

Alberta Labour Mobility Survey Report 2018

Survey Results on the Labour Mobility of Out-of-Province
Certified Individuals to Alberta in 2018

Labour and Immigration, Government of Alberta

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2018 Alberta Labour Mobility Survey: Survey Results on the Labour Mobility of Out-of-Province
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Table of Contents

Introduction	4
Alberta Labour Mobility Survey Methodology	4
Labour Mobility Rates	5
Table 1: Alberta and Out-of-Province Applicants Entering a Regulated Occupation by Occupational Groups.....	5
Table 2: Comparison of Number of Alberta and Out-of-Province Certification/Licensure Applications Between 2012-2017.....	6
Labour Mobility Rates within Occupational Groups	7
Chart 1	7
Chart 2.....	7
Chart 3.....	8
Chart 4.....	8
Table 3: 10 Regulated Occupations Reporting Highest Number of Out-of-Province Applicants to Alberta (2017).....	9
Application Processing Time.....	9
Labour Mobility Trends	10
Labour Mobility and Alberta's Short-Term and Long-Term Labour Challenges	11
Looking Forward	12

Introduction

Each year, Alberta Labour and Immigration sends a 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 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.

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)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 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.

Helping people find job opportunities and pursue their chosen careers across Canada is critical to building healthy families and communities. Strong labour mobility can help address labour market challenges and maintain a strong economy.

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 2018 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 Labour and Immigration³ 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 CFTA that support movement of certified workers across Canada. The 2018 Alberta Labour Mobility Survey was emailed to all 70 professional regulatory organizations in Alberta, representing over 100 regulated occupations of which 97 per cent (68 out of 70 PROs⁴) responded.

¹ The CFTA is an intergovernmental trade agreement signed by the Government of Canada and all provinces and territories. The 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.

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 four western provinces please visit newwestpartnershiptrade.ca.

³ In 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 <https://www.alberta.ca/labour-mobility-canada.aspx> or email labourmobility@gov.ab.ca.

⁴ Not 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 2018

Labour Mobility Rates

For the purposes of this report, the labour mobility rate is defined as the percentage of certified out-of-province workers applying to an Alberta professional regulatory organization 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 2018. For a complete list of the labour mobility rates in Alberta for each occupation, see the highlighted column in the Appendix.

In 2018, Alberta's professional regulatory organizations received a combined total of 44,350 new applications for all⁵ regulated occupations in Alberta excluding trades occupations⁶ (Table 1). Of these, 35,179 (79 per cent) were from Alberta applicants seeking registration for the first time, and 9,171 (21 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
Business, Finance and Real Estate	9,650	65%	5,156	35%	14,806
Engineering, Architecture, Science and Technology	9,583	88%	1,322	12%	10,905
Health and Social Services	6,263	78%	1,717	22%	7,980
Legal, Education and Government	9,683	91%	976	9%	10,659
Total	35,179	79%	9,171	21%	44,350

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.

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

- business, finance and real estate at 35 per cent;
- health and social services at 22 per cent;
- legal, education and government at 21 per cent; and,
- engineering, architecture, science and technology at 12 per cent.

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: <https://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 Canadian Out-of-Province Applicants includes certified workers from other Provinces and Territories entering into regulated occupations in Alberta.

Table 2: Comparison of Number of Alberta and Out-of-Province Certification/Licensure Applications between 2012-2018

Type of Application	2012 ⁷	2013	2014	2015	2016	2017	2018
Total Number of First Time Alberta Applicants ⁸	39,303 (81%)	43,244 (83%)	32,599 (76%)	31,079 (78%)	32,828 (77%)	36,980 (80%)	35,179 (79%)
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%)
Total Number of Applicants ⁹	48,471 (100%)	52,289 (100%)	42,897 (100%)	39,945 (100%)	42,546 (100%)	46,023 (100%)	44,350 (100%)

From 2017 to 2018 labour mobility applications increased by 128, or approximately one per cent.

¹⁰ The Alberta Labour Mobility Survey annual reports for the years 2012 to 2017 are available at: <https://open.alberta.ca/publications/alberta-labour-mobility-survey>

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

¹² Total 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 groups¹³.

