

2016

Alberta Labour Mobility Survey

Survey results on the Labour Mobility of Out-of-Province Certified
Individuals to Alberta in 2016

Domestic and International Labour Mobility Unit
Workforce Strategies Division
Ministry of Labour

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Introduction

Alberta is a signatory to two agreements to support domestic labour mobility: the Canadian Free Trade Agreement (CFTA)¹ and the New West Partnership Trade Agreement (NWPTA)². Under these agreements, a certified individual in good standing in one Canadian jurisdiction can apply to another jurisdiction which regulates the same occupation, without having to meet additional education, assessment, training or experience requirements. Eliminating or reducing these barriers saves time and resources for individuals and employers.

The ability of individuals to access employment opportunities and to pursue their chosen career across Canada is critical to building healthy families and communities. Strong labour mobility can help address labour market challenges and maintain a strong economy.

Alberta's labour supply of certified individuals comes from three sources: Alberta (i.e., new graduates entering regulated occupations in Alberta); certified individuals from other jurisdictions in Canada; and internationally-trained individuals. This report will focus on the domestic labour supply in 2016 of newly certified individuals in Alberta and certified individuals from other provinces and territories in Canada. The survey data used in this report provides important labour supply information to support and inform labour force planning across a number of government ministries, industry and other partners.

Alberta Labour Mobility Survey Methodology

The survey was conducted by the Ministry of Labour³ to collect information on the number of out-of-province individuals who apply to work in regulated occupations in Alberta, and to monitor the effectiveness of Chapter 7 of the CFTA. The 2016 Alberta Mobility Survey was emailed to all 69 professional regulatory organizations (PROs) in Alberta, representing 108 regulated occupations of which 94 per cent (65 out of 69 PROs⁴) responded. The survey was emailed to PROs on May 29, 2017 and data collection continued until October 13, 2017.

Labour Mobility Rates

For the purposes of this report, the labour mobility rate is defined as the percentage of out-of-province applicants applying to an Alberta PRO out of the total number of domestic applicants.

¹ The CFTA is an intergovernmental trade agreement facilitating the movement of people, goods, services and investment, signed by the Government of Canada and all provinces and territories. The CFTA replaced the Agreement on Internal Trade (AIT) on July 1, 2017. To view the CFTA: Chapter 7 or learn more about labour mobility in Canada, please visit www.workersmobility.ca.

² The NWPTA was signed by the Premiers of British Columbia, Alberta and Saskatchewan in 2010. In 2016 Manitoba joined the NWPTA. To learn about this agreement and the labour mobility provisions that allow certified individuals to practice their occupation in the three western provinces please visit newwestpartnershiptrade.ca.

³ In Alberta, the Ministry of Labour is responsible for the implementation of the labour mobility sections of domestic trade agreements. For further details, please see work.alberta.ca/labour/labour-mobility-in-canada.html or email labourmobility@gov.ab.ca.

⁴ Not all of the survey responses were used in the analysis due to challenges with interpreting or understanding the data that was reported.

This survey report contains data reported by Alberta PROs for 88 regulated occupations for the 2016 calendar year. For a complete list of the labour mobility rates to Alberta for each occupation, see the highlighted column in Appendix A.

In 2016, Alberta's PROs received a combined total of 42,546 new applications for all⁵ regulated occupations in Alberta excluding trades occupations⁶ (Table 1). Of these, 32,828 (77 per cent) were from Alberta applicants seeking registration for the first time, and 9,718 (23 per cent) were from already certified out-of-province applicants.

Table 1: Alberta and Out-of-Province Applicants Entering a Regulated Occupation by Occupational Groups⁷

Occupational Groups	Alberta Applicants ⁸		Out-of-Province Certified Applicants ⁹		Total Applicants
	Count	Percentage	Count	Percentage	
Business, Finance and Real Estate	11,059	68%	5,306	32%	16,365
Engineering, Architecture, Science and Technology	10,012	88%	1,336	12%	11,348
Health and Social Services	6,344	79%	1,649	21%	7,993
Legal, Education and Government	5,240	84%	974	16%	6,214
Other ¹⁰	173	28%	453	73%	626
Total	32,828	77%	9,718	23%	42,546

Overall, the labour mobility rate for out-of-province certified individuals coming to Alberta is substantial. The labour mobility rate for each occupational group was calculated by taking the total out-of-province applicants divided by all total applicants (Alberta and out-of-province) and

⁵ Of the complete data that was available for analysis.

