

Alberta Labour Mobility Survey Report 2019

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

Alberta Labour Mobility Survey Report 2019: Survey Results on the Labour Mobility of Out-of-Province Certified Individuals to Alberta in 2019

Labour and Immigration, Government of Alberta

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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 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 show 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.

At the 2019 Council of the Federation meeting, Canadian premiers committed to ongoing action to address outstanding barriers to labour mobility and aligning regulatory approaches. Premier Jason Kenney also committed to exploring how Alberta could unilaterally improve the recognition of licensed professionals and trades.

A C.D. Howe report released in September 2020 highlights the benefits of streamlining the recognition of certified workers across the provinces. The report titled "Alberta's Opportunity: The Ins, Outs and Benefits of Greater Job Mobility"¹ indicates that certified workers face barriers, such as additional educational and examination requirements, to use their credentials in other Canadian jurisdictions. The report states that greater mobility across Canadian jurisdictions would support Alberta and Canada's economic recovery following the COVID-19 pandemic.

The report indicates that reducing the financial barriers of moving to Alberta would significantly benefit the province. According to the report, cutting red tape and 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.

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.

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 2019 of newly certified individuals in Alberta and certified individuals from other provinces and territories

¹ CD Howe Report is available at:

https://www.cdhowe.org/sites/default/files/attachments/research_papers/mixed/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 newwestpartnershiptrade.ca.

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.

This report includes pre-COVID-19 data from 2019. A report with 2020 data will provide information regarding potential impacts of the pandemic on workers mobility.

Methodology

The survey was conducted by 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 CFTA that support movement of certified workers across Canada. The 2019 Alberta Labour Mobility Survey was emailed to all 71 professional regulatory organizations (PROs) in Alberta, representing over 100 regulated occupations of which 97 per cent (69 out of 71 PROs⁵) responded.

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.

⁵ 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 applicants applying to an Alberta PRO out of the total number of domestic applicants. This survey report contains data reported by Alberta PROs for more than 100 occupations for 2019. For a complete list of the labour mobility rates in Alberta for each occupation, see the highlighted column in the Appendix.

In 2019, Alberta's PROs received a combined total of 56,065 new applications for all⁶ regulated occupations in Alberta excluding trades occupations⁷ (Table 1). Of these, 44,518 (79 per cent) were from Alberta applicants seeking registration for the first time, and 11,547 (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 Groups¹⁰

Occupational Groups	Alberta Applicants ⁸		Out of Province Certified Applicants ⁹		Total Applicants
Business, Finance and Real Estate	12,624	64%	7,101	36%	19,725
Engineering, Architecture, Science and Technology	8,955	86%	1,499	14%	10,454
Health and Social Services	5,823	74%	2,009	26%	7,832
Legal, Education and Government	17,116	95%	938	5%	18,054
Total	44,518	79%	11,547	21%	56,065

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.

⁶ Of the complete data that was available for analysis.

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

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.

¹⁰ 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.ablerta.ca/>.

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

- business, finance and real estate at 36 per cent;
- health and social services at 26 per cent;
- engineering, architecture, science and technology at 14 per cent; and
- legal, education and government at five per cent.

Table 2: Comparison of Number of Alberta and Out-of-Province Certification/Licensure Applications between 2012-2019

Type of Application	2012 ¹¹	2013	2014	2015	2016	2017	2018	2019
Total Number of First Time Alberta Applicants ¹²	39,303 (81%)	43,244 (83%)	32,599 (76%)	31,079 (78%)	32,828 (77%)	36,980 (80%)	35,179 (79%)	44,518 (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%)	11,547 (21%)
Total Number of Applicants ¹³	48,471 (100%)	52,289 (100%)	42,897 (100%)	39,945 (100%)	42,546 (100%)	46,023 (100%)	44,350 (100%)	56,065 (100%)

From 2018 to 2019 labour mobility applications increased by 2,376, or approximately 25.9 per cent.

¹¹ The Alberta Labour Mobility Survey annual reports for the years 2012 to 2018 are available at:

<https://open.alberta.ca/publications/alberta-labour-mobility-survey>.

¹² Total number refers to the total of new first-time Alberta and Canadian resident applicants applying to be registered in Alberta.

