



# 2015 Alberta Labour Mobility Survey

**Survey Results on the Labour Mobility  
of Out-of-Province Certified  
Individuals to Alberta in 2015**

## Introduction

Alberta has entered into two agreements to support domestic labour mobility: the *Agreement on Internal Trade (AIT)*<sup>1</sup> and the *New West Partnership Trade Agreement (NWPTA)*<sup>2</sup>. 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. Streamlining labour mobility between jurisdictions 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 Canadian individuals from other jurisdictions; and internationally-trained individuals. This report focuses on the domestic labour supply in 2015 of newly certified individuals in Alberta and certified Canadian individuals from other provinces and territories. 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<sup>3</sup> 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 AIT.

The 2015 Alberta Labour Mobility Survey was sent to 70 PROs representing 110 regulated occupations, of which 94 per cent (66 out of 70 PROs)<sup>4</sup> responded.

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<sup>1</sup> The *AIT* is an intergovernmental trade agreement facilitating the movement of people, goods, services and investment, signed by the Government of Canada and other provinces and territories (except Nunavut) in 1994. In 2009, amendments to strengthen Chapter 7 on labour mobility were put in place to eliminate unnecessary interprovincial barriers that restrict labour mobility for certified individuals in regulated occupations. To view the *AIT*: Chapter 7 or learn more about labour mobility in Canada, please visit the Forum of Labour Market Ministers website at [www.flmm-lmccg.org](http://www.flmm-lmccg.org).

<sup>2</sup> The *NWPTA* was signed by the Premiers of British Columbia, Alberta and Saskatchewan in 2010. Information about this agreement and the labour mobility provisions that allow certified individuals to practice their occupation in the three western provinces can be found at [www.newwestpartnershiptrade.ca](http://www.newwestpartnershiptrade.ca).

<sup>3</sup> In Alberta, the Ministry of Labour is responsible for the implementation of the labour mobility sections of these trade agreements. For further details and contact information, please see [www.work.alberta.ca/labourmobility](http://www.work.alberta.ca/labourmobility) or email [labourmobility@gov.ab.ca](mailto:labourmobility@gov.ab.ca).

<sup>4</sup> Not all of the survey responses were used in the analysis due to issues with interpreting or understanding the data that was reported.

## Labour Mobility Rates

For the purposes of this report, the labour mobility rate can be defined as the percentage of out-of-province applicants applying to an Alberta PRO out of the total number of domestic applicants. The 2015 survey report contains data for 98 regulated occupations as reported by Alberta PROs for the 2015 calendar year. For a complete list of the labour mobility rates for each occupation to Alberta, see the highlighted column in Appendix A.

In 2015, Alberta's PROs received a combined total of 39,945 new applications for all<sup>5</sup> regulated occupations in Alberta excluding trades occupations<sup>6</sup> (Table 1). Of this total, 31,079 or 78 per cent of applications were from Alberta applicants seeking registration for the first time, and 8,866 or 22 per cent were from already certified out-of-province applicants.

**Table 1: Alberta and Out-of-Province Applicants Entering a Regulated Occupation by Occupational Groups<sup>7</sup>**

Occupational Groups	Alberta Applicants <sup>8</sup>		Out-of-Province Certified Applicants		Total Applicants
	Number	Percentage	Number	Percentage	
Business, Finance and Real Estate	7,665	68%	3,569	32%	11,234
Engineering, Architecture, Science and Technology	11,160	85%	1,946	15%	13,106
Health and Social Services	6,970	78%	1,985	22%	8,955
Legal, Education and Government	5,239	79%	1,366	21%	6,605
Other <sup>9</sup>	45	100%	0	0%	45
<b>Total</b>	<b>31,079</b>	<b>78%</b>	<b>8,866</b>	<b>22%</b>	<b>39,945</b>

Overall, the labour mobility rate for out-of-province certified individuals coming to Alberta is substantial. As a percentage, high mobility rates to Alberta are reported for:

- business, finance and real estate at 32 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 15 per cent.

Table 2 compares the numbers and percentages of Alberta and out-of-province certification/licensure applications between 2012 and 2015.

<sup>5</sup> Of the complete data that was available for analysis.

<sup>6</sup> Data on out-of-province trades workers is not available.