⁶ Data on out-of-province trades workers is not available.

⁷ Occupational Groups have been adapted from the Alberta Learning Information Service. Some exceptions have been made based on the most suitable type of grouping for survey reporting purposes. The Occupational Group categories are outlined here: occinfo.alis.alberta.ca

⁸ Alberta Applicants includes new Alberta applicants and Canadian residents applying for first-time licensure into a regulated occupation in Alberta. The data does not include internationally trained applicants or license renewals.

⁹ The labour mobility rate for each occupational group was calculated by taking the total out of province applicants for each occupational group divided by all total applicants (Alberta and out-of-province) and multiplying this value by 100.

¹⁰ The occupations captured in the Other category include home economists and horseracing occupations.

multiplying this value by 100. Across occupational groups, high mobility rates to Alberta are reported for:

- business, finance and real estate at 32 per cent;
- health and social services at 21 per cent;
- engineering, architecture, science and technology at 12 per cent; and
- legal, education and government at 16 per cent.

Table 2: Comparison of Number of Alberta and Out-of-Province Certification/Licensure Applications from 2012-2016

Type of Application	2012 ¹¹	2013 ¹²	2014 ¹³	2015 ¹⁴	2016
Total Number of First-Time Alberta Applicants ¹⁵	39,303 (81%)	43,244 (83%)	32,599 (76%)	31,079 (78%)	32,828 (77%)
Total Number of Labour Mobility Applicants	9,168 (19%)	9,045 (17%)	10,298 (24%)	8,866 (22%)	9,718 (23%)
Total Number of Applicants ¹⁶	48,471 (100%)	52,289 (100%)	42,897 (100%)	39,945 (100%)	42,546 (100%)

Between 2015 and 2016, there was an increase in labour mobility applications of 852, for a total increase in out-of-province certification/licensure applications of ten per cent.

Labour Mobility Rates within Occupational Groups

Very high out-of-province labour mobility rates to Alberta occur within several occupational groups. Charts one through four show the highest labour mobility rates for specific occupations within each occupational groups.¹⁷

¹¹ The Alberta Labour Mobility Survey 2012 is available at <http://work.alberta.ca/documents/2012-alberta-labour-mobility-survey-report.pdf>

¹² The Alberta Labour Mobility Survey 2013 is available at <http://work.alberta.ca/documents/2013-alberta-labour-mobility-survey-report.pdf>

¹³ The Alberta Labour Mobility Survey 2014 is available at <http://work.alberta.ca/documents/2014-alberta-labour-mobility-survey-report.pdf>

¹⁴ The Alberta Labour Mobility Survey 2015 is available at <http://work.alberta.ca/documents/2015-alberta-labour-mobility-survey-report.pdf>

¹⁵ Total number refers to the total of first-time Alberta applicants applying to be registered in Alberta.

¹⁶ Total number refers to the total of first-time Alberta applicants and labour mobility applicants

¹⁷ See Appendix A for labour mobility rates for all occupations. A chart for the Other category was not included as it only consists of two occupations.