Chart 1

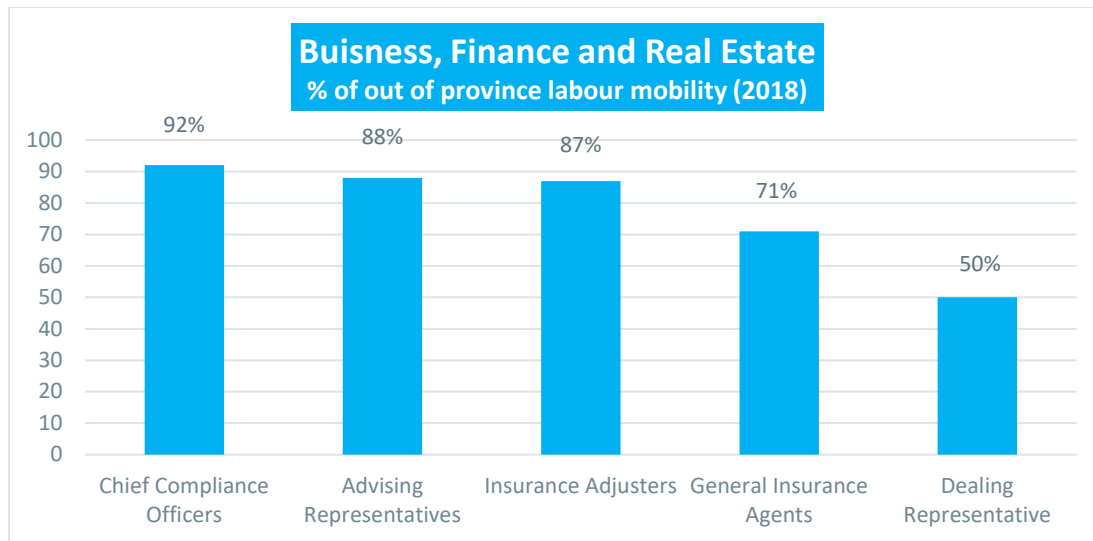
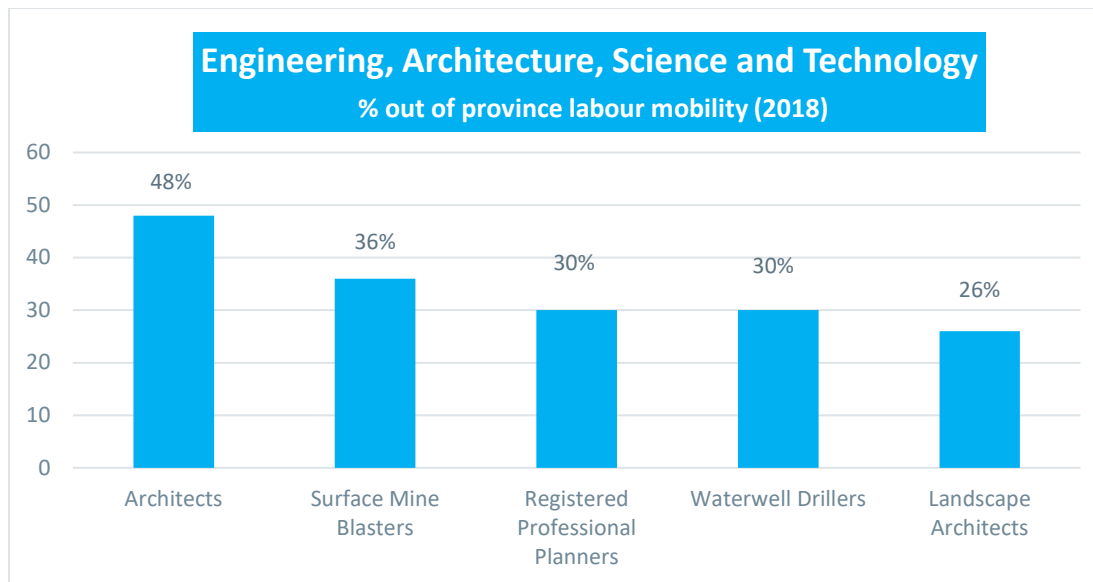


Chart 2



¹³ 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 <https://alis.alberta.ca/>.