<sup>7</sup> 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 at: [www.occinfo.alis.alberta.ca](http://www.occinfo.alis.alberta.ca)

<sup>8</sup> Alberta Applicants includes new Alberta applicants and Canadian residents applying for first-time licensure entering into regulated occupations in Alberta. The data does not include internationally trained applicants or license renewals.

<sup>9</sup> The occupations captured in the Other category include home economists/human ecologists and hunting and fishing guides.

**Table 2: Comparison of Number of Alberta and Out-of-Province Certification/Licensure Applications Between 2012-2015**

Type of Applicant	2012 <sup>10</sup>	2013 <sup>11</sup>	2014 <sup>12</sup>	2015
Total Number of First-Time Alberta Applicants	39,303 (81%)	43,244 (83%)	32,599 (76%)	31,079 (78%)
Total Number of Labour Mobility Applicants	9,168 (19%)	9,045 (17%)	10,298 (24%)	8,866 (22%)
Total Number of Applicants <sup>13</sup>	<b>48,471</b> <b>(100%)</b>	<b>52,289</b> <b>(100%)</b>	<b>42,897</b> <b>(100%)</b>	<b>39,945</b> <b>(100%)</b>

Between 2014 and 2015, there was a decrease in first-time Alberta applications of 1,520 and a decrease in labour mobility applications of 1,432, for a total decrease in certification/licensure applications of 2,952.

<sup>10</sup> The Alberta Labour Mobility Survey 2012 is available at: [www.work.alberta.ca/documents/2012-alberta-labour-mobility-survey-report.pdf](http://www.work.alberta.ca/documents/2012-alberta-labour-mobility-survey-report.pdf)

<sup>11</sup> The Alberta Labour Mobility Survey 2013 is available at: [www.work.alberta.ca/documents/2013-alberta-labour-mobility-survey-report.pdf](http://www.work.alberta.ca/documents/2013-alberta-labour-mobility-survey-report.pdf)

<sup>12</sup> The Alberta Labour Mobility Survey 2014 is available at: [www.work.alberta.ca/documents/2014-alberta-labour-mobility-survey-report.pdf](http://www.work.alberta.ca/documents/2014-alberta-labour-mobility-survey-report.pdf)

<sup>13</sup> Total number refers to the total of first-time Alberta applicants and labour mobility applicants.

## Labour Mobility Rates within Occupational Groups

Very high out-of-province labour mobility rates to Alberta occur within several occupational groups. The charts below show the highest labour mobility rates for specific occupations within each occupational group.<sup>14</sup>

