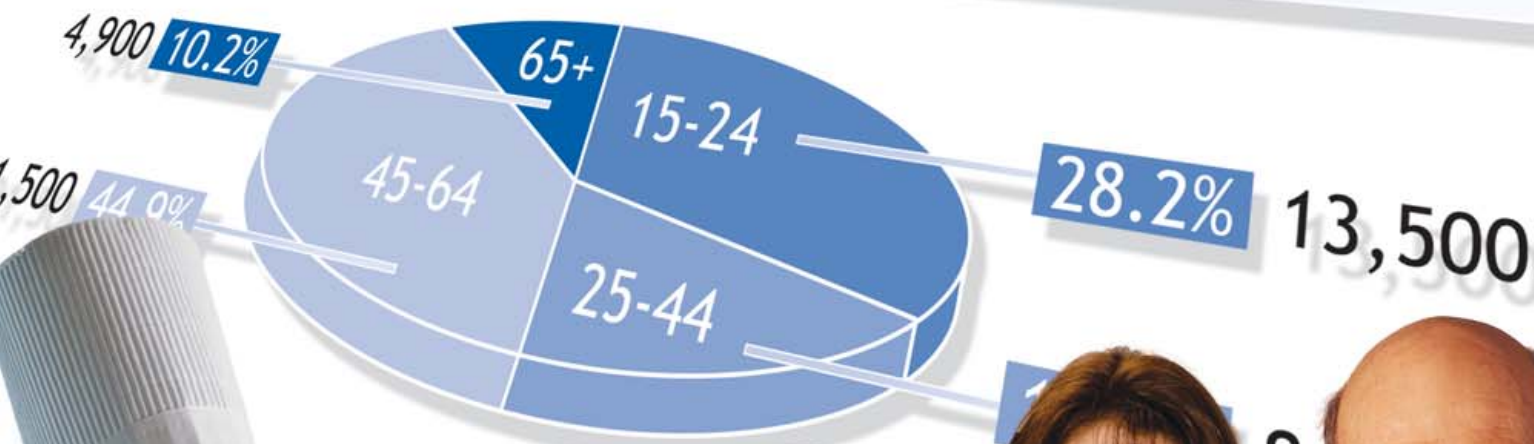


# 2003 Annual Alberta Labour Market Review

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Regions...2	Occupations...6
Unemployment...3	Wages and Education...7
Migration...4	Demographics...8
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## Alberta Employment Growth by Age Group, 2003 *(See page 10)*



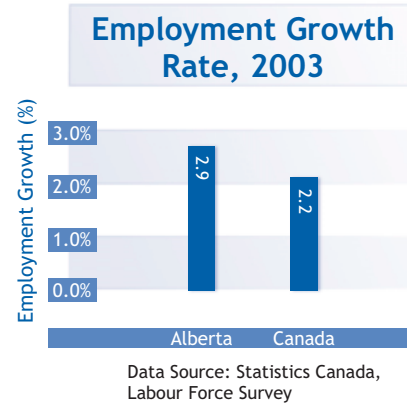
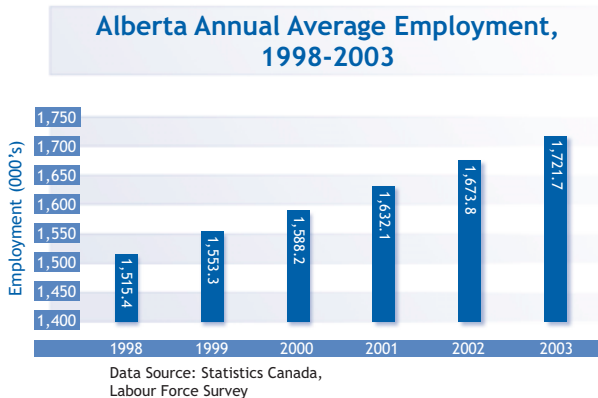
## I. Employment