Chart 3

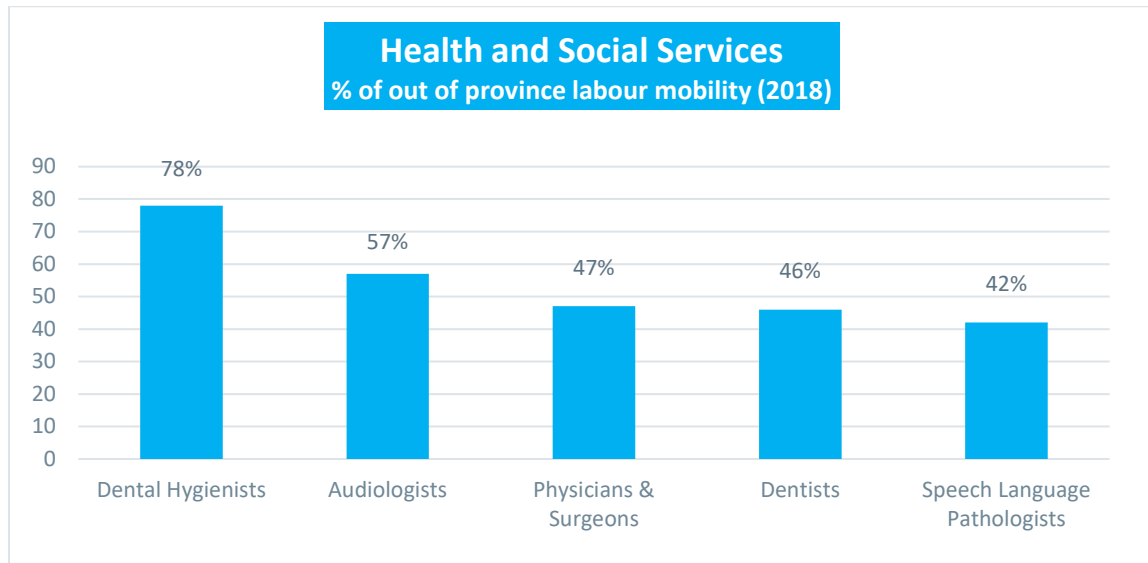
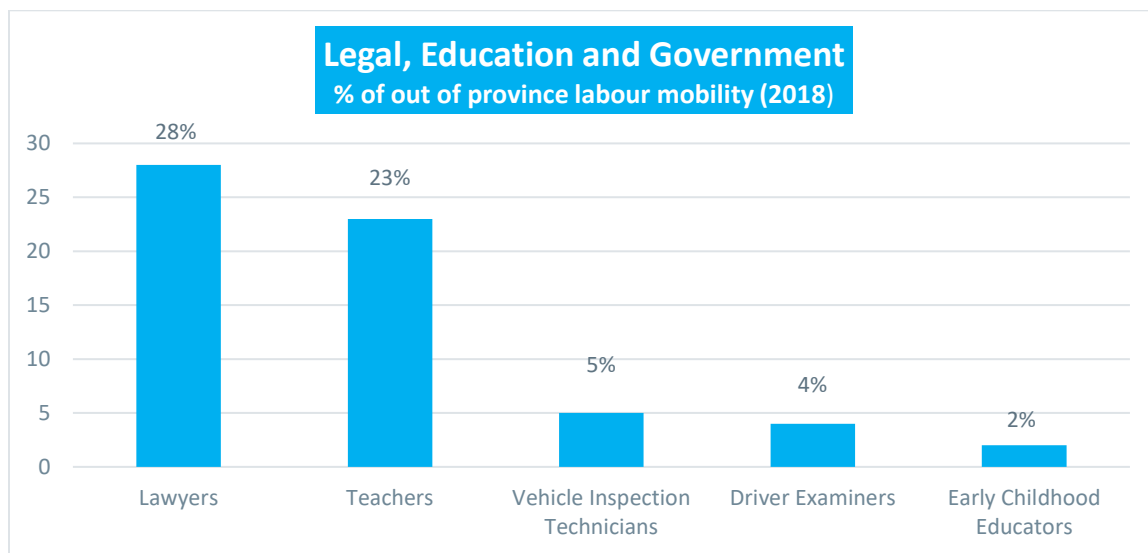


Chart 4



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 1,671, followed by Dealing Representatives at 1,212.