Chart 1

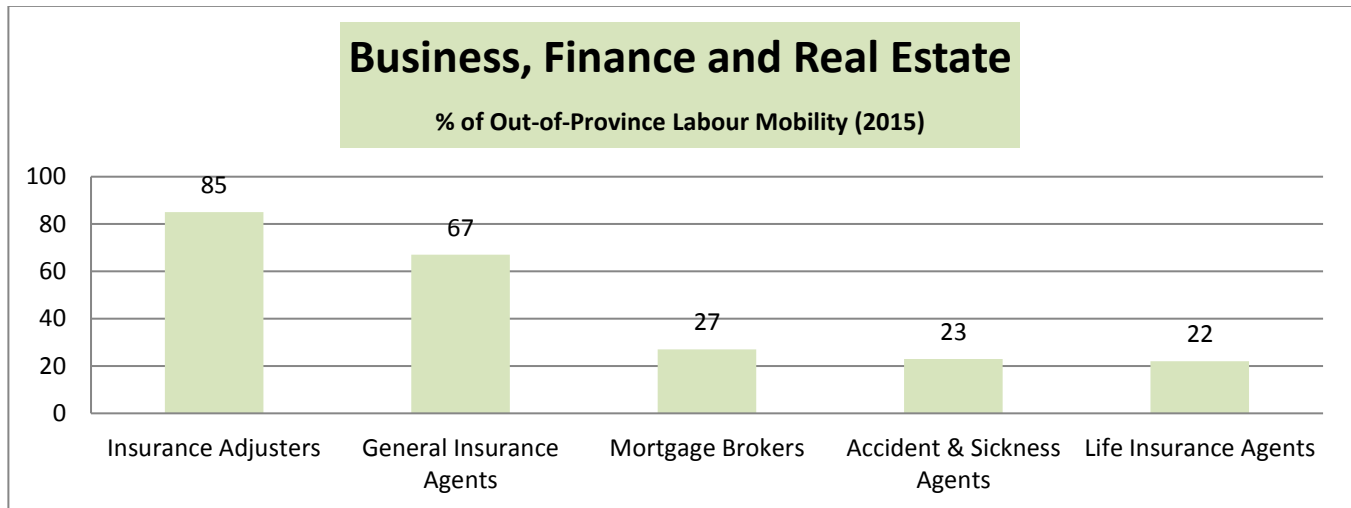
