Figure 3: Top software skills per first quarter job postings



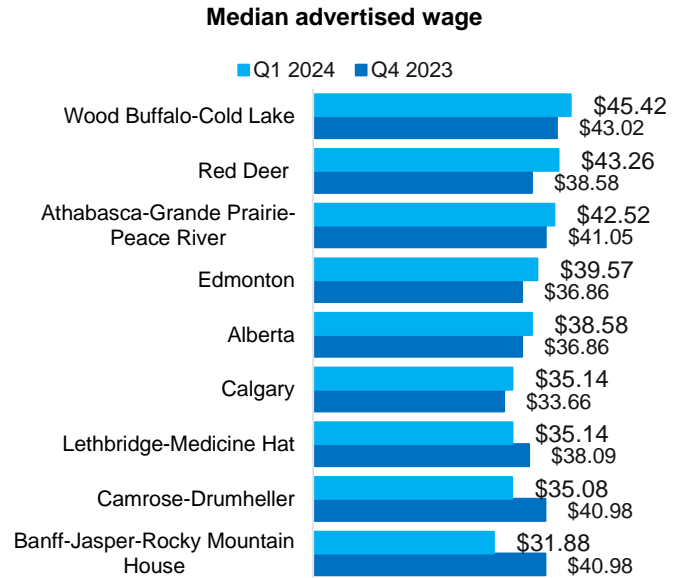
Source: Lightcast

Health occupations

A breakdown of skills is presented below based on 5,735 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$38.58/hour – representing a 4.7 per cent increase in wage compared to \$36.86/hour reported for the previous quarter.



Source: Lightcast



Source: Lightcast

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	368	6%
Associate's degree	593	10%
Bachelor's degree	756	13%
Master's degree	376	7%
Ph.D. or professional degree	252	4%
No education listed	3,667	64%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

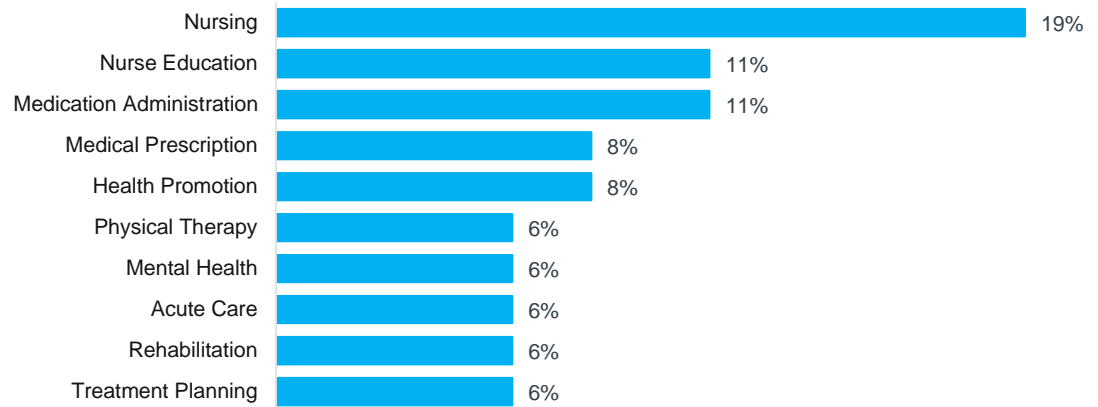
Experience Level	Unique Postings	% of Total
0-1 years	481	8%
2-3 years	818	14%
4-6 years	207	4%
7-9 years	18	<1%
10+ years	14	<1%
No experience listed	4,197	73%

