



Alberta Labour Mobility Survey Report 2017

Survey Results on the Labour Mobility of Out-of-Province Certified Individuals to Alberta in 2017

JANUARY 30, 2019

Alberta 

Labour, Government of Alberta

January 30, 2019

2017 Alberta Labour Mobility Survey: Survey Results on the Labour Mobility of Out-of-Province
Certified Individuals to Alberta in 2017

ISBN 978-1-4601-4267-7

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Introduction

Each year, Alberta Labour sends a survey to professional regulatory organizations. The results provide a snapshot of the number of Albertans who applied for a professional certification, the number of Canadians certified outside Alberta who applied for a professional certification and what percentage of Canadian applications came 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 which 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 2017 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 labour mobility provisions of the CFTA that support movement of certified workers across Canada. The 2017 Alberta Labour Mobility Survey was emailed to all 70 professional regulatory organizations in Alberta, representing over 100 regulated occupations of which 99 per cent (69 out of 70 PROs⁴) responded. The survey was emailed to professional regulatory organizations in July 2018 and data collection continued until the end of October 2018.

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 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.

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 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 2017. For a complete list of the labour mobility rates in Alberta for each occupation, see the highlighted column in the Appendix.

In 2017, Alberta's professional regulatory organizations received a combined total of 46,023 new applications for all⁵ regulated occupations in Alberta excluding trades occupations⁶ (Table 1). Of these, 36,980 (80 per cent) were from Alberta applicants seeking registration for the first time, and 9,043 (20 per cent) were from already certified out-of-province applicants.

Table 1: Alberta and Out-of-Province Applicants Entering a Regulated Occupation by Occupational Groups⁹

Occupational Groups	Alberta Applicants ⁷		Out-of-Province Certified Applicants ⁸		Total Applicants
Business, Finance and Real Estate	9,792	66%	5,127	34%	14,919
Engineering, Architecture, Science and Technology	12,074	90%	1,346	10%	13,420
Health and Social Services	6,582	81%	1,518	19%	8,100
Legal, Education and Government	8,532	89%	1,052	11%	9,584
Total	36,980	80%	9,043	20%	46,023

⁵ Of the complete data that was available for analysis.

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

⁷ 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.

⁸ Canadian Out-of-Province Applicants includes certified workers from other Provinces and Territories entering into regulated occupations in Alberta.

⁹ 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

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, mobility rates to Alberta are reported for:

- business, finance and real estate at 34 per cent;
- health and social services at 19 per cent;
- legal, education and government at 11 per cent; and
- engineering, architecture, science and technology at 10 per cent.

Table 2: Comparison of Number of Alberta and Out-of-Province Certification/Licensure Applications Between 2012-2017

Type of Application	2012 ¹⁰	2013	2014	2015	2016	2017
Total Number of First Time Alberta Applicants ¹¹	39,303 (81%)	43,244 (83%)	32,599 (76%)	31,079 (78%)	32,828 (77%)	14,919 (80%)
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%)
Total Number of Applicants ¹²	48,471 (100%)	52,289 (100%)	42,897 (100%)	39,945 (100%)	42,546 (100%)	46,023 (100%)

From 2016 to 2017 labour mobility applications decreased by 675, or approximately seven per cent.

¹⁰ The Alberta Labour Mobility Survey annual reports for the years 2012 to 2016 are available at: <https://open.alberta.ca/publications/alberta-labour-mobility-survey>

¹¹ Total number refers to the total first-time Alberta applicants applying to be registered in Alberta.

¹² Total number refers to the total first-time Alberta applicants and 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 group¹³.