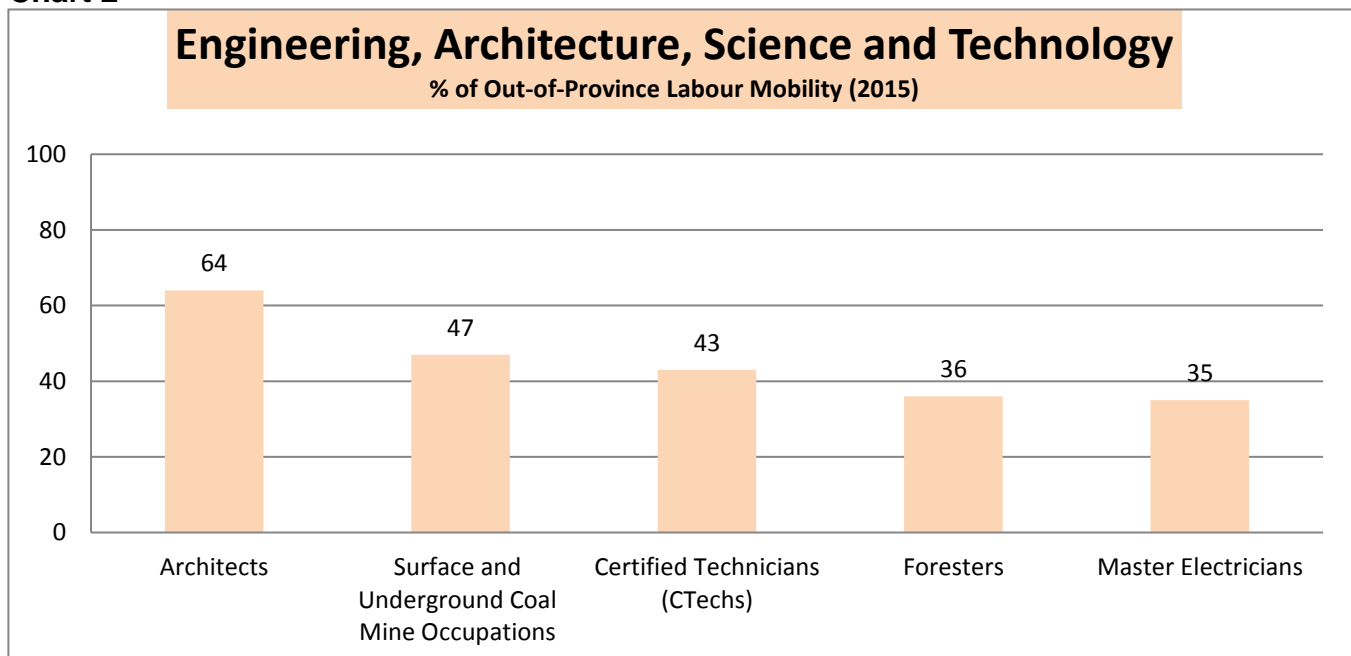
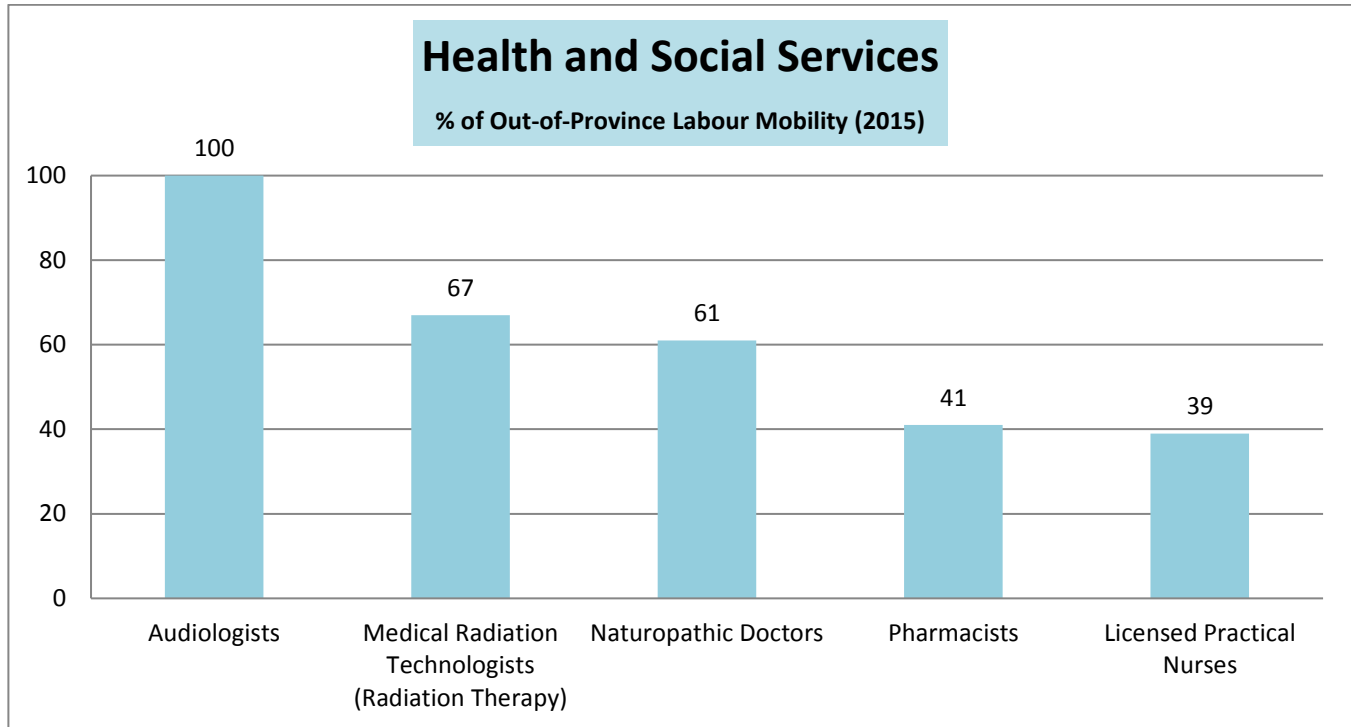


