



Alberta Labour Mobility Survey Report 2020

Results on the Labour Mobility of
Out-of-Province Certified Individuals
to Alberta



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Introduction

Reducing barriers to labour mobility is a key part of Alberta's Recovery Plan to help attract skilled workers, support economic growth and create jobs for Albertans. According to a C.D. Howe report¹ released in September 2020, improving labour mobility for out of province professionals looking to work in Alberta could add as much as \$3.5 billion per year to Alberta's GDP.

The Government of Alberta is taking action to help address labour shortages in our province by making it easier for skilled professionals to come to Alberta to help grow our economy and create jobs. Alberta is a signatory to two agreements that help Canadians with professional certifications work in other provinces and territories: the Canadian Free Trade Agreement (CFTA)² and the New West Partnership Trade Agreement (NWPTA)³. Under these agreements, a certified individual in good standing in one Canadian jurisdiction can apply to another jurisdiction that regulates the same occupation, without having to meet additional education, assessment, training or experience requirements. These agreements help individuals and employers save time and resources.

Most recently, in December 2021, the Government of Alberta passed the *Labour Mobility Act* to improve processes and create a consistent approach to recognizing the credentials and training of out of province Canadian certified professional workers. These changes help ensure Alberta's job creators can meet their labour market needs with skilled professionals and further diversify our economy.

To further support this action, Alberta Labour and Immigration sends an annual survey to professional regulatory organizations. The results provide a snapshot of the number of Albertans who applied for professional certification, the number of Canadians certified outside of Alberta who applied for professional certification and the percentage of Canadian applications from workers certified outside Alberta – called the labour mobility rates. The results also include the processing times for new Alberta applications and out-of- province certified individuals applying for registration in Alberta.

The survey data shows that interprovincial labour mobility contributes to a substantial portion of Alberta's labour supply for many occupations. Allowing certified professionals to move for work without any barriers benefits industry, labour groups and workers, and contributes to the overall productivity and economic success of Alberta.

Certified workers in Alberta come 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 focuses on the domestic labour supply in 2020 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.

In response to the COVID-19 pandemic, many professional regulatory organizations were able to quickly adjust to remote work and increased their online services to ensure access for applicants. In some professions, there were challenges with national examinations as those were postponed due to the pandemic. The pandemic had a significant impact on the number of out of province workers entering the health sector. In 2019, there were 2,009 out of province applicants entering health professions in Alberta. In 2020, this number dropped to 1,249 – a 38 per cent decrease.

¹CD Howe Report is available at https://www.cdhowe.org/sites/default/files/2021-12/Commentary_580%20%281%29.pdf.

²CFTA is an intergovernmental trade agreement signed by the Government of Canada and all provinces and territories. CFTA replaced the Agreement on Internal Trade (AIT) on July 1, 2017. Chapter 7 of the agreement deals specifically with labour mobility. To learn more about labour mobility in Canada, visit www.workersmobility.ca.

³The Premiers of British Columbia, Alberta and Saskatchewan signed NWPTA in 2010. In 2016 Manitoba joined NWPTA. To learn about this agreement and the labour mobility provisions that allow certified individuals to practice their occupation in the four western provinces please visit www.newwestpartnershiptrade.ca.

Methodology

The survey was conducted by Alberta Labour and Immigration⁴ 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 labour mobility provisions of the Canada Free Trade Agreement that support the movement of certified workers across Canada. The 2020 Alberta Labour Mobility Survey was emailed to all 71 professional regulatory organizations in Alberta, representing over 100 regulated occupations of which 100 per cent⁵ responded.