Chart 1

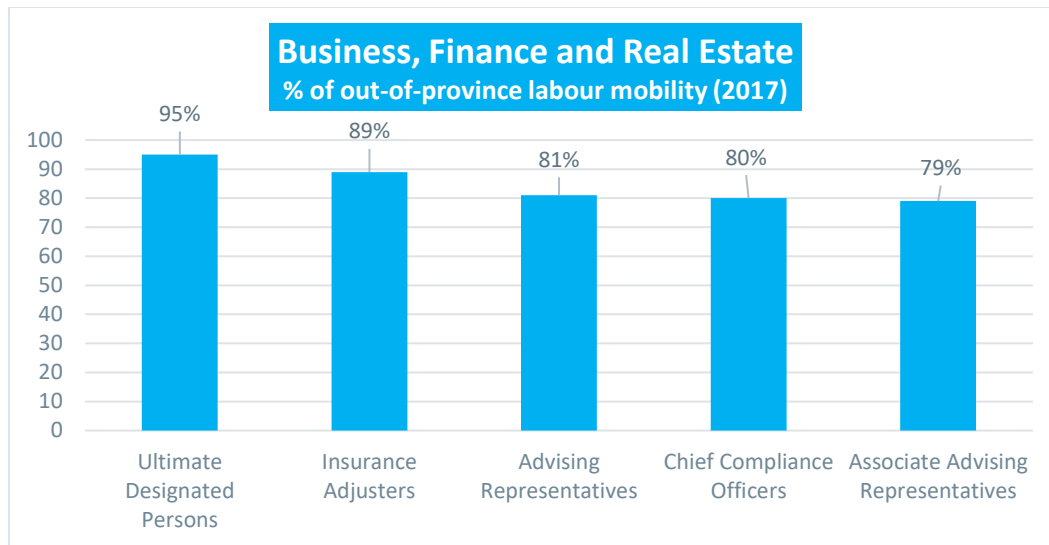
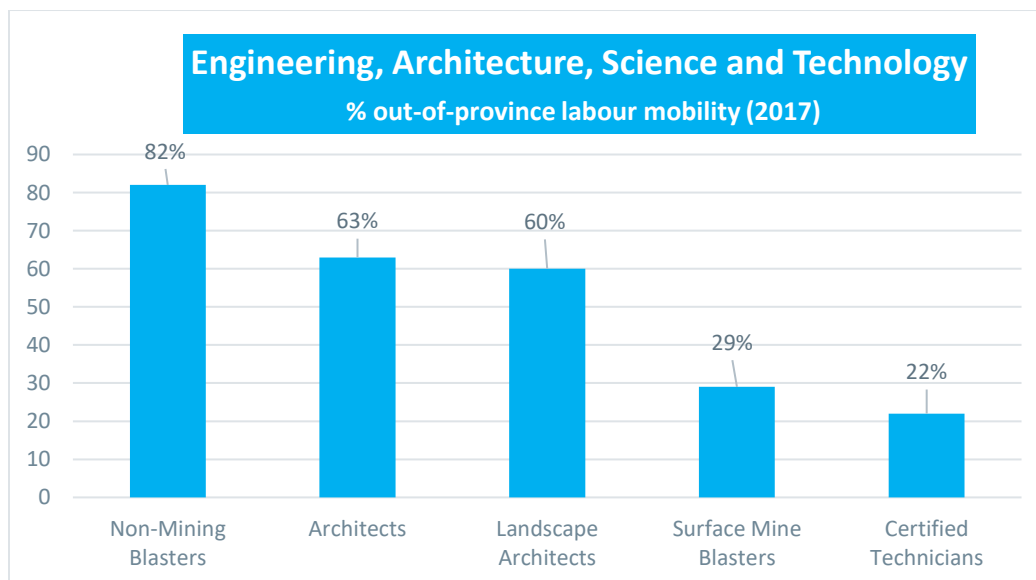


Chart 2



¹³ Occupational Groups have been adapted from the Alberta Learning Information Service: www.occinfo.alis.alberta.ca. Some exceptions have been made based on the most suitable type of grouping for survey reporting purposes.