Chart 2

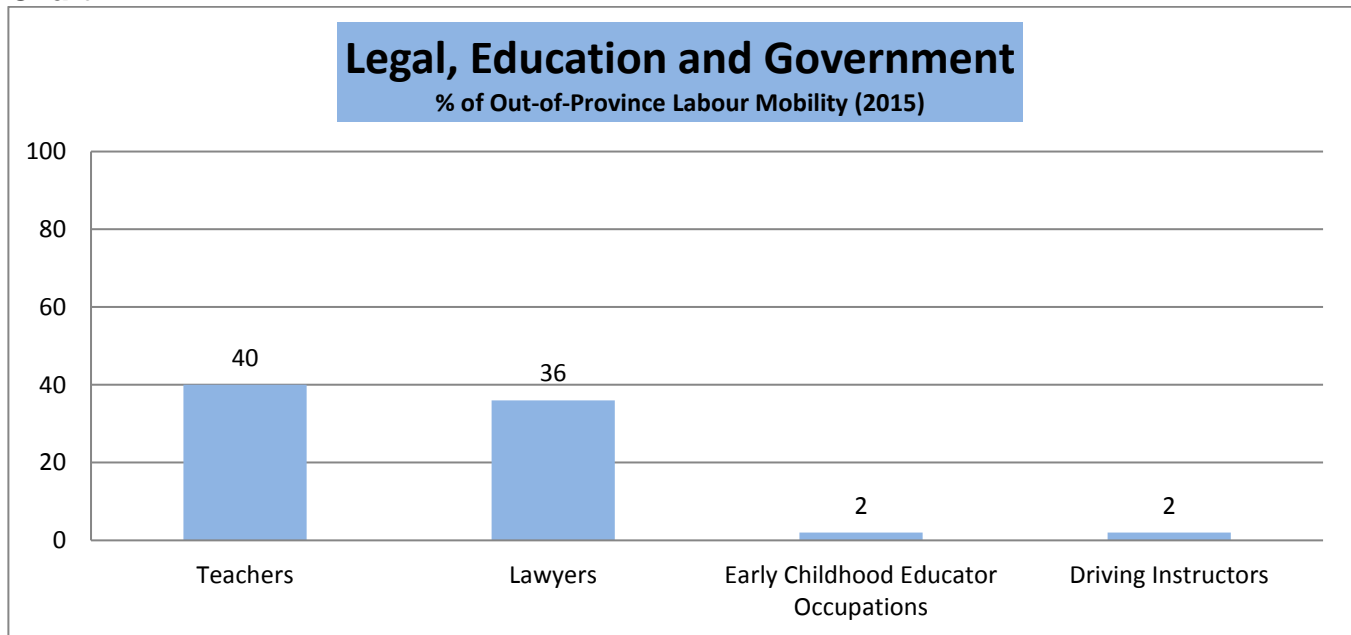


<sup>14</sup> A chart for the Other category was not included as no labour mobility applications were reported for the two occupations in this category (see Appendix A).

**Chart 3**



**Chart 4**



The top 10 regulated occupations reporting the highest number of out-of-province applicants to Alberta are listed in Table 3. General Insurance Agents had the highest number of out-of-province applicants, at 1,781, followed by Teachers at 1,195.

**Table 3: Top 10 Regulated Occupations Reporting Highest Number of Out-of-Province Applicants to Alberta (2015)**

Occupation	Out-of-Province Certified Applicants to Alberta
General Insurance Agents	1,781
Teachers	1,195
Engineers	871
Licensed Practical Nurses	720
Accident & Sickness Agents	713
Life Insurance Agents	620
Registered Nurses	410
Pressure Welders	283
Insurance Adjusters	226
Power Engineers	214
<b>TOTAL</b>	<b>7,033</b>

Out-of-province applicants in these 10 occupations account for approximately 79 per cent of all labour mobility applicants to Alberta for the reporting period. The 10 occupations with the highest number of labour mobility applicants remained the same from 2014 to 2015.

## Application Processing Time

Chapter 7 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 time<sup>15</sup> for new Alberta applicants, from the time the application is complete to the receipt of certification/licensure, is 14 business days.

<sup>15</sup> 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. Any outliers that did not fall within three standard deviations from the average were removed. In a normal distribution, 99 per cent of the population falls within three standard deviations.

The average processing time for certified out-of-province applicants, from the time the application is complete to the receipt of certification/licensure, is 11 business days. Across all occupational group categories, the average processing time for certified out-of-province applications was three days shorter than for new Alberta applications. Compared to 2014, the processing time for new Alberta applicants has decreased by two days from 16 to 14 days. The processing time for out-of-province applicants has remained constant at 11 days.

Application processing time for out-of-province certified individuals in the following occupations took one day or less on average<sup>16</sup>:

- insurance adjusters;
- general insurance agents;
- insurance brokers;
- accident and sickness agents;
- mortgage brokers;
- real estate professions (associates, brokers, appraisers);
- forest technologists. and
- dietitians

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 and volunteers;
- 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, and 2015 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 was high for insurance adjusters (85 per cent), general insurance agents (67 per cent), mortgage brokers, (27 per cent), accident and sickness agents (23 per cent) and life insurance agents (22 per cent). Between 2014 and 2015, the labour mobility rate for this occupational group increased by 2 per cent from 30 per cent to 32 per cent.

The Engineering, Architecture, Science and Technology occupational group continued to reflect a significant percentage of out-of-province applicants. In 2015, high labour mobility rates were reported for architects (64 per cent), surface and underground coal mine occupations (47 per cent), certified technicians (43 per cent), foresters (36 per cent) and master electricians (35 per cent). Between 2014 and 2015, the labour mobility rate for this occupational group decreased by 5 per cent from 20 per cent to 15 per cent.

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<sup>16</sup> Based on the assumption the application is complete and all documents required to issue a decision have been submitted by the individual to their regulatory body.



The Health and Social Services occupational group reflected high overall labour mobility rates in 2012 (27 per cent), 2013 (29 per cent), and 2014 (26 per cent). In 2015, the labour mobility rate for this group declined slightly to 22 per cent. The health occupations with the greatest labour mobility were audiologists (100 per cent), medical radiation technologists for radiation therapy (67 per cent), naturopathic doctors (61 per cent), pharmacists (41 per cent) and licensed practical nurses (39 per cent).