Labour Mobility Rates

For the purposes of this report, the labour mobility rate is defined as the percentage of certified out of province applicants applying to an Alberta regulatory organizations out of the total number of domestic applicants. This survey report contains data reported by Alberta professional regulatory organizations for more than 100 occupations for 2020. For a complete list of the labour mobility rates in Alberta for each occupation, see the Appendix. In 2020, Alberta's regulatory organizations received a combined total of 46,183 new applications for all⁶ regulated occupations in Alberta, excluding trades occupations⁷ (Table 1). Of these, 32,324 (70 per cent) were from Alberta applicants seeking registration for the first time, and 13,859 (30 per cent) were from already certified out of province applicants.

TABLE 1: ALBERTA AND OUT OF PROVINCE APPLICANTS ENTERING REGULATED OCCUPATIONS BY OCCUPATIONAL GROUPS⁸

Occupational Groups	Alberta Applicants ⁹	Out of Province Applicant ¹⁰	Total Applicants
Business, Finance and Real Estate	10,994 (61%)	6,939 (39%)	17,933
Engineering, Architecture, Science and Technology	6,792 (65%)	3,613 (35%)	10,405
Health and Social Services	5,388 (81%)	1,249 (19%)	6,637
Legal, Education and Government	9,150 (82%)	2,058 (18%)	11,208
Total	32,324 (70%)	13,859 (30%)	46,183

Overall, the labour mobility rate 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 multiplying this value by 100.

⁴In Alberta, the Ministry of Labour and Immigration is responsible for the implementation of the labour mobility sections of domestic trade agreements. For further details, please see www.alberta.ca/labour-mobility-canada.aspx or email labourmobility@gov.ab.ca.

⁵Not all of the survey responses were used in the analysis due to challenges with interpreting the data that was reported. In some occupations there were no Alberta or out-of-province applications for 2020.

⁶Of the complete data that was available for analysis.

⁷Data on out of province trade workers is not available.

⁸Occupational 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 www.alis.alberta.ca

⁹Alberta 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.

¹⁰Canadian out of province applicants includes certified workers from other provinces and territories entering into regulated occupations in Alberta.

Across occupational groups, labour mobility rates to Alberta are reported for:

- business, finance and real estate at 39 per cent;
- engineering, architecture, science and technology at 35 per cent;
- health and social services at 19 per cent; and,
- legal, education and government at 18 per cent.

TABLE 2: COMPARISON OF ALBERTA AND OUT OF PROVINCE APPLICATIONS BETWEEN 2012-2020

Type of Application	2012	2013	2014	2015	2016	2017	2018	2019	2020
Total Number of First Time Alberta Applicants ¹¹	39,303 (81%)	43,244 (83%)	32,599 (76%)	31,079 (78%)	32,828 (77%)	36,980 (80%)	35,179 (79%)	44,518 (79%)	32,324 (70%)
Total Number of Out of province Applicants	9,168 (19%)	9,045 (17%)	10,298 (24%)	8,866 (22%)	9,718 (23%)	9,043 (20%)	9,171 (21%)	11,547 (21%)	13,859 (30%)
Total Number of Applicants¹²	48,471 (100%)	52,289 (100%)	42,897 (100%)	39,945 (100%)	42,546 (100%)	46,023 (100%)	44,350 (100%)	56,065 (100%)	46,183 (100%)

From 2019-2020, labour mobility applications increased by 2,312, or approximately 20 per cent.

¹¹Total number refers to the total of new first-time Albert and Canadian resident applicants applying to be registered in Alberta.

¹²Total number refers to the total new first-time Alberta applicants and Canadian resident applicants as well as certified out of province applicants.

Labour Mobility Rates within Occupational Groups

Several occupational groups have very high out of province labour mobility rates to Alberta. Charts one through four show the highest labour mobility rates for specific occupations within each occupational group.