Chart 3

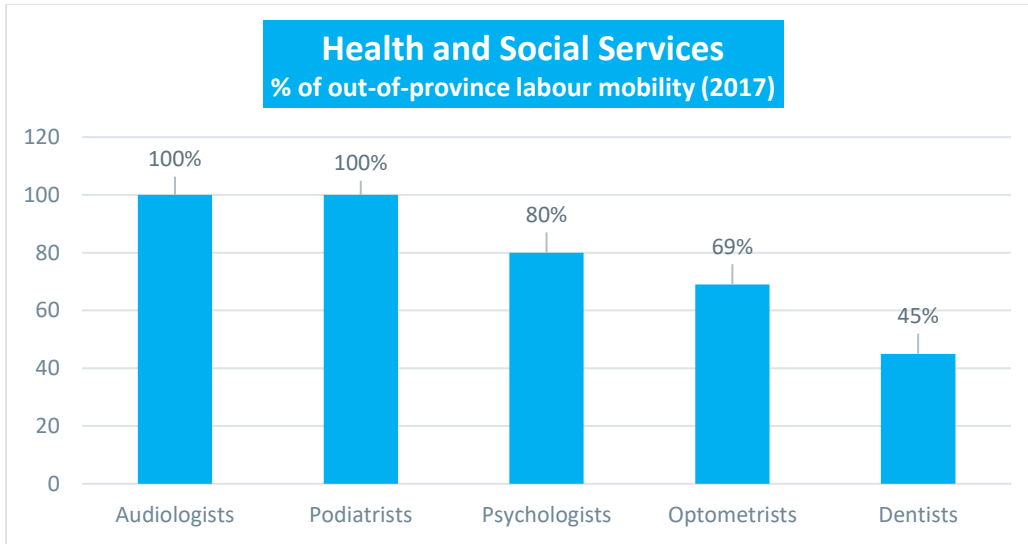
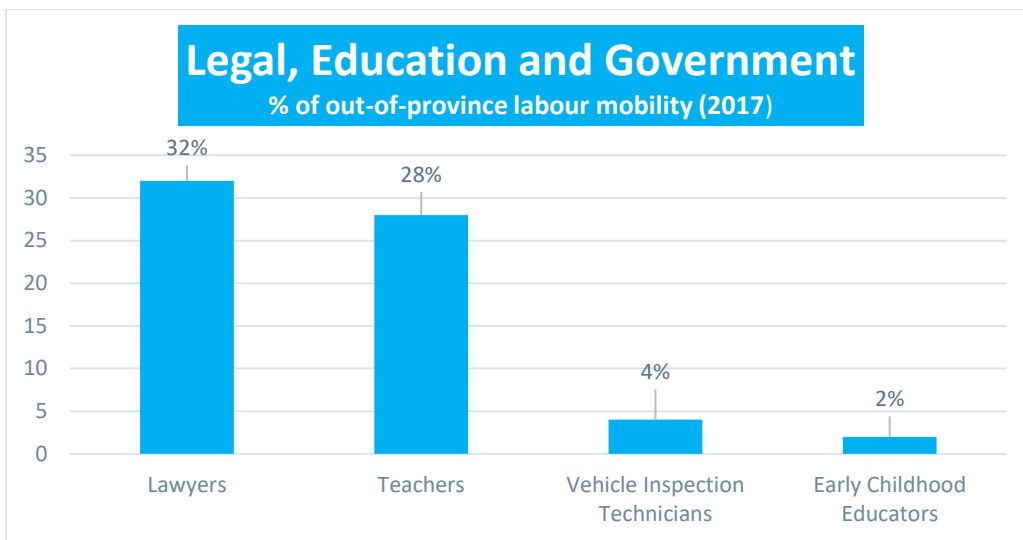


Chart 4



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 1,563, followed by Dealing Representatives at 1,218.

Table 3: 10 Regulated Occupations Reporting Highest Number of Out-of-Province Applicants to Alberta (2017)

Occupation	Out-of-Province Certified Applicants to Alberta
General Insurance Agents	1,536
Dealing Representatives	1,218
Life Insurance Agents	852
Accident and Sickness Agents	839
Teachers	787
Professional Engineers	738
Licensed Practical Nurses	451
Registered Nurses	328
Insurance Adjusters	298
Physicians and Surgeons	184
TOTAL	7,231

Out-of-province applicants in these occupations account for approximately 80 per cent of all labour mobility applicants to Alberta for 2017. The 10 occupations with the highest number of labour mobility applicants has remained similar from 2016 to 2017¹⁴.

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 and eligible to work as soon as possible, 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.

The average processing time¹⁵ for new Alberta applicants, from the time the application is complete to receiving certification/ licensure, is 14 business days.

¹⁴ In 2016, automotive salesperson and horseracing occupations replaced pressure welders and power engineers in the top 10.

¹⁵ 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 times 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 any outliers that did not fall within three standard deviations from the average were removed. In a normal distribution, 99.7 per 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 12 business days. Compared to 2016, the processing time for new Alberta applicants has decreased by two days from 16 days to 14 days and the processing time for out-of-province applicants has decreased by one day from 13 to 12 days.

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

- insurance adjusters;
- mortgage brokers;
- real estate professions (associates, brokers, appraisers);
- registered professional planners;
- vehicle inspection technicians;
- veterinarians;
- veterinary technologists;
- dieticians;
- physiotherapists.

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;
- confirmation of the applicant's scope of practice;
- scheduling and marking of jurisprudence exams; and
- time required to receive criminal background and vulnerable sector checks.