In each of 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 2015, the labour mobility rates for teachers and lawyers were 40 per cent and 36 per cent, respectively. Between 2014 and 2015, the labour mobility rate for this occupational group decreased slightly by 2 per cent from 23 per cent to 21 per cent.

## Labour Mobility and Alberta's Labour Challenges

According to [Alberta's Short Term Employment Forecast 2015-2017](#)<sup>17</sup>, the following regulated occupations are in demand:

- High Demand: Licensed Practical Nurses
- Moderately High Demand: Civil Engineers; Electrical and Electronics Engineers; Industrial and Manufacturing Engineers; Mechanical Engineering Technologists and Technicians; and Registered Nurses
- Medium Demand: Mechanical Engineers; Chemical Engineers; Stationary Engineers; Petroleum Engineers; Insurance Managers; Insurance Agents and Brokers; Insurance, Real Estate and Financial Brokerage Managers; Real Estate Agents and Salespersons; Government Managers; Geologists, Geochemists and Geophysicists; Urban and Land Use Planners; Land Surveyors; Geological and Mineral Technologists and Technicians; Pharmacists; Physiotherapists; Medical Laboratory Technologists; and Lawyers

Some occupational shortages are being alleviated by labour mobility. For example, the following regulated occupations reported labour mobility rates of 25 per cent or higher in 2015:

- insurance adjusters (85 per cent);
- general insurance agents (67 per cent);
- medical radiation technologists (Radiation Therapy) (67 per cent);
- certified technicians (CTechs) (43 per cent);
- pharmacists (41 per cent);
- Licensed Practical Nurses (39 per cent);
- lawyers (36 per cent); and
- mortgage brokers (27 per cent).

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<sup>17</sup> Alberta's Short-Term Employment Forecast 2015-2017 is available at: [www.work.alberta.ca/documents/occupational-demand-and-supply-outlook-2013-2023.pdf](http://www.work.alberta.ca/documents/occupational-demand-and-supply-outlook-2013-2023.pdf). Trades occupations were excluded from this list as this survey report does not report on trades.

## Looking Forward

This report provides an overview 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, 2015. 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 other partners 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  
2015 Labour Mobility Rates to Alberta for Out-of-Province Applicants

Occupational Groups <sup>2</sup>		Occupation Title <sup>3</sup>	A		B		A + B Total Applicants <sup>6</sup>
			Alberta Applicants <sup>4</sup>		Canadian Out-of-Province Applicants <sup>5</sup>		
Business, Finance and Real Estate	1	Accident & Sickness Agent	2,427	77%	713	23%	3,140
	2	Certified Management Consultant	12	100%	0	0%	12
	3	Chartered Professional Accountant	1,005	92%	82	8%	1,087
	4	Embalmer	0	N/A	0	N/A	0
	5	Funeral Director (Funeral Director & Embalmer Combined License)	28	90%	3	10%	31
	6	General Insurance Agent	876	33%	1,781	67%	2,657
	7	Insurance Adjuster	40	15%	226	85%	266
	8	Land Agent	30	100%	0	0%	30
	9	Land Surveyor	23	92%	2	8%	25
	10	Life Insurance Agent	2,141	78%	620	22%	2,761
	11	Pre-Needs Salesperson	50	100%	0	0%	50
	12	Mortgage Broker	158	73%	59	27%	217
	13	Municipal Assessor (Accredited)	17	0%	0	0%	17
	14	Real Estate Professionals (Associates, Brokers, Appraisers)	743	91%	70	9%	813
	15	Supply Chain Management Professional	115	90%	13	10%	128
<b>Total</b>			<b>7,665</b>	<b>68%</b>	<b>3,569</b>	<b>32%</b>	<b>11,234</b>

Appendix A  
2015 Labour Mobility Rates to Alberta for Out-of-Province Applicants