# Employers Continue To Create **Thousands of Jobs**

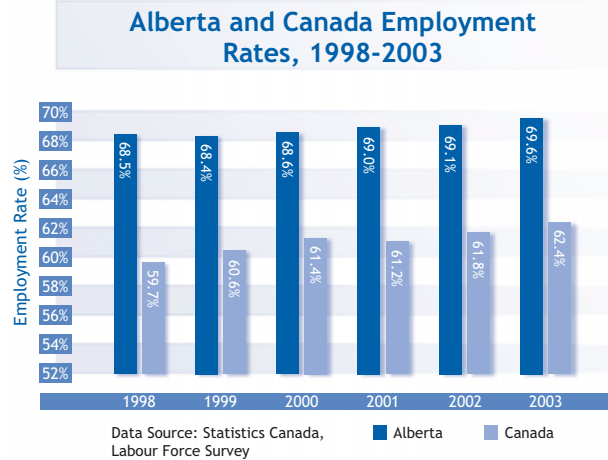
Employment in Alberta grew by 47,900 or 2.9% in 2003. This was higher than the national employment growth rate of 2.2%. Employment growth was higher than in 2002 (2.6%) and Alberta continued to be a leading province in job creation.

Alberta's employment growth rate of 2.9% was the highest in the country with Ontario second at 2.6%. Alberta's 47,900 new jobs created 14.3% of Canada's overall employment growth in 2003.

Over the last five years, Alberta's employment has increased by 206,300 jobs. This was an increase from 1,515,400 jobs in 1998 to 1,721,700 in 2003.



Alberta had the highest percentage of working age population employed in 2003. The employment rate in 2003 was 69.6% in Alberta compared to the second highest rate of 65.5% for Manitoba.



## II. Regions

# Alberta's Economic Regions

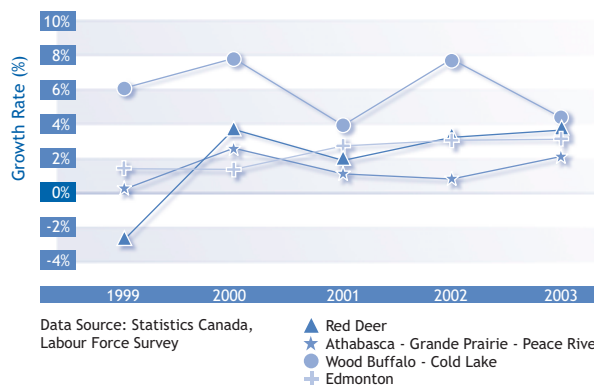
With the exception of the Banff - Jasper - Rocky Mountain House region, the remainder of Alberta's Economic Regions experienced employment growth in 2003. Alberta Economic Development's "Tourism Market Monitor" reports that this region had a substantial drop in tourist visits in 2003. This decline may be related to issues such as SARS and the rising value of the Canadian dollar.

The annual average regional employment growth rates (measuring the average percent increase or decrease) over the 1998-2003 period were:

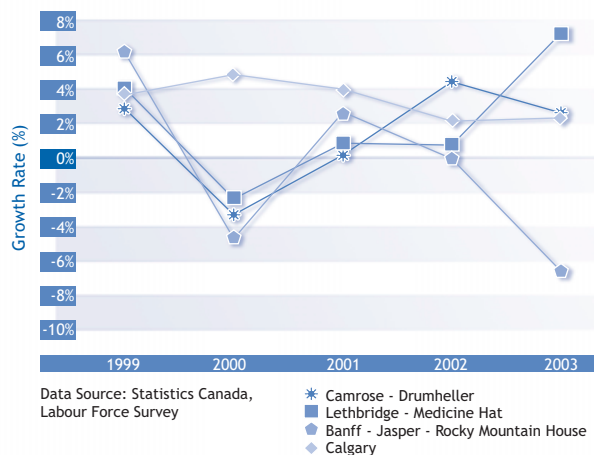
- Wood Buffalo - Cold Lake 5.9%
- Calgary 3.4%
- Edmonton 2.3%
- Lethbridge - Medicine Hat 2.1%
- Red Deer 1.9%
- Camrose - Drumheller 1.4%
- Athabasca - Grande Prairie - Peace River 1.3%
- Banff - Jasper - Rocky Mountain House -0.4%

The Camrose - Drumheller region had the lowest unemployment rate in 2003 (4.1%). Lethbridge - Medicine Hat had the second lowest regional unemployment rate (4.3%).