CHART 1: BUSINESS, FINANCE AND REAL ESTATE (% OF OUT OF PROVINCE LABOUR MOBILITY IN 2020)

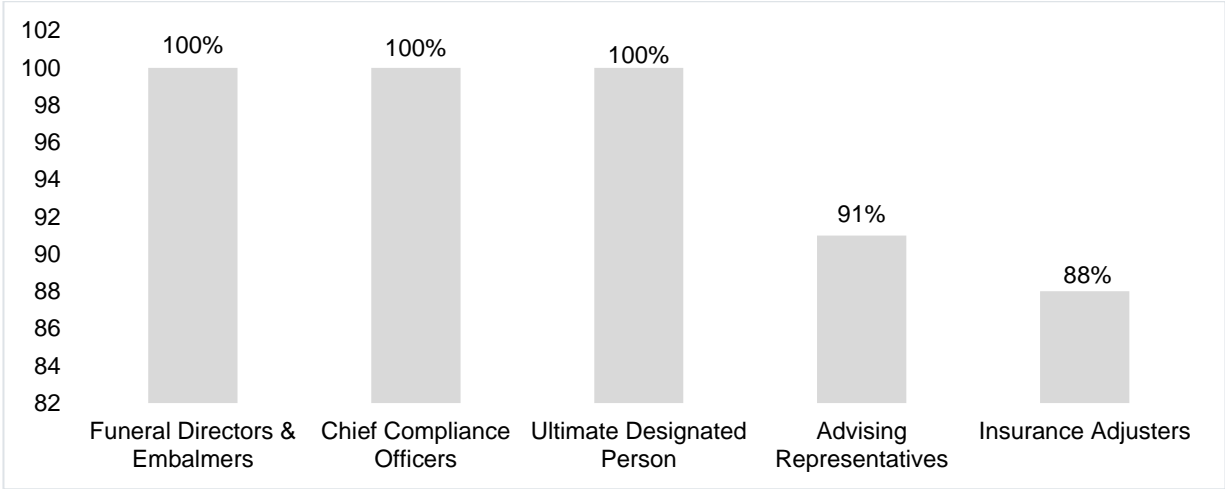


CHART 2: ENGINEERING, ARCHITECTURE, SCIENCE AND TECHNOLOGY (% OUT OF PROVINCE LABOUR MOBILITY IN 2020)

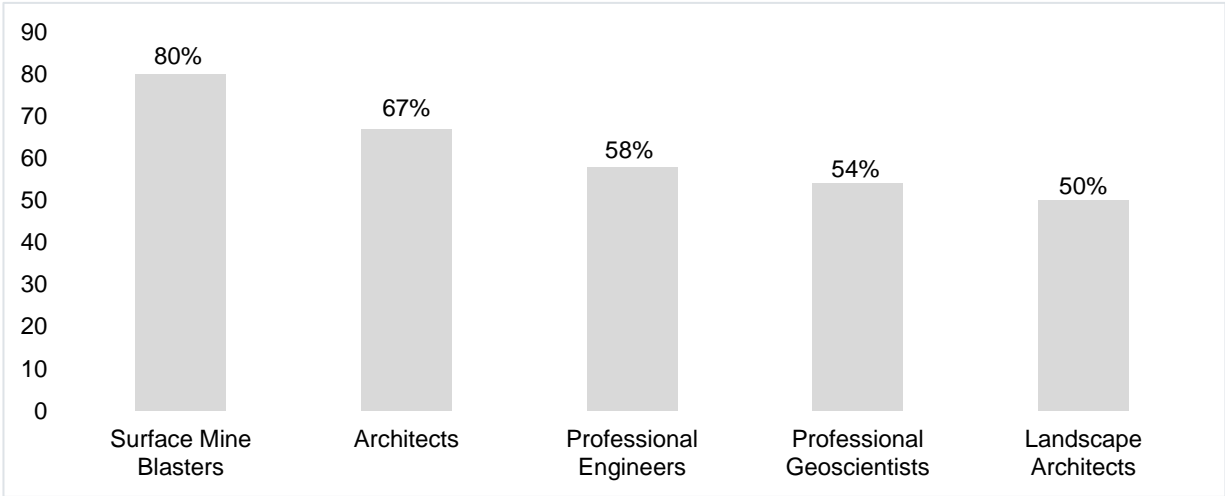


CHART 3: HEALTH AND SOCIAL SERVICES (% OF OUT OF PROVINCE LABOUR MOBILITY IN 2020)