Table 3: 10 Regulated Occupations Reporting Highest Number of Out-of-Province Applicants to Alberta (2018)

Occupation	Out –of –Province Certified Applicants to Alberta
General Insurance Agents	1,671
Dealing Representatives	1,212
Life Insurance Agents	834
Accident and Sickness Agents	827
Professional Engineers	821
Teachers	641
Licensed Practical Nurses	478
Registered Nurses	325
Insurance Adjusters	322
Physicians and Surgeons	188
TOTAL	7,319

Out-of-province applicants in these occupations account for approximately 80 per cent of all labour mobility applicants to Alberta for 2018. The 10 occupations with the highest number of labour mobility applicants has remained the same from 2017 to 2018

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 professional regulatory organizations are processing out-of-province applications faster than applications from within the province. This is not unexpected given that out-of-province applicants have already met the requirements for first time licensure in another province or territory.

Regulatory authorities reported processing times of 1-118 days for Alberta applicants and 1-85 days for out of province applicants. The average processing time¹⁴ for new Alberta applicants, from the time the application is complete to receiving certification/ licensure, is 14 business days.

¹⁴ Application 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 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, 99.7per cent of the population falls within three standard deviations.

The average processing time for certified out-of-province applicants, from submission of a complete application to receiving certification/licensure, is 10 business days. Compared to 2017, the processing time for new Alberta applicants has remained the same at 14 days and the processing time for out-of-province applicants has decreased by two days from 12 to 10 days.

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

- denturists;
- dieticians;
- driver instructors;
- insurance adjusters;
- mortgage brokers;
- optometrists;
- pharmacists;
- real estate professionals (associates, brokers, appraisers);
- registered professional planners;
- respiratory therapists;
- vehicle inspection technicians;
- veterinarians; and,
- veterinary technologists.

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:

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

Labour Mobility Trends

The annual labour mobility survey provides information about labour mobility rates of certified individuals in Alberta. When comparing data from 2017, - 2018¹⁵ the following general observations were made:

Within the Business, Finance and Real Estate occupational group, the percentage of out-of-province certified applicants is high for chief compliance officer (92 per cent), advising representatives (88 per cent), insurance adjuster (87 per cent), and general insurance agent, (71 per cent). Between 2017 and 2018, the labour mobility rate for this entire occupational group increased by one percentage point from 34 per cent to 35 per cent.

¹⁵ The Alberta Labour Mobility Survey annual reports for the years 2012 to 2017 are available at: <https://open.alberta.ca/publications/alberta-labour-mobility-survey>

- The Engineering, Architecture, Science and Technology occupational group continued to receive a significant percentage of out-of-province applicants. In 2018, there were high labour mobility rates reported for architects (48 per cent), surface mine blasters (36 per cent), registered professional planners (30 per cent), water well drillers (30 per cent) and landscape architects (26 per cent). Between 2017 and 2018, the labour mobility rate for this occupational group increased by two percentage points from 10 per cent to 12 per cent.
- The Health and Social Services occupational group had high overall labour mobility rates since 2012. In 2018, the labour mobility rate for this group increased by three percentage points from 19 per cent to 22 per cent. The health occupations with the greatest labour mobility were dental hygienists (78 per cent), audiologists (57 per cent), physicians and surgeons (47 per cent), dentists (46 per cent) and naturopathic practitioners (37 per cent).

In all years of data collection, the Legal, Education and Government occupational group reported relatively stable percentages of out-of-province applications for teachers and lawyers. In 2018, the labour mobility rate was 23 per cent for teachers (compared to 28 per cent in 2017) and 32 per cent for lawyers (compared to 32 per cent in 2017).