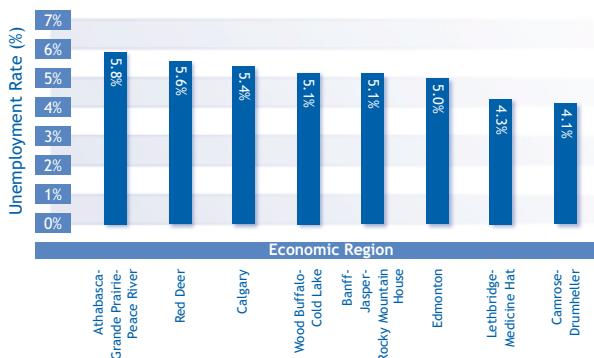
**Northern Economic Region Annual Average Employment Growth Rates, 1999-2003**



**Southern Economic Region Annual Average Employment Growth Rates, 1999-2003**



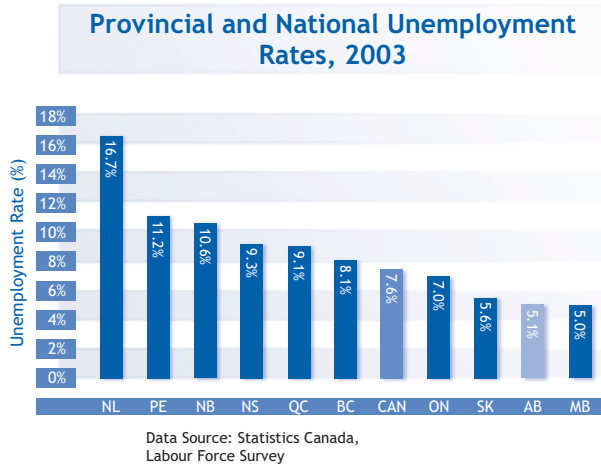
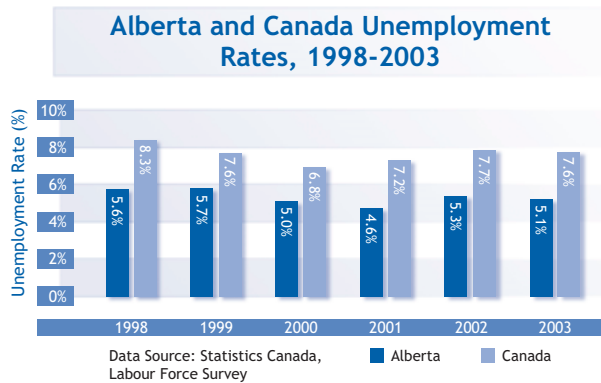
**Economic Region Unemployment Rates, 2003**



### III. Unemployment

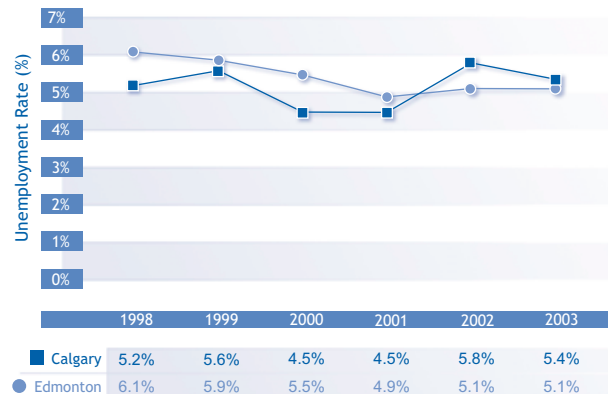
## Alberta's Unemployment Rate Remains Low

Alberta continued to have one of the lowest unemployment rates in Canada. In 2003, the provincial unemployment rate was 5.1%, the second lowest in Canada after Manitoba (5.0%). Alberta's rate has been consistently low since 1998, ranging from 5.7% in 1999 to 4.6% in 2001.