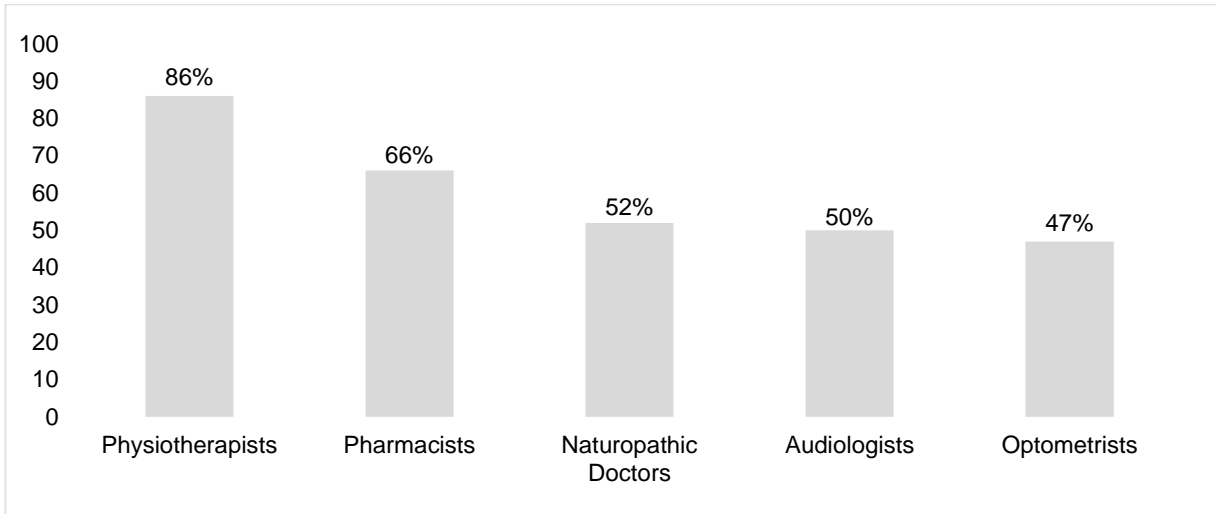


CHART 4: LEGAL, EDUCATION AND GOVERNMENT (% OF OUT OF PROVINCE LABOUR MOBILITY IN 2020)