Occupational Groups <sup>2</sup>		Occupation Title <sup>3</sup>	A		B		A + B Total Applicants <sup>6</sup>
			Alberta Applicants <sup>4</sup>		Canadian Out-of-Province Applicants <sup>5</sup>		
Engineering, Architecture, Science and Technology	1	Agrologist	217	97%	7	3%	224
	2	Architect	40	36%	70	64%	110
	3	Bridge Inspector and Maintenance System Inspector*	4	100%	0	0%	4
	4	Building Operator A&B	0	N/A	0	N/A	0
	5	Certified Engineering Technologist (CET)	537	92%	49	8%	586
	6	Certified Technician (CTech)	21	57%	16	43%	37
	7	Chemist	132	92%	11	8%	143
	8	Composting Facility Operator	14	100%	0	0%	14
	9	Engineer	3,898	82%	871	18%	4,769
	10	Fired Process Heater Operator (FPHO)	25	100%	0	0%	25
	11	Fireman	0	N/A	0	N/A	0
	12	Forester	16	64%	9	36%	25
	13	Forest Technologist	20	91%	2	9%	22
	14	Geoscientist	499	94%	33	6%	532
	15	Home Inspector	32	100%	0	0%	32
	16	In Service Inspector - Pressure Vessel & Boiler Pressure Vessel	146	100%	0	0%	146
	17	Interior Designer	4	100%	0	0%	4
	18	Landfill Operator	82	100%	0	0%	82
	19	Landscape Architect	30	86%	5	14%	35
	20	Master Electrician	335	65%	180	35%	515
	21	Non-Mining Blaster	107	93%	8	7%	115
	22	Pesticide Applicator	400	76%	123	24%	523
	23	Planner	46	75%	15	25%	61
	24	Power Engineer	2,363	92%	214	8%	2,577
	25	Pressure Welder	943	77%	283	23%	1,226
	26	Private System Sewage Installer	108	99%	1	1%	109
	27	Professional Technologist (PTech)	111	100%	0	0%	111
	28	Safety Codes Officer	393	95%	20	5%	413
	29	Special Boiler Operator (SBO)	131	100%	0	0%	131
	30	Special Oilwell Operator (SOO)	221	100%	1	0%	222
	31	Steam Traction Engine Operator (STEO)	6	100%	0	0%	6
	32	Surface and Underground Coal Mine Occupations (including Blasters, Superintendents, Foremen, and Managers)	16	53%	14	47%	30
	33	Timber Scaler	67	97%	2	3%	69
	34	Veterinarian	47	81%	11	19%	58

Occupational Groups <sup>2</sup>		Occupation Title <sup>3</sup>	A		B		A + B
			Alberta Applicants <sup>4</sup>		Canadian Out-of-Province Applicants <sup>5</sup>		
	35	Veterinary Technologist*	145	100%	0	0%	145
	36	Water Well Driller	4	80%	1	20%	5
<b>Total</b>			<b>11,160</b>	<b>85%</b>	<b>1,946</b>	<b>15%</b>	<b>13,106</b>

## Appendix A

## 2015 Labour Mobility Rates to Alberta for Out-of-Province Applicants

Occupational Groups <sup>2</sup>		Occupation Title <sup>3</sup>	A		B		A + B Total Applicants <sup>6</sup>
			Alberta Applicants <sup>4</sup>		Canadian Out-of-Province Applicants <sup>5</sup>		
Health and Social Services	1	Acupuncturist	63	84%	12	16%	75
	2	Audiologist**	0	0%	10	100%	10
	3	Chiropractor	26	70%	11	30%	37
	4	Combined Laboratory & X-Ray Technologist*	31	100%	0	0%	31
	5	Dental Assistant	236	83%	48	17%	284
	6	Dental Hygienist	140	70%	59	30%	199
	7	Dental Technician	0	N/A	0	N/A	0
	8	Dental Technologist	7	100%	0	0%	7
	9	Dentist	78	63%	46	37%	124
	10	Denturist (Dental Mechanic) <sup>18</sup>	14	88%	2	13%	16
	11	Dietitian <sup>19</sup>	54	68%	26	33%	80
	12	Electroneurophysiology Technologist (ENP)	1	100%	0	0%	1
	13	Hearing Aid Practitioner	10	100%	0	0%	10
	14	Licensed Practical Nurse	1,136	61%	720	39%	1,856
	15	Medical Laboratory Technologist (MLT)	92	84%	17	16%	109
	16	Medical Radiation Technologist (Magnetic Resonance)	10	77%	3	23%	13
	17	Medical Radiation Technologist (Radiation Therapy)	3	33%	6	67%	9
	18	Medical Radiation Technologist (Nuclear Medicine)	6	86%	1	14%	7

<sup>18</sup> The percentages for this occupation have been rounded up as the percentages for both Alberta first-time applicants and out-of-province applicants end in 0.5.