Chart 1

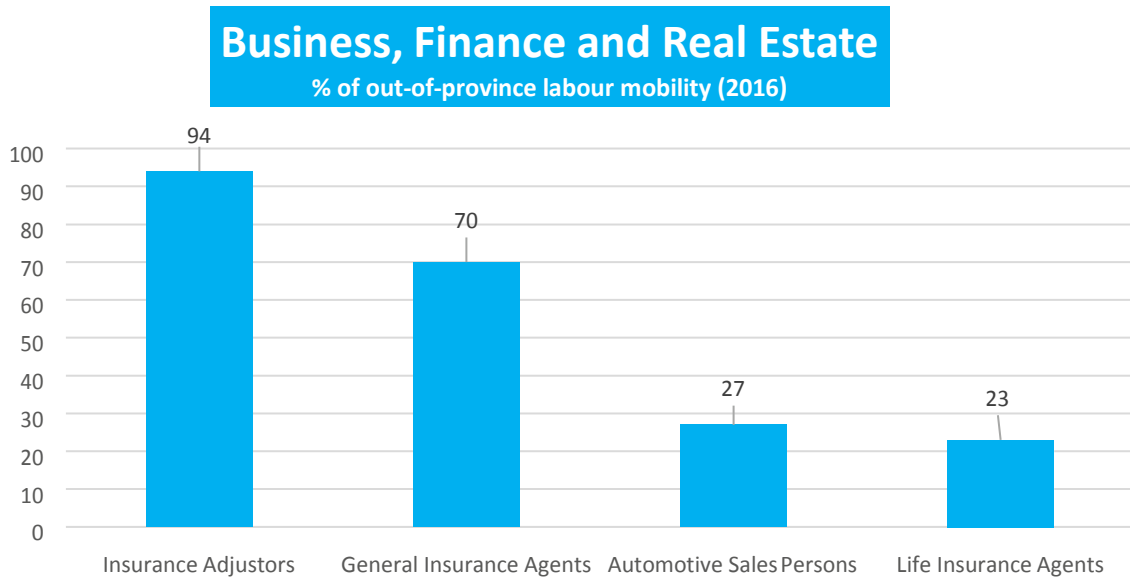


Chart 2

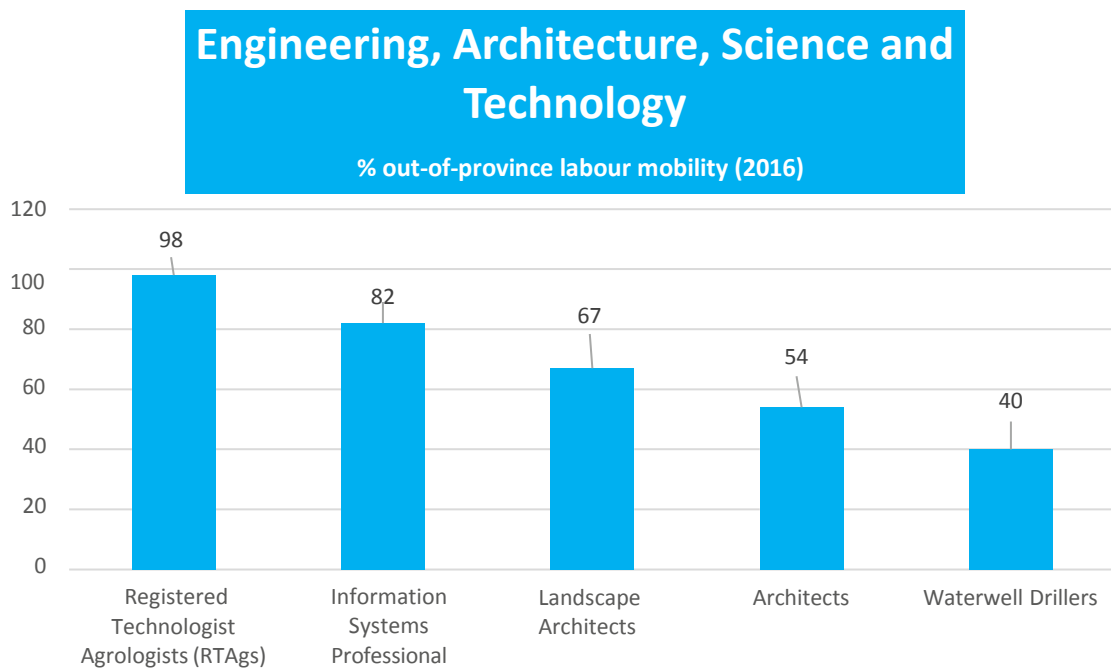


Chart 3

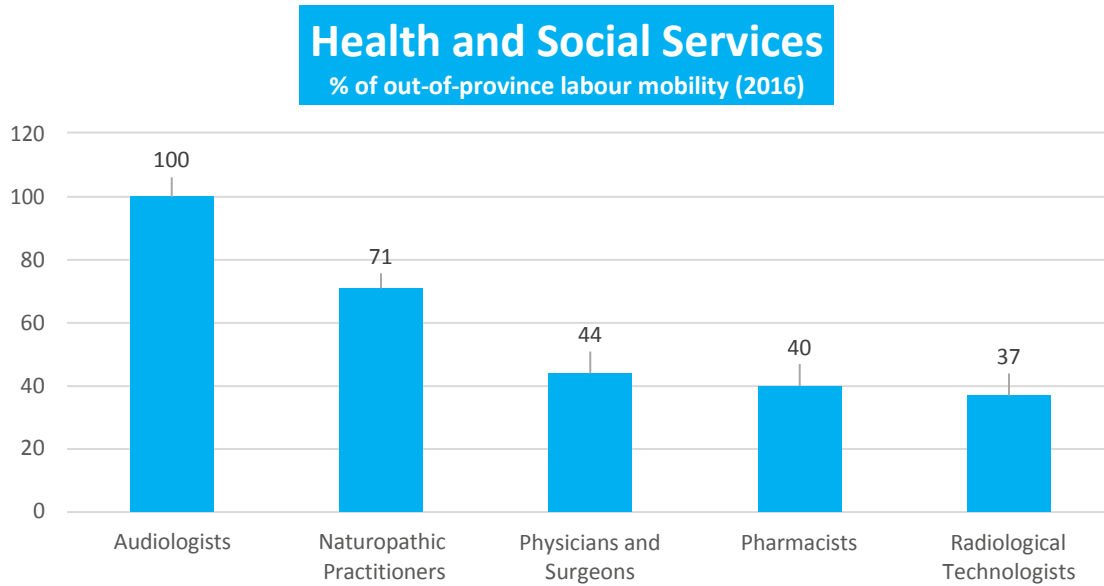
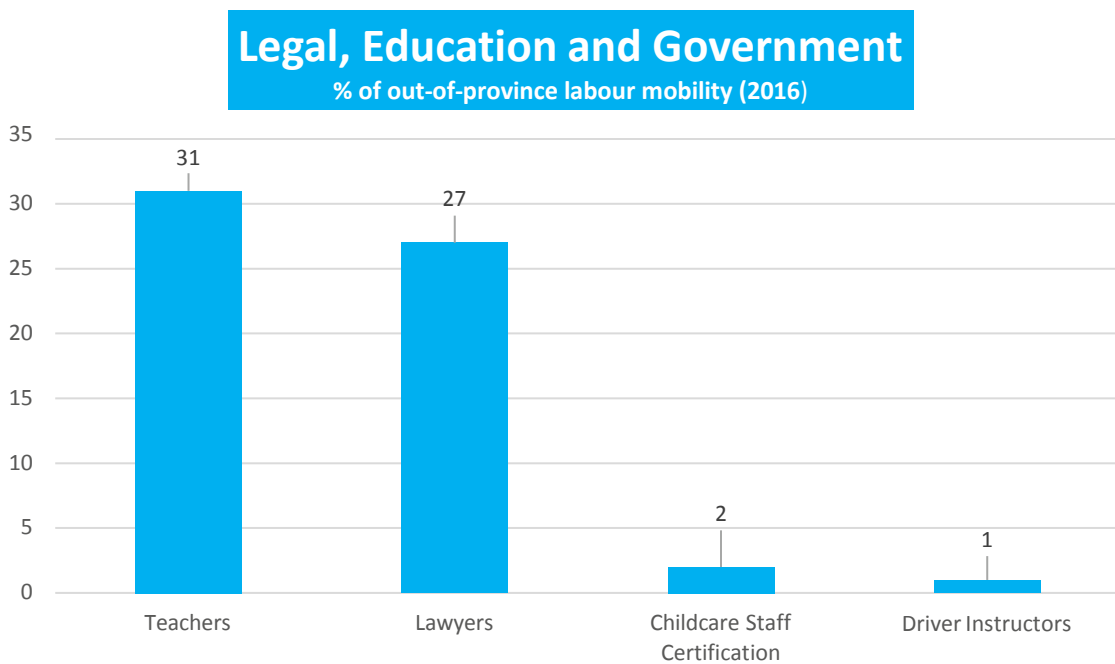


Chart 4



The 10 regulated occupations reporting the highest number of out-of-province applicants to Alberta are provided in Table 3. General Insurance Agents had the highest number of out-of-province applicants, at 1,950, followed by automotive salespersons at 850.