Edmonton tied for the lowest unemployment rate with Oshawa among all major Canadian centres at 5.1%. Calgary had the fourth lowest unemployment rate at 5.4%, slightly behind Winnipeg at 5.2%.

**Calgary and Edmonton Unemployment Rates, 1998-2003**



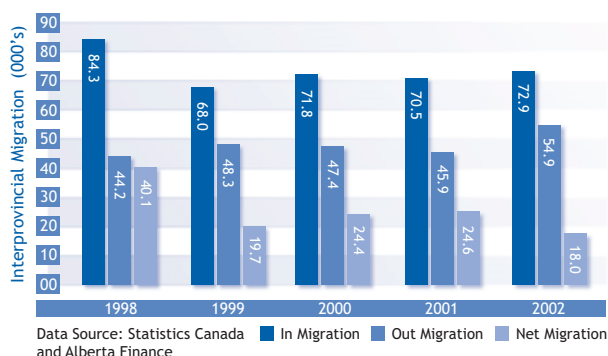
Data Source: Statistics Canada, Labour Force Survey

## IV. Migration

# Steady Flow Of People Moving To Alberta

There continued to be a significant number of people moving to Alberta from other locations in Canada. Net interprovincial migration for 2002 was 17,959 compared to 24,614 in the previous year. The majority of new migration to Alberta came from British Columbia, Saskatchewan and Ontario. In the last five years, the highest level of interprovincial migration occurred in 1998 with 40,125 people coming to Alberta.

**Alberta Interprovincial Migration, 1998-2002**



Information as of January 15th 2004.

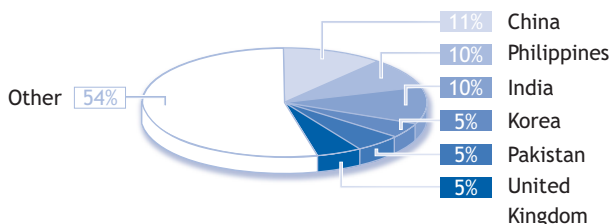
In recent years, Alberta has experienced stable immigration levels. From 1998 to 2002, immigrants destined to Alberta from other countries totaled 68,751.

Over the past five years, an average of 13,750 people immigrated to Alberta annually, ranging from a high of 16,393 in 2001 and a low of 11,198 in 1998.

Of immigrants aged 15 years and older in 2001, 43% had university degrees, 8% had completed some university, 5% had completed a trade certificate and 10% had a non-university diploma.

Figures from Citizenship and Immigration Canada show the top source countries of immigrants to Alberta in 2001. They are China (11%), Philippines (10%), India (10%), Korea (5%), Pakistan (5%) and the United Kingdom (5%).