<sup>19</sup> The percentages for this occupation have been rounded up as the percentages for both Alberta first-time applicants and out-of-province applicants end in 0.5.

Occupational Groups <sup>2</sup>		Occupation Title <sup>3</sup>	A		B		A + B Total Applicants <sup>6</sup>
			Alberta Applicants <sup>4</sup>		Canadian Out-of-Province Applicants <sup>5</sup>		
	19	Medical Radiation Technologist (Radiological)	76	84%	14	16%	90
	20	Midwife	9	75%	3	25%	12
	21	Naturopathic Doctor	21	39%	33	61%	54
	22	Nurse Practitioner	55	87%	8	13%	63
	23	Optician	75	88%	10	12%	85
	24	Optometrist	0	N/A	0	N/A	0
	25	Paramedicine - Emergency Medical Responder	1,083	96%	50	4%	1,133
	26	Paramedicine - Emergency Medical Technician	340	73%	126	27%	466
	27	Paramedicine - Emergency Medical Technologist - Paramedic	118	75%	39	25%	157
	28	Pharmacist	121	59%	84	41%	205
	29	Pharmacy Technician	250	96%	10	4%	260
	30	Physicians/Surgeon	614	95%	29	5%	643
	31	Physiotherapist	117	78%	33	22%	150
	32	Podiatrist***	0	N/A	0	N/A	0
	33	Psychiatric Nurse	57	75%	19	25%	76
	34	Psychologist	154	94%	10	6%	164
	35	Registered Nurse	1,326	76%	410	24%	1,736
	36	Respiratory Therapist	92	77%	27	23%	119
	37	Social Worker	516	84%	101	16%	617
	38	Speech-Language Pathologist	39	68%	18	32%	57
<b>Total</b>			<b>6,970</b>	<b>78%</b>	<b>1,985</b>	<b>22%</b>	<b>8,955</b>
<b>Legal, Education and Government</b>	1	Early Childhood Educator (Child Development Assistant, Child Development Worker and Child Development Supervisor)	2,870	98%	48	2%	2,918
	2	Driver Examiner*	200	100%	0	0%	200
	3	Driving Instructor	158	98%	4	2%	162
	4	Lawyer	209	64%	119	36%	328
	5	Local Government Manager*	16	100%	0	0%	16
	6	School Business Official	2	100%	0	0%	2
	7	Teacher	1,784	60%	1,195	40%	2,979
<b>Total</b>			<b>5,239</b>	<b>79%</b>	<b>1,366</b>	<b>21%</b>	<b>6,605</b>
<b>Other</b>	1	Home Economist/Human Ecologist	11	100%	0	0%	11
	2	Hunting & Fishing Guide	34	100%	0	0%	34
<b>Total</b>			<b>45</b>	<b>100%</b>	<b>0</b>	<b>0%</b>	<b>45</b>
<b>Total in All Occupational Groups</b>			<b>31,053</b>	<b>78%</b>	<b>8,855</b>	<b>22%</b>	<b>39,908</b>

<sup>1</sup> The data reported is for a one-year time span from January 1, 2015 to December 31, 2015. A survey of regulatory bodies within Alberta was conducted by the Domestic and International Labour Mobility Unit within the Workforce Strategies Division of the Ministry of Labour in February and March 2016.

<sup>2</sup> **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. [www.occinfo.alis.alberta.ca](http://www.occinfo.alis.alberta.ca)

<sup>3</sup> **Data on the trades occupations from Apprenticeship and Industry Training was not included** as data on out-of-province applicants is not collected. In addition, data was not collected or could not be analyzed for the following occupations: Asbestos Worker, Automotive Salesperson, Biologist, Horse Racing Occupations, Private Investigator, Security Guard, Locksmith, Occupational Therapist, Information Systems Professional, Shorthand Reporter, Vehicle Inspection Technician, Water and/or Wastewater Operator.

<sup>4</sup> **Alberta Applicants** includes new Alberta applicants and Canadian residents applying for first licensure entering into regulated occupations in Alberta. The percentage of Alberta applicants was calculated by dividing the Alberta applicants by the total applicants and multiplying this value by 100. The internationally trained applicants or license renewals.

<sup>5</sup> **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.

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

\* Denotes occupations only regulated in Alberta.

\*\* Alberta does not have an audiologist educational program.

\*\*\* There are no podiatry schools in Canada.