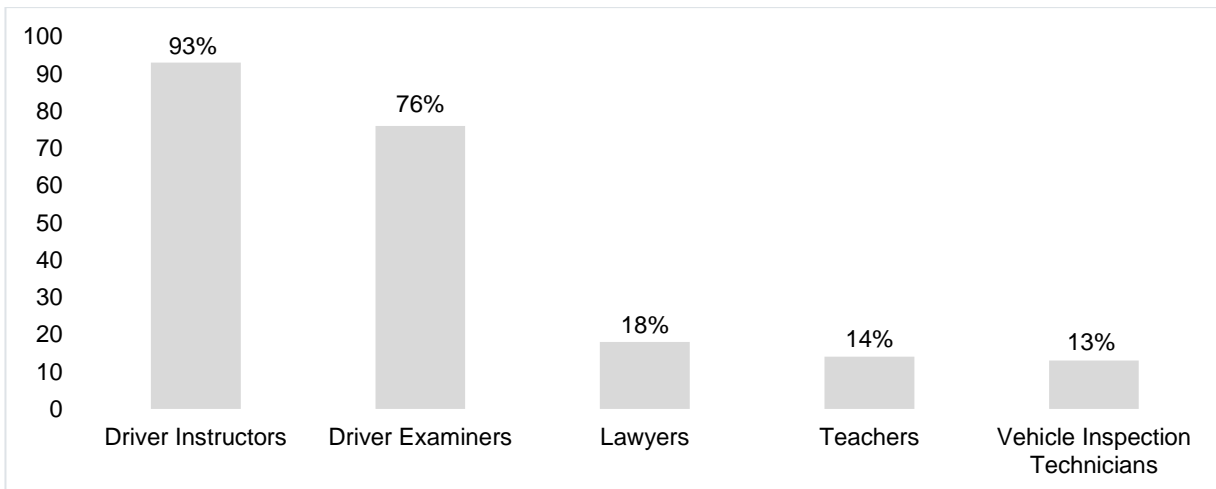


TABLE 3: REGULATED OCCUPATIONS REPORTING THE HIGHEST NUMBER OF OUT OF PROVINCE APPLICANTS TO ALBERTA (2020)

Occupation	Out of Province Applicants
Professional Engineers	3,065
General Insurance Agents	1,945
Dealing Representatives	1,889
Life Insurance Agents	1,412
Accident and Sickness Agents	1,253
Driver Instructors	1,174
Licensed Practical Nurses	401
Teachers	331
Registered Nurses	273
Professional Geoscientists	217
TOTAL	11,960

Table 3 lists the 10 regulated occupations reporting the highest number of out of province applicants to Alberta. Engineers had the highest number of out of province applicants with 3,065 followed by General Insurance Agents with 1,945.

Out of province applicants in these occupations account for approximately 86 per cent of all labour mobility applicants to Alberta for 2020. The 10 occupations with the highest number of labour mobility applicants has remained mostly the same. In 2019, insurance adjusters and physicians and surgeons were included in the top 10 instead of driver instructors and geoscientists in 2020.

Application Processing Time

Chapter 7 of the Canadian Free Trade Agreement requires professional regulatory organizations to ensure out of province individuals already certified in a regulated occupation in another province or territory are certified in a timely manner, and that no unnecessary delays result when reviewing an application.

The survey data indicates that Alberta regulatory organizations are processing out of province applications at the same rate as applications from within the province.

Regulatory organizations reported processing times of one to 127 days for Alberta applicants and one to 149 days for out of province applicants. The average processing time¹³ for new Alberta applicants, from the time the application is complete to receiving certification/licensure, is six business days.

The average processing time for certified out of province applicants, from submission of a complete application to receiving certification/licensure, is six business days. Compared to 2019, the processing time for new Alberta applicants has decreased from 11 days to six days and the processing time for out of province applicants also decreased from 10 days to six days.

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

- agrolgy technologists;
- audiologists;
- dieticians;
- home inspectors;
- land surveyors;
- medical laboratory technologists;
- mortgage brokers;
- optometrists;
- physicians and surgeons;
- physiotherapists;
- real estate professionals;
- registered professional foresters;
- registered psychiatric nurses;
- respiratory therapists;
- speech language pathologists;
- vehicle inspection technicians; and
- veterinarians.

Professional regulatory organizations 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:

- confirmation/completion of supporting documents;
- verification of certificate/license, standing and practice hours from the home jurisdiction;
- volume of applications received for processing;
- time required to receive criminal background and vulnerable sector checks;
- availability of staff, volunteers, and/or committee members to process and make application decisions;
- scheduling and marking of jurisprudence exams; and
- confirmation of the applicant's scope of practice.

¹³Occupational processing time was calculated in business days. Where a range was provided the maximum was used to estimate the average processing time. The processing time for occupations that are only certified in Alberta were not included. Where weeks were reported they were calculated as business days. The processing time was calculated as business days. The processing time was calculated by taking the average for Alberta and out of province applicants separately and then removing any outliers that did not fall within three standard deviations from the average. In a normal distribution 99.7 per cent of the population falls within three standard deviations.