**Alberta Immigration by Source Country, 2001**



Data Source: Citizenship and Immigration Canada, Alberta Learning



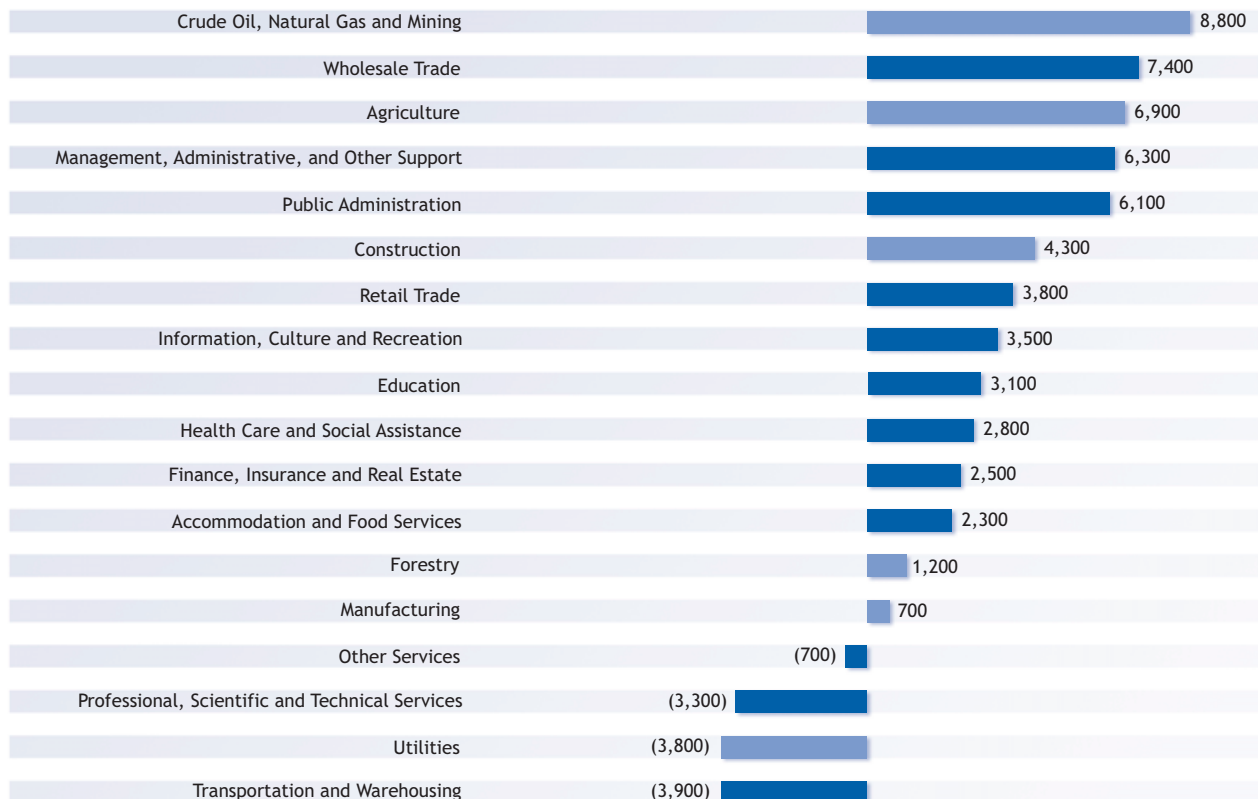
## V. Industries

### Job Growth in Many Industries

In the Services-Producing industries, employment increased by 29,900 in 2003 compared to a year ago. The largest year-over-year increases in employment were seen in the following industries: Wholesale Trade, 7,400 jobs; Management, Administrative and Other Support, 6,300 jobs and Public Administration, 6,100 jobs.

Employment in the Goods-Producing industries increased by 17,900 overall compared to a year ago. The largest year-over-year increases in employment were seen in the following industries: Crude Oil, Natural Gas and Mining, 8,800 jobs; Agriculture, 6,900 jobs and Construction, 4,300 jobs.

Alberta Year-Over-Year Annual Change in Industry Employment, 2002-2003



Total Employment Increase = 47,900

Data Source: Statistics Canada, Labour Force Survey

**Note:** Industry employment is classified according to the organization's industry. For example, Included in the Health Care and Social Assistance industry increase (2,800) are Secretaries, Accountants, Janitors and those employed in hospitals and other Health Care industry organizations.

#### Legend

Goods-Producing Industries  
Services-Producing Industries

## VI. Occupations

# Job Growth in a Variety of Occupations



Data Source: Statistics Canada, Labour Force Survey

**Note:** Occupational employment is classified according to the person's specific occupation. For example, only Health Care professionals and technical staff are included in the Health Occupations increase (300).

Occupations in Alberta with the largest increase in employment in 2003 were: Sales and Service Occupations, 19,600; Trades, Transport and Equipment Operators and Related Occupations, 17,100 and Occupations Unique to Primary Industries, 13,200.

An indicator of skill shortages is an occupation with an unemployment rate of less than 3.0%. In 2003, 21 of 53 occupational classifications had an unemployment rate of less than 3.0%, indicating a skill shortage. This is similar to 2002 when 22 groups had a rate of less than 3%. Skill shortages were more apparent in the Management and Health Occupations categories, which had indications of shortages in all of their subgroup occupations.