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, - 2016¹⁶ 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 is high for ultimate designated person (95 per cent), insurance adjusters (89 per cent), advising representatives (81 per cent), chief compliance officer (80 per cent), and associate advising representatives, (79 per cent). Between 2016 and 2017, the labour mobility rate for this entire occupational group increased by two percentage points from 32 per cent to 34 per cent.
- The Engineering, Architecture, Science and Technology occupational group continued to receive a significant percentage of out-of-province applicants. In 2017, there were high labour mobility rates reported for non-mining blasters (82 per cent), architects (63 per cent), landscape architects (60 per cent), surface mine blasters (29 per cent) and certified technicians (22 per cent). Between 2016 and 2017, the labour mobility rate for this occupational group decreased by two percentage points from 12 per cent to 10 per cent.

¹⁶ The Alberta Labour Mobility Survey annual reports for the years 2012 to 2016 are available at: <https://open.alberta.ca/publications/alberta-labour-mobility-survey>

- The Health and Social Services occupational group had high overall labour mobility rates in 2012 (27 per cent), 2013 (29 per cent), 2014 (26 per cent), 2015 (22 per cent) and 2016 (21 per cent). In 2017, the labour mobility rate for this group declined slightly by two percentage points to 19 per cent. The health occupations with the greatest labour mobility were audiologists (100 per cent), podiatrists (100 per cent), psychologists (80 per cent), optometrists (69 per cent) and dentists (45 per cent).

In all years of data collection, the Legal, Education and Government occupational group reported high percentages of out-of-province applications for teachers and lawyers. In 2017, the labour mobility rate was 28 per cent for teachers (compared to 31 per cent in 2016) and 32 per cent for lawyers (compared to 27 per cent in 2016).

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 2018-2020¹⁷ as being in medium to high demand and reported labour mobility rates of 25 per cent or more in 2017:

- insurance adjustors (89 per cent);
- architects (63 per cent);
- dentists (45 per cent);
- physicians and surgeons (44 per cent);
- pharmacists (31 per cent);
- teachers (28 per cent);
- dental hygienists (27 per cent).

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, 2017. 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.

¹⁷ Alberta's Short-Term Employment Forecast 2018-2020 is available at: <https://open.alberta.ca/publications/2368-1039>

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 labour groups about labour mobility opportunities and challenges.

Appendix: 2017¹ 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	2,652	76%	839	24%	3,491
	Accredited Municipal Assessors	12	86%	2	14%	14
	Advising Representatives	15	19%	64	81%	79
	Associate Advising Representatives	3	21%	11	79%	14
	Certified Management Consultants *	19	100%	0	0%	19
	Chartered Professional Accountants	898	87%	138	13%	1,036
	Chief Compliance Officers	6	20%	24	80%	30
	Dealing Representatives	1,192	49%	1,218	51%	2,410
	Funeral Directors & Embalmers Combined License	354	99%	4	1%	358
	General Insurance Agents	782	34%	1,536	66%	2,318
	Insurance Adjusters	38	11%	298	89%	336
	Land Agents *	18	100%	0	0%	18
	Life Insurance Agents	2,297	73%	852	27%	3,149
	Mortgage Brokers	192	81%	44	19%	236
	Pre-Needs Salespersons	88	100%	0	0%	88
	Real Estate Occupations (associates, brokers, appraisers)	1,129	94%	68	6%	1,197
	Supply Chain Management Professionals*	96	91%	10	9%	106
	Ultimate Designated Persons	1	5%	19	95%	20
	Total	9,792	66%	5,127	34%	14,919

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	100	85%	17	15%	117
	Agrologists, Registered Technologists	62	100%	0	0%	62
	Architects	47	37%	81	63%	128
	Asbestos Workers	1,996	99.5%	10	0.50%	2,006
	Biologists, Professional	114	90%	13	10%	127
	Certified Engineering Technologists (C.E.T)	263	90%	29	10%	292
	Certified Technicians (C.Tech)	14	78%	4	22%	18
	Chemists, Professional	53	98%	1	2%	54
	Compost Facility Operators*	25	100%	0	0%	25
	Engineers, Professional	3,263	82%	738	18%	4,001
	Fired Process Heater Operators (FPHO)*	63	100%	0	0%	63
	Geoscientists, Professional	345	92%	32	8%	377
	Home Economists	12	100%	0	0%	12
	Home Inspectors	360	99%	3	1%	363
	Information Systems Professionals	4	100%	0	0%	4
	Inspectors, In service - Pressure Vessel & Boiler Pressure Vessel	119	100%	0	0%	119
	Landfill Operators*	73	100%	0	0%	73
	Landscape Architects	10	40%	15	60%	25
	Licensed Interior Designers*	8	100%	0	0%	8
	Master Electricians	429	93%	33	7%	462
	Non-Mining Blasters	8	18%	37	82%	45
	Pesticide Applicator & Dispensers*	416	94%	27	6%	443
Planners, Registered Professional	43	90%	5	10%	48	