Source: Lightcast

In-demand skills

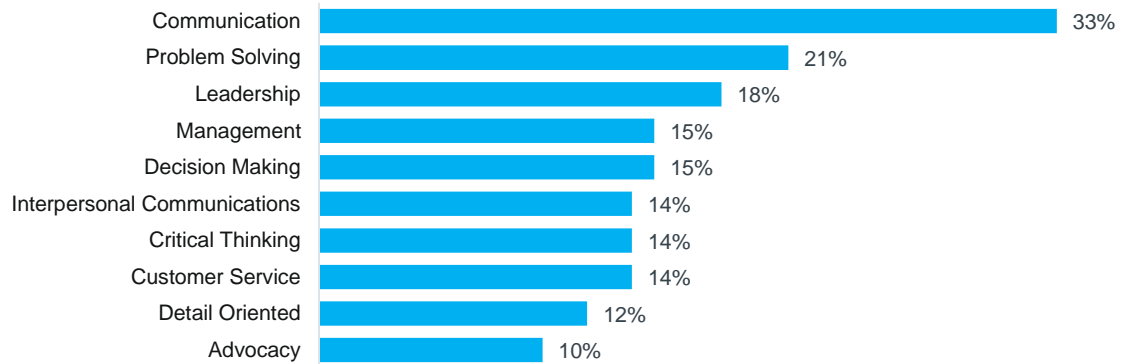
Top skills requested by employers in health occupations based on job postings, where available, are categorized and ranked as follows:

Figure 1: Top specialized skills per first quarter job postings



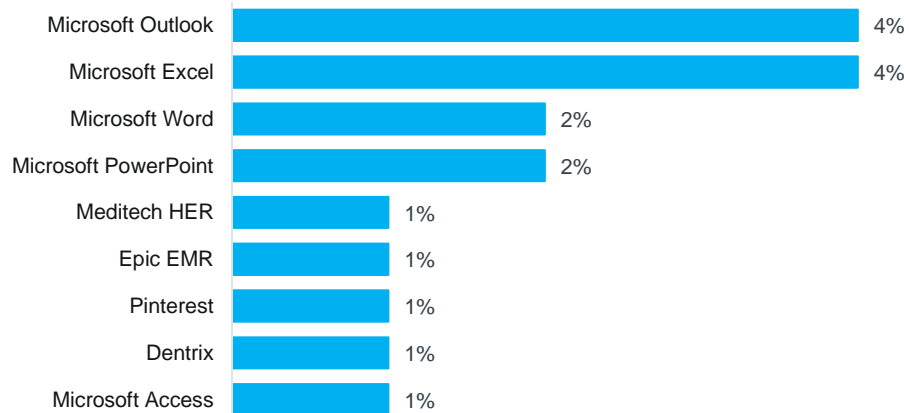
Source: Lightcast

Figure 2: Top common skills per first quarter job postings



Source: Lightcast

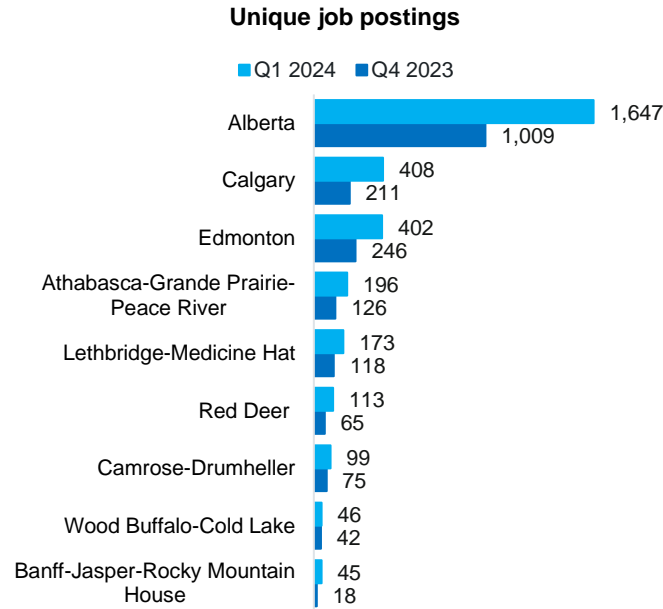
Figure 3: Top software skills per first quarter job postings