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 2019-2021¹⁶ as being in moderately high to medium demand reported labour mobility rates of 25 per cent or more in 2018:

- insurance adjusters (87 per cent);
- dental hygienists (78 per cent);
- general insurance agents (71 per cent);
- architects (48 per cent);
- dentists (46 per cent);
- physicians and surgeons (47 per cent);
- naturopathic practitioners (37 per cent);
- surface mine blasters (36 per cent);
- dieticians (34 per cent);
- licensed practical nurses (30 per cent);
- water well drillers (30 per cent);
- optometrists (29 per cent);
- lawyers (28 per cent);
- pharmacists (27 per cent);
- physiotherapists (26 per cent);
- denturists (25 per cent); and,
- life insurance agent (25 per cent).

¹⁶ 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, 2018.

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, and labour groups 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.

This survey helps inform 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, and job creators about labour mobility opportunities and challenges.

Appendix: 2018¹ 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	2,801	77%	827	23%	3,628
	Accredited Municipal Assessors	10	91%	1	9%	11
	Advising Representatives	6	12%	43	88%	49
	Associate Advising Representatives	9	50%	9	50%	18
	Certified Management Consultants *	32	97%	1	3%	33
	Chartered Professional Accountants	953	89%	119	11%	1,072
	Chief Compliance Officers	1	8%	12	92%	13
	Dealing Representatives	1,204	50%	1,212	50%	2,416
	Funeral Directors & Embalmers Combined License	32	91%	3	9%	35
	General Insurance Agents	687	29%	1,671	71%	2,358
	Insurance Adjusters	48	13%	322	87%	370
	Land Agents *	22	100%	0	0%	22
	Life Insurance Agents	2,516	75%	834	25%	3,350
	Mortgage Brokers	172	79%	47	21%	219
	Pre-Needs Salespersons	93	100%	0	0%	93
	Real Estate Professionals (associates, brokers, appraisers)	1,052	96%	43	4%	1,095
	Ultimate Designated Persons	12	50%	12	50%	24
	Total	9,650	65%	5,156	35%	14,806

* Denotes occupations that are only regulated in Alberta

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	124	91%	12	9%	136
	Agrologists, Registered Technologists	54	95%	3	5%	57
	Architects	45	52%	41	48%	86
	Biologists, Professional	123	92%	10	8%	133
	Certified Engineering Technologists (C.E.T)	557	98%	12	2%	569
	Certified Technicians (C.Tech)	41	95%	2	5%	43
	Chemists, Professional	37	86%	6	14%	43
	Compost Facility Operators*	11	100%	0	0%	11
	Engineers, Professional	3,025	79%	821	21%	3,846
	Fired Process Heater Operators (FPHO)*	67	100%	0	0%	67
	Geoscientists, Professionals	390	94%	25	6%	415
	Home Economists	14	100%	0	0%	14
	Home Inspectors	59	97%	2	3%	61
	Inspectors, In service - Pressure Vessel & Boiler Pressure Vessel	139	100%	0	0%	139
	Landfill Operators*	54	100%	0	0%	54
	Landscape Architects	20	74%	7	26%	27
	Licensed Interior Designers*	3	100%	0	0%	3
	Master Electrician	442	92%	40	8%	482
	Non-Mining Blaster	109	94%	7	6%	116
	Pesticide Applicator & Dispensers*	443	95%	21	5%	464
	Planners, Registered Professional	43	70%	18	30%	61
Power Engineer	1,868	93%	146	7%	2,014	
Pressure Welder	628	87%	90	13%	718	

Occupational Groups ²	Occupational Title ³	A		B		A+B Total Applicants ⁶
		Alberta Applicants ⁴		Canadian Out-of-Province Applicants ⁵		
	Private System Sewage Installers	70	96%	3	4%	73
	Professional Technologists (PTech)	51	100%	0	0%	51
	Safety Codes Officer	360	95%	20	5%	380
	Special Boiler Operator (SBO)*	136	100%	0	0%	136
	Special Oilwell Operator (SOW)	233	100%	0	0%	233
	Steam Traction Engine Operator (STEO)	3	100%	0	0%	3
	Surface Mine Blasters	9	64%	5	36%	14
	Timber Scalers	78	96%	3	4%	81
	Underground and Surface Mine (superintendents, foremen, managers)	1	100%	0	0%	1
	Veterinarians	54	89%	7	11%	61
	Veterinary Technologists	125	91%	12	9%	137
	Water &/or Wastewater Operator	160	96%	6	4%	166
	Water Well Driller	7	70%	3	30%	10
	Total	9,583	88%	1,322	12%	10,905