Table 3: 10 Regulated Occupations Reporting Highest Number of Out-of-Province Applicants to Alberta (2016)

Occupation	Out –of –Province Certified Applicants to Alberta
General Insurance Agent	1,950
Automotive Salespersons	850
Teachers	840
Life Insurance Agents	789
Accident and Sickness Agents	781
Insurance Adjustors	689
Professional Engineers	674
Licensed Practical Nurses	561
Horseracing Occupations	453
Registered Nurses	341
TOTAL	7,928

Out-of-province applicants in these 10 occupations account for approximately 82 per cent of all labour mobility applicants to Alberta for the reporting period. The ten occupations with the highest number of labour mobility applicants has remained similar between 2015 and 2016¹⁸.

Application Processing Time

Chapter 7 of the CFTA requires PROs to ensure out-of-province individuals already certified in a regulated occupation in another province or territory are certified and eligible to work as soon as possible, and that no unnecessary delays result when reviewing an application.

The data indicates that Alberta PROs are processing out-of-province applications faster than Alberta applications. This is not unexpected given that out-of-province applicants have already met the requirements for initial licensure in another province or territory. The average processing time¹⁹ for new Alberta applicants, from the time the application is complete to receiving certification/ licensure, is 16 business days.

The average processing time for certified out-of-province applicants, from submission of a complete application to receiving certification/licensure, is 13 business days. Compared to 2015,

¹⁸ In 2016, automotive salespersons and horseracing occupations replaced pressure welders and power engineers in the top 10.

¹⁹ Application processing time was calculated in business days. Where a range was provided the maximum was used to estimate the average processing time. Where weeks were reported they were calculated as business days. The processing time was calculated by taking the average for Alberta and Out-of-Province applicants separately and then any outliers that did not fall within 3 standard deviations from the average were removed. In a normal distribution, 99.7% of the population falls within 3 standard deviations.

the processing time for new Alberta applicants has increased by 2 days from 14 days to 16 days and the processing time for out-of-province applicants has increased by two days from 11 to 13 days.

Application processing time for out-of-province certified individuals in the following occupations took two days or less on average²⁰:

- mortgage brokers;
- real estate professions (associates, brokers, appraisers);
- funeral directors/embalmers;
- certified management consultants;
- dietitians;
- registered psychiatric nurses;
- registered professional planners;
- physiotherapists; and,
- Professional forest technologists.

PROs were asked to report on the factors that affected the amount of time it takes to process out-of-province applications. The major factors identified were:

- application procedures/processing;
- confirmation/completion of supporting documents;
- availability of staff, volunteers, and/or committee members;
- confirmation of the applicant's scope of practice; and,
- scheduling and marking of jurisprudence exams

Labour Mobility Trends

The labour mobility survey provides information on an annual basis about labour mobility rates of certified individuals to Alberta. Due to inconsistencies in reporting, an exact comparison between survey data from 2012, 2013, 2014, 2015²¹ and 2016 is limited. However, the following general observations can be made:

Within the Business, Finance and Real Estate occupational group, the percentage of applicants from out-of-province certified individuals continued to be high for insurance adjusters (94%), general insurance agents (70 per cent), automotive sales persons (27 per cent), life insurance agents (23 per cent) and mortgage brokers, (21 per cent). However, between 2015 and 2016, the labour mobility rate for this occupational group decreased by 10 percentage points from 32 per cent to 22 per cent.

²⁰ Based on the assumption the application submitted was complete and all documents required to issue a decision were submitted by the individual to their regulatory body.