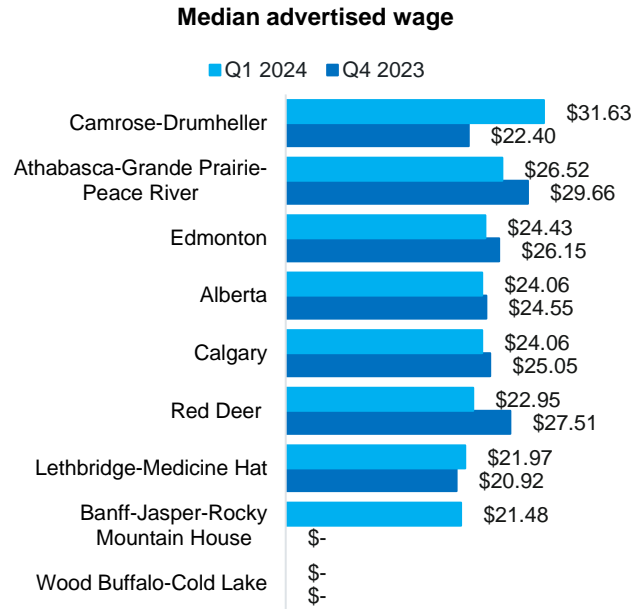
Source: Lightcast

Natural resources, agriculture and related production occupations

A breakdown of skills is presented below based on 1,647 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$24.06/hour – representing a 2.0 per cent decrease in wage compared to \$24.55/hour reported for the previous quarter.



Source: Lightcast



Source: Lightcast

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	262	16%
Associate's degree	15	1%
Bachelor's degree	75	5%
Master's degree	7	<1%
Ph.D. or professional degree	2	<1%
No education listed	1,307	79%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

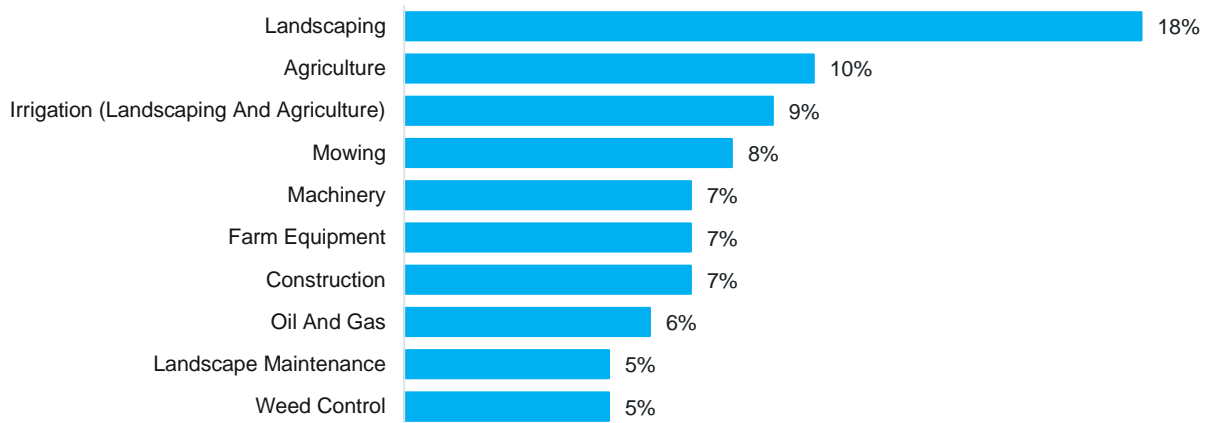
Experience Level	Unique Postings	% of Total
0-1 years	133	8%
2-3 years	212	13%
4-6 years	136	8%
7-9 years	10	1%
10+ years	8	<1%
No experience listed	1,148	70%