## VI. Occupations

### Alberta Annual Average Unemployment Rates by Occupational Group, 2003

Occupational Group	2003 Unemployment Rate		Occupational Group	2003 Unemployment Rate	
	Less than 3%	3% and Over		Less than 3%	3% and Over
<b>Management Occupations</b>			<b>Sales and Service Occupations (continued)</b>		
Senior Management Occupations (Occs.)	✓		Occs. in Food and Beverage Service		✓
Specialist Managers	✓		Occs. in Protective Services	✓	
Managers in Retail Trade, Food and Accommodation	✓		Occs. in Travel, Accommodation and Recreation		✓
Other Managers, N.E.C.*	✓		Childcare and Home Support Workers		✓
<b>Business, Finance and Administrative Occupations</b>			Sales and Service Occs., N.E.C.*		✓
Professional Occs. in Business and Finance	✓		<i>Barbers and Hairstylists</i>	✓	
Finance and Insurance Administrative Occs.	✓		<i>Cleaners and Janitors</i>		✓
Secretaries		✓	<i>Butchers and Bakers</i>		✓
Administrative and Regulatory Occs.	✓		<i>Food Counter and Kitchen Helpers</i>		✓
Clerical Supervisors	✓		<i>Service Station Attendants and Grocery Clerks</i>		✓
Clerical Occs.		✓	<i>Other Elemental Services and Sales Occupations</i>		✓
<b>Natural and Applied Sciences and Related Occupations</b>			<b>Trades, Transport, Equipment Operators and Related Occupations</b>		
Professional Occs. in Natural and Applied Sciences		✓	Contractors, Supervisors in Trades and Transportation	✓	
Technical Occs. in Natural and Applied Sciences		✓	Construction Trades		✓
<b>Health Occupations</b>			Stationary Engineers, Power Station Operators and Related Occs.		✓
Professional Occs. in Health	✓		Machinists, Metal Forming, Shaping and Erecting		✓
Nurse Supervisors and Registered Nurses	✓		Mechanics	✓	
Technical and Related Occs. in Health	✓		Other Trades, N.E.C.*		✓
Assisting Occs. in Support of Health Services	✓		Heavy Equipment and Crane Operators		✓
<b>Occupations in Social Science, Education, Government and Religion</b>			Transportation Equipment Operators and Related Occs.		✓
Professional Occs. - Social Service, Religion and Government	✓		Trades Helpers and other Labourers		✓
Teachers and Professors	✓		<b>Occupations Unique to Primary Industry</b>		
Technical Occs. Social Service, Education and Religion		✓	Occs. Unique to Other Primary Industry		✓
<b>Occupations in Art, Culture, Recreation and Sport</b>			Occs. Unique to Agriculture	✓	
Professional Occs. in Art and Culture		✓	Primary Production Labourers		✓
Technical Occs. in Art, Culture, Recreation and Sport		✓	<b>Occupations Unique to Processing, Manufacturing and Utilities</b>		
<b>Sales and Service Occupations</b>			Supervisors in Manufacturing	✓	
Sales and Service Supervisors	✓		Machine Operators in Manufacturing		✓
Wholesale, Insurance, Real Estate Sales Occs.		✓	Assemblers in Manufacturing		✓
Retail Salespersons and Sales Clerks		✓	Labourers in Processing and Manufacturing		✓
Cashiers		✓			
Chefs and Cooks		✓			
Total Groups with an Unemployment Rate of 3% and Over		32	Data Source: Calculated using Statistics Canada, Labour Force Survey Microdata		
Total Groups with an Unemployment Rate of Under 3%		21	Note: Caution on sample size		
			* N.E.C. = not elsewhere classified		

For information on occupational skill shortages, please visit the link to the Alberta Wage and Salary Survey web site (available March 2004) listed on the back cover of this publication.