²¹ The Alberta Labour Mobility Survey 2012 is available at:

work.alberta.ca/documents/2012-alberta-labour-mobility-survey-report.pdf

The Alberta Labour Mobility Survey 2013 is available at:

work.alberta.ca/documents/2013-alberta-labour-mobility-survey-report.pdf

The Alberta Labour Mobility Survey 2014 is available at:

<http://work.alberta.ca/documents/2014-alberta-labour-mobility-survey-report.pdf>

The Alberta Labour Mobility Survey 2015 is available at

<http://work.alberta.ca/documents/2015-alberta-labour-mobility-survey-report.pdf>

The Engineering, Architecture, Science and Technology occupational group continued to receive a significant percentage of out-of-province applicants. In 2016, there were high labour mobility rates reported for registered technologist agrologists (98 per cent), information systems professionals (82 per cent), landscape architects (67 per cent), water well drillers (40 per cent) and steam traction engine operators (33 per cent). Between 2015 and 2016, the labour mobility rate for this occupational group increased by 4 percentage points from 15 per cent to 19 per cent.

The Health and Social Services occupational group reflected high overall labour mobility rates in 2012 (27 per cent), 2013 (29 per cent), 2014 (26 per cent) and 2015 (22 per cent). In 2016, the labour mobility rate for this group declined slightly to 21 percentage points. The health occupations with the greatest labour mobility were audiologists (100 per cent), naturopathic practitioners (71 per cent), physicians and surgeons (44 per cent), pharmacists (40 per cent) and radiological technologists (37 per cent).

In all four years of data collection, the Legal, Education and Government occupational group reported high percentages of out-of-province applications for teachers and lawyers. In 2016, the labour mobility rate for teachers was 31 per cent (compared to 40 per cent in 2015) and lawyers was 27 per cent (compared to 36 per cent in 2015).

Labour Mobility and Alberta's Short-Term and Long-Term Labour Challenges

Occupational shortages being alleviated by labour mobility include the following regulated occupations which are identified in Alberta's Short-Term Employment Forecast 2017-2019²² as being in medium to high demand reported labour mobility rates of 25 per cent or more in 2016:

- Audiologists²³ (100 per cent)
- Insurance Adjustors (94 per cent)
- Information Systems Professionals (82 per cent)
- General Insurance Agents (70 per cent)
- Physicians and Surgeons (44 per cent)
- Pharmacists (40 per cent)
- Licensed Practical Nurses (34 per cent)
- Physiotherapists (33 per cent)
- Dieticians and Nutritionists (32 per cent)
- Teachers (31 per cent)
- Dental Hygienists (28 per cent)

²² Alberta's Short-Term Employment Forecast 2017-2019 is available at: <http://work.alberta.ca/documents/short-term-employment-forecast.pdf>

²³ Alberta does not have an audiologist training program.

Looking Forward

This report provides a snapshot of the number of new Alberta applicants for certification in regulated occupations, as well as the labour mobility rates for out-of-province certified individuals in regulated occupations to Alberta from January 1 to December 31, 2016. It also reviews the processing time for new Alberta applications and out-of-province certified individuals applying for registration in Alberta.

The survey data demonstrates that interprovincial labour mobility contributes to a substantial portion of the labour supply for many occupations. It also highlights the important role that PROs play to support domestic labour mobility in Alberta.

Information from this survey contributes to informing broader government policy development around labour supply and labour mobility. This data contributes to a more complete understanding of Alberta's labour market supply and enhances Alberta's labour market information. Additionally, the data assists in framing discussions with PROs, industry, and labour groups about labour mobility opportunities and challenges.

Labour mobility, as a key element of labour market efficiency, benefits industry, labour groups and certified individuals, and contributes to the overall productivity and economic success of Alberta, as well as Canada.

Appendix A: 2016¹ Labour Mobility Rates to Alberta for Out-of-Province Applicants

Occupational Groups ²	Occupational Title ³	A		B		A+B Total Applicants ⁶
		Alberta Applicants ⁴		Canadian Out-of-Province Applicants ⁵		
Business, Finance and Real Estate	Accident & Sickness Agents	2,889	79%	781	21%	3,670
	Automotive Sales Persons	2,337	73%	850	27%	3,187
	Certified Management Consultants *	9	90%	1	10%	10
	Chartered Professional Accountants	871	88%	121	12%	992
	Funeral Directors & Embalmers Combined License	15	83%	3	17%	18
	General Insurance Agents	829	30%	1,950	70%	2,779
	Insurance Adjusters	46	6%	689	94%	735
	Land Agents *	11	100%	0	0%	11
	Life Insurance Agents	2,663	77%	789	23%	3,452
	Mortgage Brokers	233	79%	63	21%	296
	Accredited Municipal Assessors	12	100%	0	0%	12
	Pre-Needs Salesperson	77	100%	0	0%	77
	Real Estate Occupations (associates, brokers, appraisers)	970	95%	55	5%	1,025
	Supply Chain Management Professionals*	97	96%	4	4%	101
	Total	11,059	68%	5,306	32%	16,365