Source: Lightcast

In-demand skills

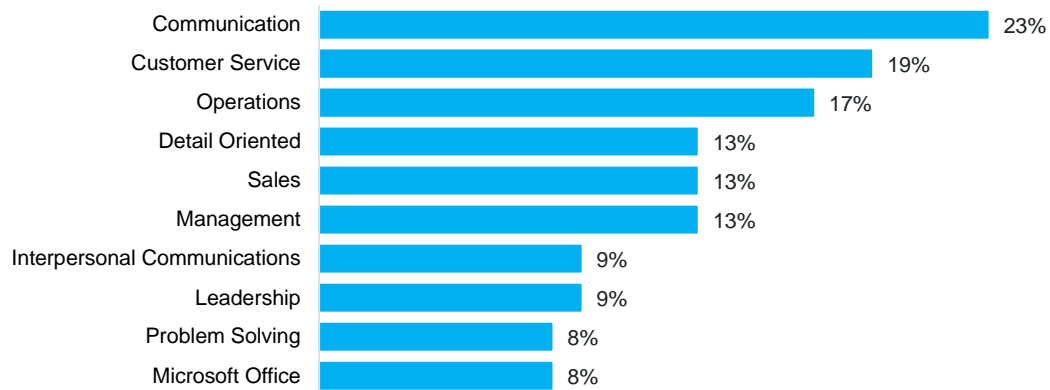
Top skills requested by employers in the natural resources, agriculture and related production occupations based on job postings, where available, are categorized and ranked as follows:

Figure 1: Top specialized skills per first quarter job postings



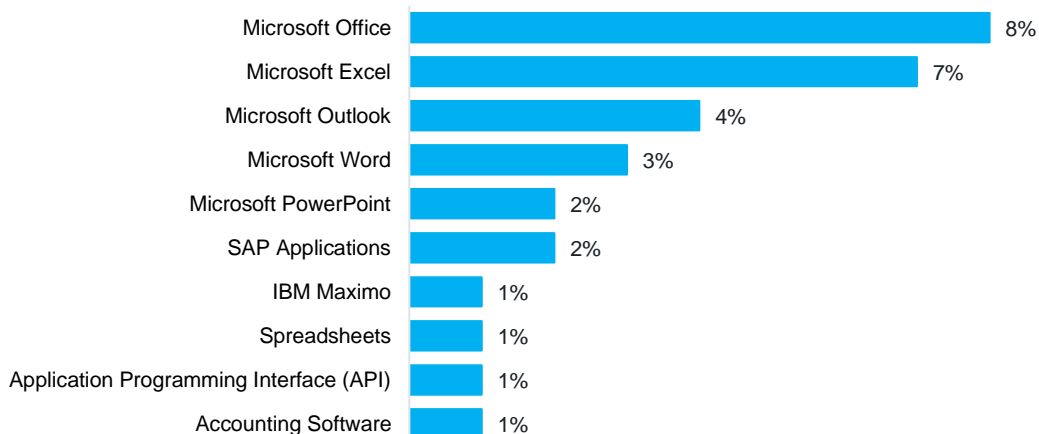
Source: Lightcast

Figure 2: Top common skills per first quarter job postings



Source: Lightcast

Figure 3: Top software skills per first quarter job postings

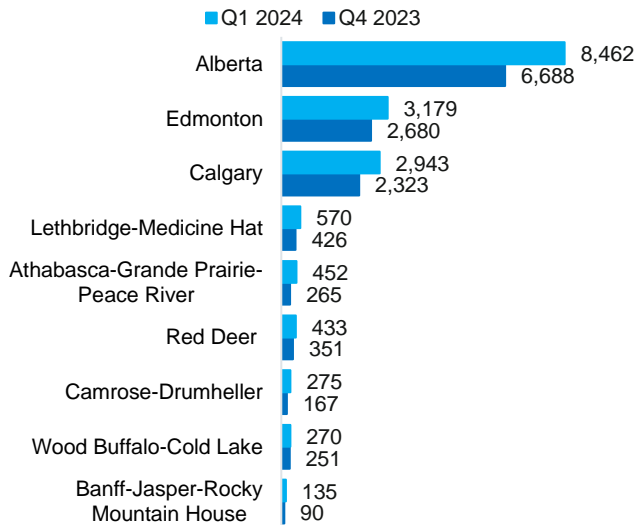


Source: Lightcast

Occupations in education, law and social, community and government services

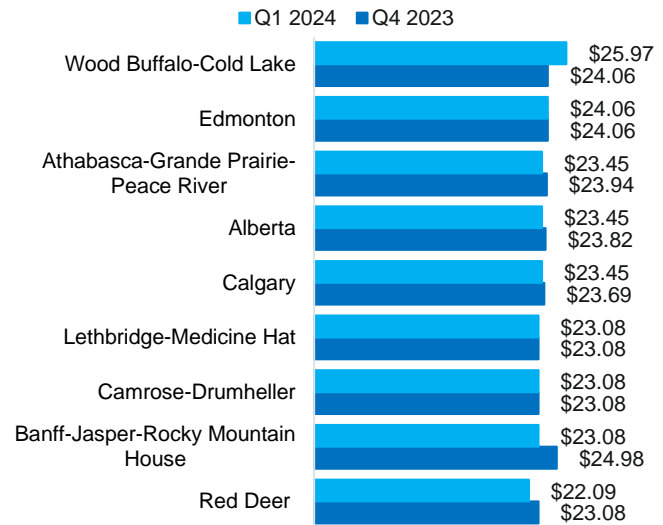
A breakdown of skills is presented below based on 8,462 observations for Q1 2024, from the Lightcast database. The median advertised wage across Q1 2024 job postings was \$23.45/hour – representing a 1.6 per cent decrease in wage compared to \$23.82/hour reported for the previous quarter.

Unique job postings



Source: Lightcast

Median advertised wage



Source: Lightcast

Education and experience breakdown

Requirements presented below are based on level of education and work experience stated in unique job postings. Education and work experience information are not available for all job postings.

UNIQUE JOB POSTINGS PER EDUCATION LEVEL

Education Level	Unique Postings	% of Total
High school or GED	1,148	14%
Associate's degree	381	5%
Bachelor's degree	1,674	20%
Master's degree	609	7%
Ph.D. or professional degree	335	4%
No education listed	5,044	60%

Source: Lightcast

UNIQUE JOB POSTINGS PER MINIMUM LENGTH OF WORK EXPERIENCE REQUIRED

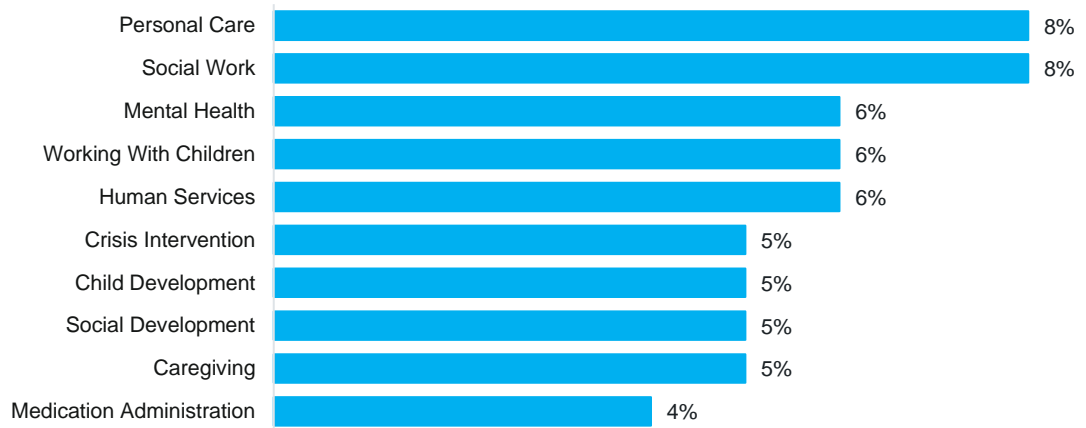
Experience Level	Unique Postings	% of Total
0-1 years	841	10%
2-3 years	1,418	17%
4-6 years	606	7%
7-9 years	92	1%
10+ years	100	1%
No experience listed	5,405	64%