## VII. Wages and Education

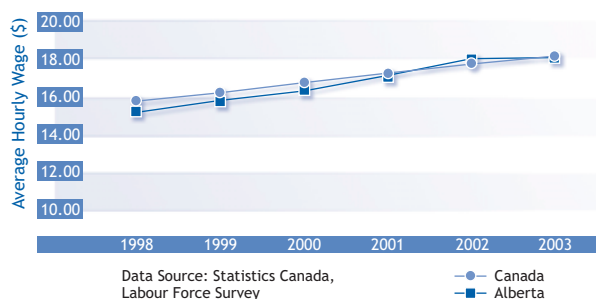
# Alberta Earnings on Par With Other Canadians

Over the past five years, Alberta's average hourly wage increased by 19.5%, from \$15.14 in 1998 to \$18.09 in 2003. The Canadian average hourly wage for 2003 was \$18.06.

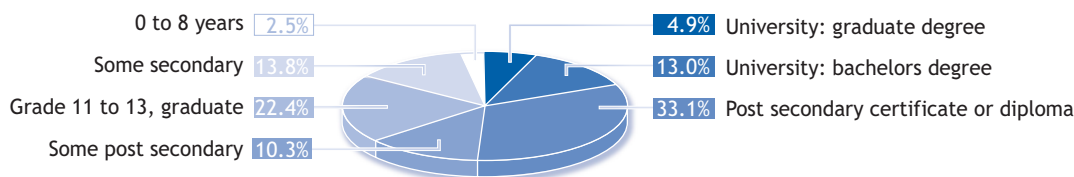
Statistics Canada's Consumer Price Index reported an inflation rate increase of 17.1% between 1998 and 2003 for Alberta (using the 11-month year-to-date figure for 2003). The greater increase in wages (19.5%) compared to the lower inflation rate of 17.1% is a reflection of skill shortages.

Alberta's labour force continued to be highly educated. In 2003, 61.3% of Alberta's labour force had a university degree, a post secondary certificate or some post secondary education as compared to Canada's rate of 63.7%. In 1993, Alberta's rate was 54.8%.

Alberta and Canada Average Hourly Employee Wages, 1998-2003



Alberta Labour Force Educational Attainment, 2003

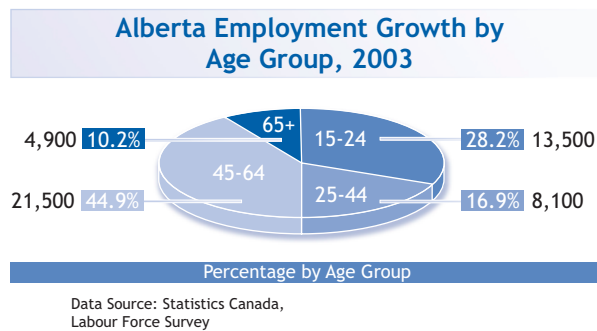


Data Source: Statistics Canada, Labour Force Survey

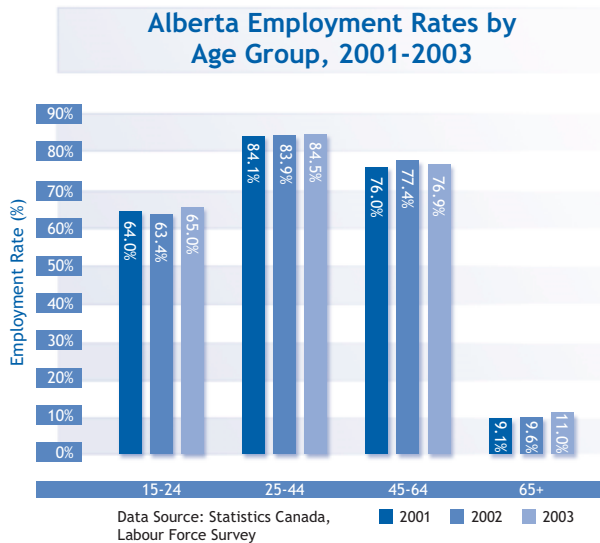
## VIII. Demographics

### Albertans At Work

Workers of all ages contributed to Alberta's job growth. In 2003, 28.2% of Alberta's new jobs were filled by youth (aged 15-24). Older workers (aged 45+) filled 55.1% of new jobs and those aged 25-44 filled 16.9%.