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	51	81%	12	19%	63
	Audiologists	6	43%	8	57%	14
	Combined Laboratory and X-Ray Technologists*	33	100%	0	0%	33
	Dental Assistants	462	93%	35	7%	497
	Dental Hygienists	39	22%	139	78%	178
	Dental Technologists	11	92%	1	8%	12
	Dentists	56	54%	47	46%	103
	Denturists (Dental Mechanics)	12	75%	4	25%	16
	Dietitians/Nutritionists	60	66%	31	34%	91
	Hearing Aid Practitioners	19	76%	6	24%	25
	Licensed Practical Nurses	1,105	70%	478	30%	1,583
	Magnetic Resonance Technologists	12	75%	4	25%	16
	Medical Laboratory Technologists	96	100%	0	0%	96
	Midwives	14	88%	2	13%	16
	Naturopathic Practitioners	19	63%	11	37%	30
	Nuclear Medicine Technologists	17	89%	2	11%	19
	Nurse Practitioners	49	73%	18	27%	67
	Opticians	85	97%	3	3%	88
	Optometrists	30	71%	12	29%	42
	Paramedicine - Advanced Care Paramedics (ACP)	127	85%	22	15%	149
Paramedicine - Emergency Medical Responders (EMR)	582	97%	21	3%	603	
Paramedicine - Primary Care Paramedics (PCP)	376	87%	58	13%	434	
Pharmacists	133	73%	49	27%	182	

Occupational Groups ²	Occupational Title ³	A		B		A+B Total Applicants ⁶
		Alberta Applicants ⁴		Canadian Out-of-Province Applicants ⁵		
	Pharmacy Technicians	89	84%	17	16%	106
	Physicians and Surgeons	215	53%	188	47%	403
	Physiotherapists	119	74%	42	26%	161
	Psychologists	276	96%	13	4%	289
	Radiation Therapists	11	65%	6	35%	17
	Radiological Technologists	65	80%	16	20%	81
	Registered Nurses (RN)	1,346	81%	325	19%	1,671
	Registered Psychiatric Nurses (RPN)	61	75%	20	25%	81
	Respiratory Therapists (RT)	103	87%	16	13%	119
	Social Workers	538	87%	78	13%	616
	Speech Language Pathologists	46	58%	33	42%	79
	Total	6,263	78%	1,717	22%	7,980

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	Driver Examiners	157	96%	7	4%	164
	Driver Instructors	414	98%	10	2%	424
	Early Childhood Educator	4,355	98%	69	2%	4,424
	Lawyers	341	72%	134	28%	475
	Local Government Managers*	18	100%	0	0%	18
	Shorthand Reporter	16	100%	0	0%	16
	Teachers	2,158	77%	641	23%	2,799
	Vehicle Inspection Technicians	2,224	95%	115	5%	2,339
	Total	9,683	91%	976	9%	10,659
Total in All Occupational Groups		35,179	79%	9,171	21%	44,350

¹ The data reported is for a one-year time span from January 1, 2018 to December 31, 2018. A survey of regulatory bodies within Alberta was conducted by Qualifications and Labour Mobility within the Workforce Strategies Division of the Ministry of Labour in August 2018.

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: automotive sales persons, building operators A & B, chiropractors, electroencephalography technologists, fireman, forest technologists (registered professional), foresters (registered professional), horseracing occupations, hunting and fishing guides, information systems professionals, land surveyors, locksmiths, occupational therapists, podiatrists, private investigator, security workers, and supply chain management professionals.

⁴ Alberta Applicants includes new Alberta and Canadian Applicants applying for first time 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 certified workers from other Provinces and Territories entering into regulated occupations 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 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 does not include internationally trained applicants or license renewals.