Source: Lightcast

In-demand skills

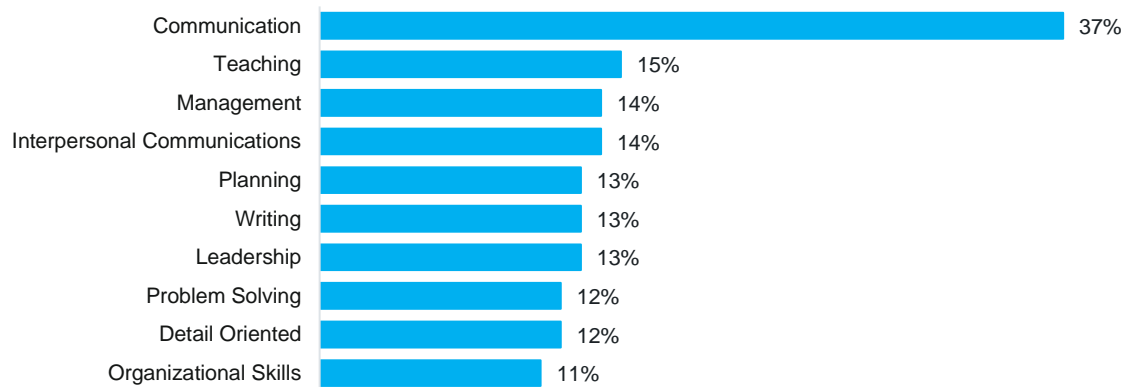
Top skills requested by employers in occupations in education, law and social, community and government services based on job postings, where available, are categorized and ranked as follows:

Figure 1: Top specialized skills per first quarter job postings



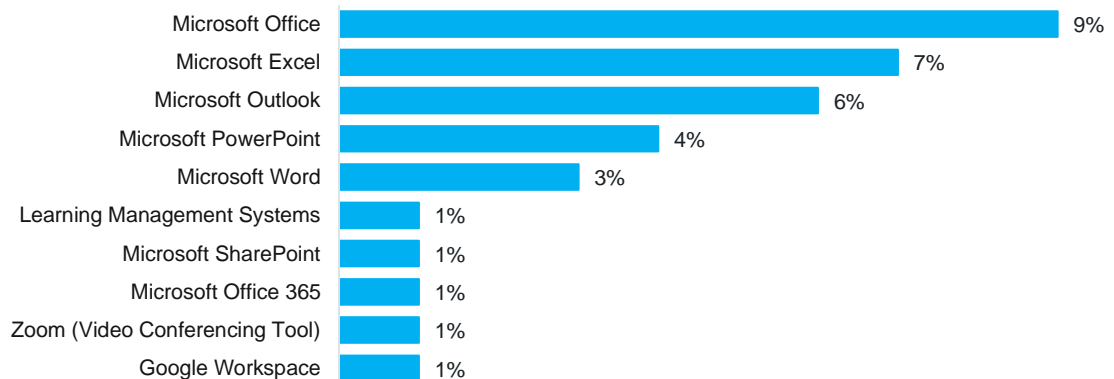
Source: Lightcast

Figure 2: Top common skills per first quarter job postings



Source: Lightcast

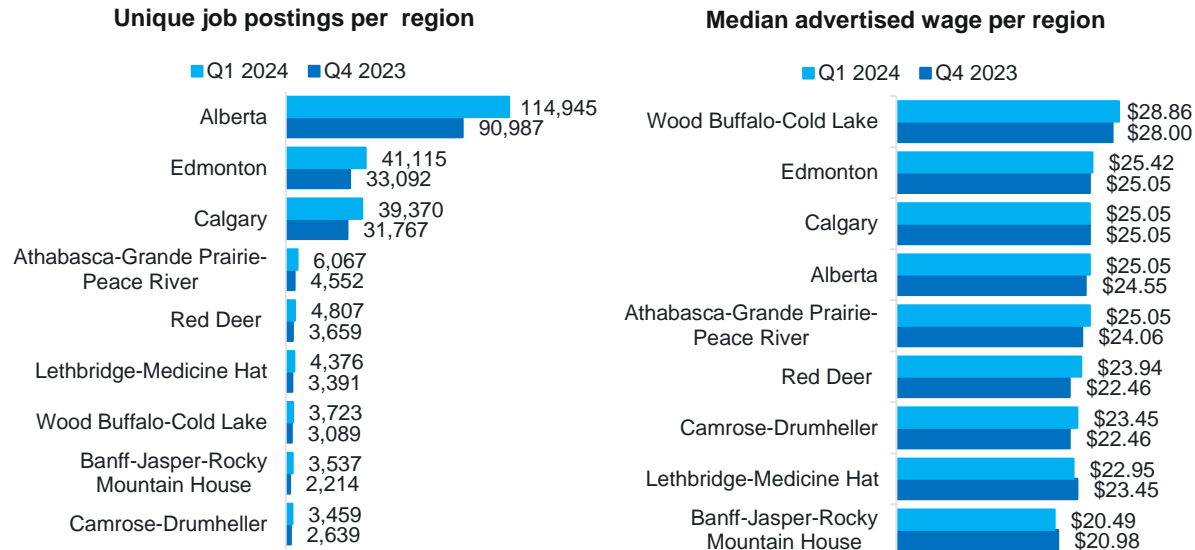
Figure 3: Top software skills per first quarter job postings



Source: Lightcast

Summary

- The number of unique job postings rose to 114,945 in Q1 2024, indicating a 26.3 per cent increase compared to the previous quarter.
 - There was an increase of number of unique job postings for all eight economic regions in Alberta.
 - Increases ranged from 20.5 per cent (Wood Buffalo-Cold Lake) to 59.8 per cent (Banff-Jasper-Rocky Mountain House).
- In Q1 2024, the median advertised wage grew for six out of eight economic regions, compared to the previous quarter.
 - The economic regions with lower advertised wages were Banff-Jasper-Rocky Mountain House (-2.3 per cent, -\$0.49/hour) and Lethbridge-Medicine Hat (-2.1 per cent, -\$0.50/hour).
 - At the provincial level, the median advertised wage was up by 2.0 per cent (+\$0.50/hour).



Source: Lightcast

Source: Lightcast

- All occupation groups recorded greater job postings in Q1 2024 compared to Q4 2023.
 - Increases ranged from 14.9 per cent (health occupations) to 73.1 per cent (natural resources, agriculture and related production occupations).
- The top skills in demand remain unchanged compared to the previous quarter.
 - Inventory management, project management and merchandising ranked as top specialized skills in Alberta's labour market.
 - For common skills, communication and customer service were valued by employers across all economic regions within the province.
 - Knowledge of Microsoft packages such as Excel, Office, Outlook, PowerPoint and Word were identified as valuable software skills to possess based on job postings information for Q1 2024.

Possessing the skills and experiences referenced above can improve a worker's attractiveness to recruiters and employers. However, employability also varies by industry, willingness to work and available talent pool seeking employment (as evidenced by factors such as unemployment rate and labour force participation rates) and other realities. An employer's ability to fill a vacancy depends on a wide range of factors, including the competitiveness of pay and benefits.

This report is produced to highlight the level of education, work experience and top skills needed in the current job market and is meant for information purposes only.