Occupational Groups ²	Occupational Title ³	A		B		A+B Total Applicants ⁶
		Alberta Applicants ⁴		Canadian Out-of-Province Applicants ⁵		
Engineering, Architecture, Science and Technology	Agrologists, Professional	45	69%	20	31%	65
	Audiologist, Registered Technologists	1	2%	49	98%	50
	Architects	52	46%	61	54%	113
	Biologists, Professional	81	84%	16	16%	97
	Certified Engineering Technologists	479	94%	28	6%	507
	Certified Technician	32	78%	9	22%	41
	Chemist, Professional	61	88%	8	12%	69
	Engineers, Professional	2,949	81%	674	19%	3,623
	Fired Process Heater Operator	71	100%	0	0%	71
	Forest Technologists, Professional	11	85%	2	15%	13
	Forester, Registered Professional	14	67%	7	33%	21
	Geoscientists, Professional	324	92%	28	8%	352
	Information Systems Professional	5	18%	23	82%	28
	Inspectors, In service - Pressure Vessel & Boiler Pressure Vessel	94	100%	0	0%	94
	Landfill Operators	72	100%	0	0%	72
	Landscape Architects	2	33%	4	67%	6
	Licensed Interior Designers*	6	100%	0	0%	6
	Master Electrician	446	96%	19	4%	465
	Non-Mining Blaster	68	84%	13	16%	81

Occupational Groups ²	Occupational Title ³	A		B		A+B Total Applicants ⁶
		Alberta Applicants ⁴		Canadian Out-of-Province Applicants ⁵		
	Pesticide Applicator & Dispensers	284	93%	23	7%	307
	Planners, Registered Professional	57	90%	6	10%	63
	Power Engineer	2,206	94%	130	6%	2,336
	Pressure Welder	888	87%	131	13%	1,019
	Private System Sewage Installers	82	100%	0	0%	82
	Professional Technologists (PTech)	70	100%	0	0%	70
	Safety Codes Officer	335	94%	20	6%	355
	Special Boiler Operator (SBO)	102	100%	0	0%	102
	Special Oilwell Operator (SOW)	105	100%	0	0%	105
	Steam Traction Engine Operator	2	67%	1	33%	3
	Surface Mine Blasters	11	73%	4	27%	15
	Timber Scaler	73	95%	4	5%	77
	Underground and Surface Mine (superintendent, foremen, manager)	4	100%	0	0%	4
	Veterinarians	55	71%	23	29%	78
	Veterinary Technologists	122	88%	17	12%	139
	Water &/or Wastewater Operator	800	98%	14	2%	814
	Water Well Driller	3	60%	2	40%	5
	Total	10,012	88%	1,336	12%	11,348

Occupational Groups ²	Occupational Title ³	A		B		A+B Total Applicants ⁶
		Alberta Applicants ⁴		Canadian Out-of-Province Applicants ⁵		
Health and Social Services	Acupuncturists	53	90%	6	10%	59
	Audiologists	0	0%	7	100%	7
	Combined Laboratory and X-Ray Technologists*	35	100%	0	0%	35
	Dental Assistants	302	93%	21	7%	323
	Dental Hygienists	117	72%	45	28%	162
	Dental Technicians/ Technologists	11	100%	0	0%	11
	Dentists	61	76%	19	24%	80
	Denturists (Dental Mechanics)	14	88%	2	13%	16
	Dietitians/Nutritionists	60	68%	28	32%	88
	Hearing Aid Practitioners	18	90%	2	10%	20
	Licensed Practical Nurses	1,108	66%	561	34%	1,669
	Magnetic Resonance Technologist	1	100%	0	0%	1
	Medical Laboratory Technologists	83	78%	24	22%	107
	Midwives	19	83%	4	17%	23
	Naturopathic Practitioners	12	29%	30	71%	42
	Nuclear Medicine Technologists	2	100%	0	0%	2
	Nurse Practitioners	42	75%	14	25%	56
	Opticians	57	93%	4	7%	61
	Paramedicine - Acute Care Paramedic	110	85%	20	15%	130
	Paramedicine - Emergency Medical Responder (EMR)	847	99%	6	1%	853
Paramedicine - Primary Care Paramedic (PCP)	327	93%	24	7%	351	
Pharmacy Technicians	89	89%	11	11%	100	
Pharmacist	134	60%	89	40%	223	