Labour Mobility Trends

The annual labour mobility survey provides information about labour mobility rates of certified individuals in Alberta. Due to inconsistencies in reporting, an exact comparison between survey data from 2012 -2020 is limited; however, the following general observations can be made:

Within the Business, Finance and Real Estate occupational group, the percentage of out of province certified applicants was high for funeral directors and embalmers (100 per cent), chief compliance officers (100 per cent), ultimate designated persons (100 per cent), advising representatives (91 per cent) and insurance adjusters (88 per cent). Between 2019 and 2020, the labour mobility rate for this entire occupational group increased by three percentage points from 36 per cent to 39 per cent.

The Engineering, Architecture, Science and Technology occupational group continued to receive a significant percentage of out of province applicants. In 2020, there were high labour mobility rates reported for surface mine blasters (80 per cent), architects (67 per cent), professional engineers (58 per cent) professional geoscientists (54 per cent) and landscape architects (50 per cent). Between 2019 and 2020, the labour mobility rate for this entire occupational group increased by 21 percentage points from 14 per cent to 35 per cent. This is the most substantial increase of all occupational groupings for 2020.

The Health and Social Service occupational group had a low overall labour mobility rate. In 2020, there were high labour mobility rates reported for physiotherapists (86 per cent), pharmacists (86 per cent), naturopathic doctors (52 per cent), audiologists (50 per cent) and optometrists (47 per cent). Between 2019 and 2020, the labour mobility rate for this entire occupational group decreased by seven percentage points from 26 per cent to 19 per cent. This is the most substantial decrease of all occupational groupings for 2020.

In 2020 the Legal, Education and Government occupational group reported a decrease in out of province applications for teachers and lawyers. In 2020 the labour mobility rate was 14 per cent for teachers (compared to 24 per cent in 2019) and 18 per cent for lawyers (compared to 26 per cent in 2019).

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

The following regulated occupations in Alberta are experiencing labour shortages and professionals coming from other provinces are helping to offset these shortages. These occupations are identified in Alberta's Short-Term Employment Forecast 2019-2021¹⁴ as being in moderately high to medium demand that reported labour mobility rates of 25 per cent or more in 2020:

- funeral directors and embalmers (100 per cent);
- physiotherapists (86 per cent);
- architects (67 per cent);
- pharmacists (66 per cent);
- professional engineers (58 per cent);
- naturopathic doctors (52 per cent);
- audiologists (50 per cent);
- optometrists (47 per cent);
- registered psychiatric nurses (45 per cent);
- chiropractors (42 per cent);
- dieticians (42 per cent);
- dentists (40 per cent);
- licensed practical nurses (32 per cent);
- dental hygienists (30 per cent);
- denturists (29 per cent);
- occupational therapists (29 per cent);
- advanced care paramedics (28 per cent); and
- speech language pathologists (25 per cent).

¹⁴ Alberta's Short-Term Employment Forecast 2019-2021 is available at: <https://open.alberta.ca/publications/2368-1039>.



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 between January 1 and December 31, 2020.

It also reviews the processing time for new Alberta applications and out of province certified individuals applying for registration in Alberta.

The survey data shows that interprovincial labour mobility contributes to a substantial portion of Alberta's labour supply for many occupations. It also highlights the important role that professional regulatory organizations 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 professional regulatory organizations, industry, labour groups and job creators about labour mobility opportunities and challenges.

Allowing certified professionals to move to other parts of the country for work benefits industry, labour groups and certified individuals, and contributes to the overall productivity and economic success of Alberta, as well as Canada.