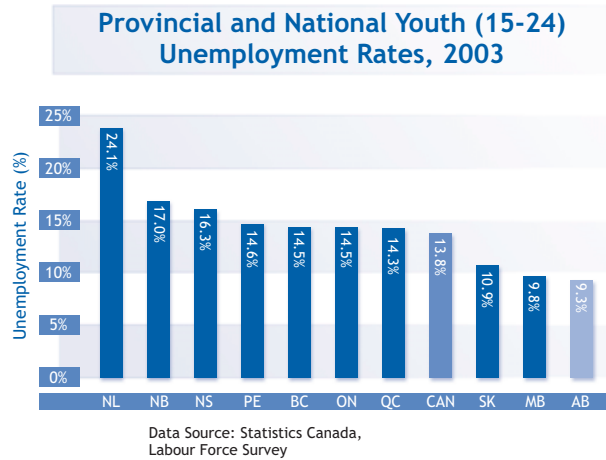


The 25-44 age group had the highest employment rate in 2003 (84.5%). The 65+ age group had the lowest employment rate (11.0%).



In 2003 there were 301,500 workers in Alberta aged 15-24, 829,400 aged 25-44, 557,600 aged 45-64 and 33,200 aged 65+.

The Alberta youth (aged 15-24) unemployment rate (9.3%) was the lowest in Canada. Manitoba was second at 9.8%. Alberta's rate decreased from 10.7% in 2002 (by 1.4 percentage points).



## IX. Aboriginal People

# New Alberta Figures Available

In 2003, Alberta began to produce monthly provincial labour force statistics on Aboriginal people living off-reserve. In December 2003, there were 62,700 Aboriginal people living off-reserve in the Alberta labour force. The three-month moving average employment rate of Aboriginal people was 66.2%. The employment rate for the Métis people was 67.5% compared with the rate for the North American Indian people of 63.7%.

Monthly statistics from the Aboriginal Labour Force Survey are reported in three-month moving averages. There are still seasonal effects in the monthly figures using this methodology.


The industries that employed the greatest number of Aboriginal people in December 2003 were: Construction, 10,300; Retail and Wholesale Trade, 8,400; and Health Care and Social Assistance, 5,200.

The December 2003 three-month moving average unemployment rate for Aboriginal people living off-reserve was 9.3%. The unemployment rate peaked in the summer months and then decreased.



Three-month moving averages take an average of the current month and previous two month's figures. For example, the August three-month moving average figure is an average of the August, July and June one-month figures.

For the monthly Aboriginal Labour Force Statistics packages, please visit: [www.gov.ab.ca/hre/lfstats](http://www.gov.ab.ca/hre/lfstats)



Alberta Human Resources and Employment (AHRE) is your source  
for career, workplace and labour market information.

**For information on:**

*Occupational skill shortages*, please visit the 2003 Alberta Wage and Salary  
Survey web site [www.alis.gov.ab.ca/wageinfo](http://www.alis.gov.ab.ca/wageinfo) (available March 2004).

**For more information about:**

Alberta Labour Force Statistics packages;  
Labour Force Survey Background and Definitions;  
Aboriginal People Labour Force Statistics

**Click**

[www.gov.ab.ca/hre/lfstats.htm](http://www.gov.ab.ca/hre/lfstats.htm)

Additional information may also be found in the Labour Market  
Information section of AHRE's web site ([www.gov.ab.ca/hre/lmi](http://www.gov.ab.ca/hre/lmi))  
and in the Alberta Occupational Profiles at  
[www.alis.gov.ab.ca/occinfo](http://www.alis.gov.ab.ca/occinfo)

**Call**

1-800-661-3753 (or 422-2266 in Edmonton)

**or Come In**

to an AHRE office near you.