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	Power Engineers	2,061	94%	141	6%	2,202
	Pressure Welders	566	85%	100	15%	666
	Private System Sewage Installers	120	100%	0	0%	120
	Professional Technologists (PTech)	32	100%	0	0%	32
	Safety Codes Officers	596	96%	25	4%	621
	Special Boiler Operators (SBO)*	153	100%	0	0%	153
	Special Oilwell Operators (SOW)	153	100%	0	0%	153
	Steam Traction Engine Operators (STEO)	3	100%	0	0%	3
	Surface Mine Blasters	10	71%	4	29%	14
	Timber Scalers	75	93%	6	7%	81
	Underground and Surface Mine (superintendents, foremen, managers)	1	100%	0	0%	1
	Veterinarians	96	91%	9	9%	105
	Veterinary Technologists	138	100%	0	0%	138
	Water &/or Wastewater Operators	236	94%	15	6%	251
	Water Well Drillers	7	87.5%	1	12.5%	8
	Total	12,074	90%	1,346	10%	13,420

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	64	82%	14	18%	78
	Audiologists	0	0%	2	100%	2
	Combined Laboratory and X-Ray Technologists*	32	100%	0	0%	32
	Dental Assistants	386	86%	61	14%	447
	Dental Hygienists	122	73%	44	27%	166
	Dental Technicians/Technologists	15	94%	1	6%	16
	Dentists	58	55%	47	45%	105
	Denturists (Dental Mechanics)	6	100%	0	0%	6
	Dietitians/Nutritionists	64	72%	25	28%	89
	Electro Neurophysiology Technologists	1	100%	0	0%	1
	Hearing Aid Practitioners	22	81%	5	19%	27
	Licensed Practical Nurses	1,556	78%	451	22%	2,007
	Magnetic Resonance Technologists	3	100%	0	0%	3
	Medical Laboratory Technologists	83	86%	13	14%	96
	Midwives	10	71%	4	29%	14
	Naturopathic Practitioners	24	92%	2	8%	26
	Nuclear Medicine Technologists	1	100%	0	0%	1
	Nurse Practitioners	53	82%	12	18%	65
	Opticians	94	98%	2	2%	96
	Optometrists	14	31%	31	69%	45
Paramedicine - Advanced Care Paramedics (ACP)	123	88%	17	12%	140	

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	Paramedicine - Emergency Medical Responders (EMR)	482	96%	20	4%	502
	Paramedicine - Primary Care Paramedics (PCP)	524	93%	37	7%	561
	Pharmacists	110	69%	49	31%	159
	Pharmacy Technicians	95	83%	19	17%	114
	Physicians and Surgeons	238	56%	184	44%	422
	Physiotherapists	96	77%	29	23%	125
	Podiatrists	0	0%	1	100%	1
	Psychologists	1	20%	4	80%	5
	Radiation Therapists	133	93%	10	7%	143
	Radiological Technologists	11	58%	8	42%	19
	Registered Nurses (RN)	1,426	81%	328	19%	1,754
	Registered Psychiatric Nurses (RPN)	61	87%	9	13%	70
	Respiratory Therapists (RT)	83	95%	4	5%	87
	Social Workers	591	87%	85	13%	676
	Total	6,582	81%	1,518	19%	8,100

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	166	100%	0	0%	166
	Driving Instructors	287	99%	2	1%	289
	Early Childhood Educators	3,098	98%	50	2%	3,148
	Lawyers	220	68%	103	32%	323
	Local Government Managers*	18	100%	0	0%	18
	School Business Officials*	3	100%	0	0%	3
	Teachers	1,990	72%	787	28%	2,777
	Vehicle Inspection Technicians	2,750	96%	110	4%	2,860
	Total	8,532	89%	1,052	11%	9,584
Total in All Occupational Groups		36,980	80%	9,043	20%	46,023

¹The data reported is for a one-year time span from January 1, 2017 to December 31, 2017. A survey of regulatory bodies within Alberta was conducted by the Qualifications and 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, automotive sales persons, building operator A&B, chiropractors, fireman certificate (FIR), forest technologists (registered professionals), foresters (registered professionals), horseracing occupations, hunting and fishing guides, land surveyors, locksmiths, occupational therapists, private investigator and security workers, shorthand reporters and speech language pathologists.

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