Appendix: 2020 Labour Mobility Rates to Alberta for Canadian Out of province Applicants¹

Occupational Groups ²	Occupation 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	2,856	70%	1,253	30%	4,109
	Accredited Municipal Assessors	21	100%	0	0%	21
	Advising Representatives	5	9%	53	91%	58
	Associate Advising Representatives	5	0	9	64%	14
	Automotive Salespersons	2,015	100%	0	0%	2,015
	Certified Management Consultants	5	100%	0	0%	5
	Chartered Professional Accountants	710	87%	102	13%	812
	Chief Compliance Officers	0	0%	15	100%	15
	Dealing Representatives	849	31%	1,889	69%	2,738
	Funeral Directors & Embalmers Combined License	0	0%	3	100%	3
	General Insurance Agents	716	27%	1,945	73%	2,661
	Insurance Adjusters	18	12%	128	88%	146
	Land Agents*	8	100%	0	0%	8
	Land Surveyors	10	83%	2	17%	12
	Life Insurance Agents	2,644	65%	1,412	35%	4,056
	Mortgage Brokers	191	78%	53	22%	244
	Real Estate Professionals (associates, brokers, appraisers)	853	95%	47	5%	900
	Supply Chain Management Professionals	88	85%	15	15%	103
	Ultimate Designated Person	0	0%	13	100%	13
	Total	10,994	61%	6,939	39%	17,933

Occupational Groups ²	Occupation 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)	137	93%	10	7%	147
	Agrologist Technologists	50	96%	2	4%	52
	Architects	25	33%	50	67%	75
	Biologists (Professional)	144	97%	5	3%	149
	Certified Engineering Technologists (C.E.T)	328	98%	8	2%	336
	Certified Technicians (C.Tech)	31	97%	1	3%	32
	Chemists (Professional)	15	100%	0	0%	15
	Compost Facility Operators	16	100%	0	0%	16
	Engineers (Professional)	2,230	42%	3,065	58%	5,295
	Fired Process Heater Operators (FPHO)*	59	100%	0	0%	59
	Forest Technologists (Registered Professional)	30	100%	0	0%	30
	Foresters (Registered Professional)	16	70%	7	30%	23
	Geoscientists (Professional)	183	46%	217	54%	400
	Home Economists	17	100%	0	0%	17
	Home Inspectors	22	92%	2	8%	24
	Information Systems Professionals	9	100%	0	0%	9
	Inspectors, In-service - Pressure Vessel & Boiler Pressure Vessel	79	100%	0	0%	79
	Landfill Operators*	15	100%	0	0%	15
	Landscape Architects	6	50%	6	50%	12
	Licensed Interior Designers*	4	100%	0	0%	4
	Master Electricians	134	91%	13	9%	147
	Non-Mining Blasters	55	95%	3	5%	58
	Pesticide Applicator & Dispensers*	267	83%	55	17%	322
	Planners (Registered Professional)	36	84%	7	16%	43
	Power Engineers	1,483	94%	99	6%	1,582
	Pressure Welders	270	90%	30	10%	300
	Private System Sewage Installers	66	100%	0	0%	66
	Professional Technologists (P.Tech)*	58	100%	0	0%	58
	Safety Codes Officers	402	99%	5	1%	407
	Special Boiler Operators (SBO)*	79	100%	0	0%	79
	Special Oilwell Operators (SOW)	73	100%	0	0%	73
	Surface Mine Blasters	1	20%	4	80%	5
	Timber Scalers	63	95%	3	5%	66
	Underground Coal Mine (superintendents, foremen, managers)	1	100%	0	0%	1
Veterinarians	56	89%	7	11%	63	
Veterinary Technologists	142	100%	0	0%	142	
Water &/or Wastewater Operators	182	93%	14	7%	196	
Water Well Drillers	8	100%	0	0%	8	
Total	6,792	65%	3,613	35%	10,405	