Occupational Groups ²	Occupational Title ³	A		B		A+B Total Applicants ⁶
		Alberta Applicants ⁴		Canadian Out-of-Province Applicants ⁵		
	Physicians and Surgeons	236	56%	189	44%	425
	Physiotherapist	89	67%	43	33%	132
	Psychologists	206	95%	10	5%	216
	Special Boiler Operator (SBO)	102	100	0	0%	102
	Radiation Therapists	15	68%	7	32%	22
	Radiological Technologists	17	63%	10	37%	27
	Registered Nurses (RN)	1,493	81%	341	19%	1,834
	Registered Psychiatric Nurses (RPN)	69	86%	11	14%	80
	Respiratory Therapists (RT)	76	86%	12	14%	88
	Social Workers	593	86%	95	14%	688
	Speech Language Pathologists (SLP)	48	77%	14	23%	62
	Total	6,344	79%	1,649	21%	7,993

Occupational Groups ²	Occupational Title ³	A		B		A+B Total Applicants ⁶
		Alberta Applicants ⁴		Canadian Out-of-Province Applicants ⁵		
Legal, Education and Government	Childcare Staff Certification	2,889	98%	45	2%	2,934
	Driving Instructors	265	99%	2	1%	267
	Lawyers	241	73%	87	27%	328
	Teachers	1,845	69%	840	31%	2,685
	Total	5,240	84%	974	16%	6,214
Other	Home Economists	6	100%	0	0%	6
	Horse Racing Occupations	167	27%	453	73%	620
	Total	173	28%	453	73%	626
Total in All Occupational Groups		32,874	77%	9,718	23%	42,564

¹The data reported is for a one-year time span from January 1, 2016 to December 31, 2016. A survey of regulatory bodies within Alberta was conducted by the Domestic and International Labour Mobility Unit within Workforce Strategies Division of the Ministry of Labour in July 2017.

²**Occupational Groups** are adapted from the Alberta Learning Information Service. Some exceptions have been made based on the most suitable type of grouping for survey reporting purposes www.occinfo.alis.alberta.ca

³**Data on the trades occupations from Apprenticeship and Industry Training (AIT) was not included** as data on Out-of-Province applicants is not collected. In addition, **data was not received or could not be analyzed** for the following occupations: asbestos workers, building operator A&B, chiropractors, composting facility operators, driver examiner, fireman certificate (FIR), home inspectors, hunting and fishing guides, land surveyors, local government managers, locksmiths, occupational therapists, optometrists, podiatrists, private investigator and security workers.

⁴**Alberta Applicants** includes new Alberta Applicants applying for first time licensure into a regulated occupation in Alberta. The per cent of Alberta Applicants was calculated by dividing the Alberta Applicants by the Total Applicants and multiplying this value by 100. The data does not include internationally trained applicants or license renewals.

⁵**Canadian Out-of-Province Applicants** includes certified workers from other Provinces and Territories applying for licensure in a regulated occupation in Alberta. The per cent of Canadian Out-of-Province applicants was calculated by dividing the Canadian out-of-province applicants by the total applicants (Alberta and out-of-province applicants) and multiplying this value by 100. The data is intended to give an indication of the proportion of out-of-province applicants entering a regulated occupation in Alberta. The data does not include internationally trained applicants or license renewals.

⁶**Total Applicants** includes new Alberta applicants and certified Canadian out-of-province applicants applying for first time licensure into a regulated occupation in Alberta. The data does not include internationally trained applicants or license renewals.

* Denotes occupations that are only regulated in Alberta

** Alberta does not have an audiologist educational program