Occupational Groups ²	Occupation Title ³	A		B		A + B Total Applicants ⁶
		Alberta Applicants ⁴		Canadian Out of province Applicants ⁵		
Health and Social Services	Acupuncturists	57	86%	9	14%	66
	Audiologists	9	50%	9	50%	18
	Chiropractors	14	58%	10	42%	24
	Combined Laboratory and X-Ray Technologists*	35	100%	0	0%	35
	Dental Assistants	409	97%	13	3%	422
	Dental Hygienists	122	70%	52	30%	174
	Dental Technologists	13	100%	0	0%	13
	Dentists	63	60%	42	40%	105
	Denturists	5	71%	2	29%	7
	Dietitians/Nutritionists	40	58%	29	42%	69
	Hearing Aid Practitioners	8	80%	2	20%	10
	Licensed Practical Nurses	843	68%	401	32%	1,244
	Magnetic Resonance Technologists	11	100%	0	0%	11
	Medical Laboratory Technologists	42	91%	4	9%	46
	Midwives	7	58%	5	42%	12
	Naturopathic Doctors	10	48%	11	52%	21
	Nuclear Medicine Technologists	8	100%	0	0%	8
	Nurse Practitioners	34	55%	28	45%	62
	Occupational Therapists	67	71%	28	29%	95
	Opticians	42	84%	8	16%	50
	Optometrists	18	53%	16	47%	34
	Paramedicine - Advanced Care Paramedics (ACP)	60	72%	23	28%	83
	Paramedicine - Emergency Medical Responders (EMR)	324	96%	13	4%	337
	Paramedicine - Primary Care Paramedics (PCP)	378	90%	43	10%	421
	Pharmacists	22	34%	43	66%	65
	Pharmacy Technicians	69	81%	16	19%	85
	Physicians and Surgeons	656	95%	37	5%	693
	Physiotherapists	4	14%	24	86%	28
	Podiatric Surgeons	3	100%	0	0%	3
	Psychologists	137	92%	12	8%	149
	Radiation Therapists	10	77%	3	23%	13
	Radiological Therapists	74	82%	16	18%	90
	Registered Nurses (RN)	1280	82%	273	18%	1,553
Registered Psychiatric Nurses (RPN)	11	55%	9	45%	20	
Respiratory Therapists	84	95%	4	5%	88	
Social Workers	374	88%	49	12%	423	
Speech Language Pathologists	45	75%	15	25%	60	
Total	5,388	81%	1,249	19%	6,637	

Occupational Groups ²	Occupation Title ³	A		B		A + B Total Applicants ⁶
		Alberta Applicants ⁴		Canadian Out of province Applicants ⁵		
Legal, Education and Government	Driver Examiners	51	24%	165	76%	216
	Driver Instructors	82	7%	1,174	93%	1,256
	Early Childhood Educators	5,972	97%	205	3%	6,177
	Lawyers	389	82%	83	18%	472
	Local Government Managers*	16	100%	0	0%	16
	School Business Officials	3	100%	0	0%	3
	Shorthand Reporters	6	100%	0	0%	6
	Teachers	1,990	86%	331	14%	2,321
	Vehicle Inspection Technicians	641	87%	100	13%	741
	Total	9,150	82%	2,058	18%	11,208
Total in All Occupational Groups	32,324	70%	13,859	30%	46,183	

¹The data reported is for a one-year time span from January 1, 2020 to December 31, 2020. A survey of regulatory authorities within Alberta was conducted by Qualifications and Labour Mobility within the Workforce Strategies Division of the Ministry of Labour and Immigration in September 2021.

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

³Data 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: building operators A & B, electro neurophysiology technologists, fireman, horseracing occupations, hunting and fishing guides, locksmiths, pre-needs sales person, private investigator, steam traction engine operator, security workers and underground mine blasters (blasters, foremen, managers and superintendents).

⁴**Alberta Applicants** includes new Alberta and/or Canadian educated and trained individuals applying for first time certification/licensure into a regulated occupation. 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 individuals already certified/licensed in Canada entering into regulated occupations in Alberta based on their existing license/certification in another province/territory in Canada. The per cent of Canadian out of province applicants was calculated by dividing the Canadian out of province applicants by the total 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 and/or Canadian trained and educated individuals applying for first time certification/licensure into a regulated occupation in Alberta and individuals already certified/licensed in another province/territory in Canada transferring to Alberta. The does not include internationally trained applicants or license renewals.

*Denotes occupations that are only regulated in Alberta.