¹³ 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 groups¹⁴.

Chart 1

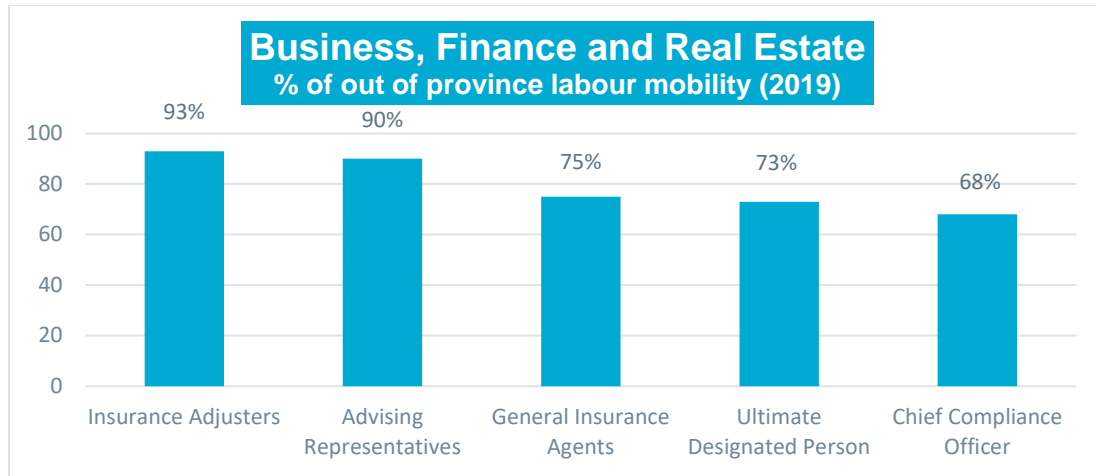
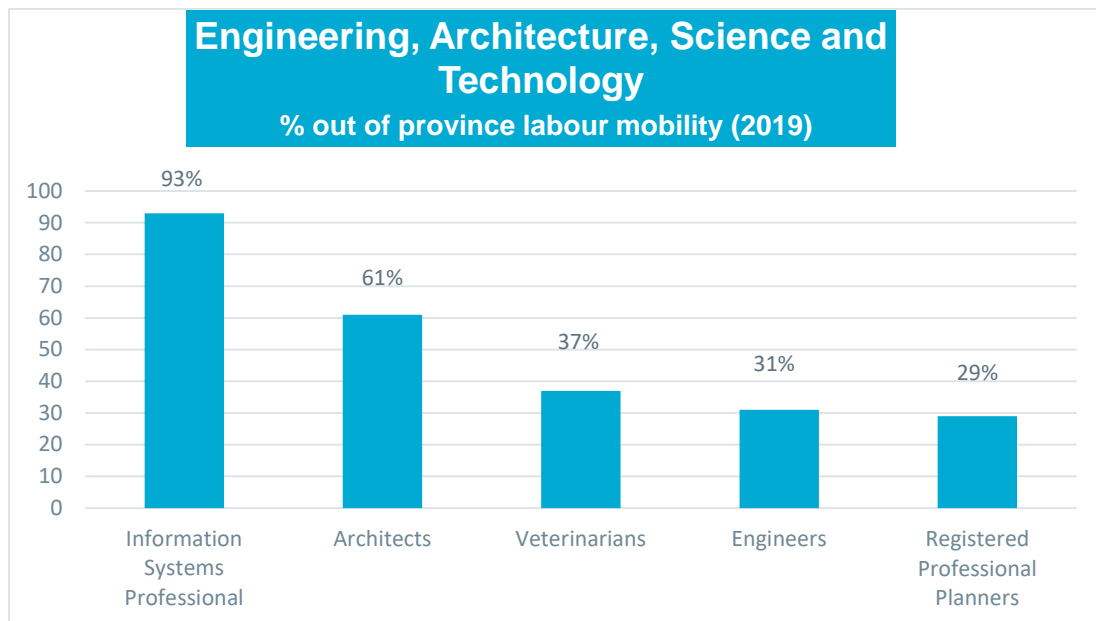


Chart 2



¹⁴ 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

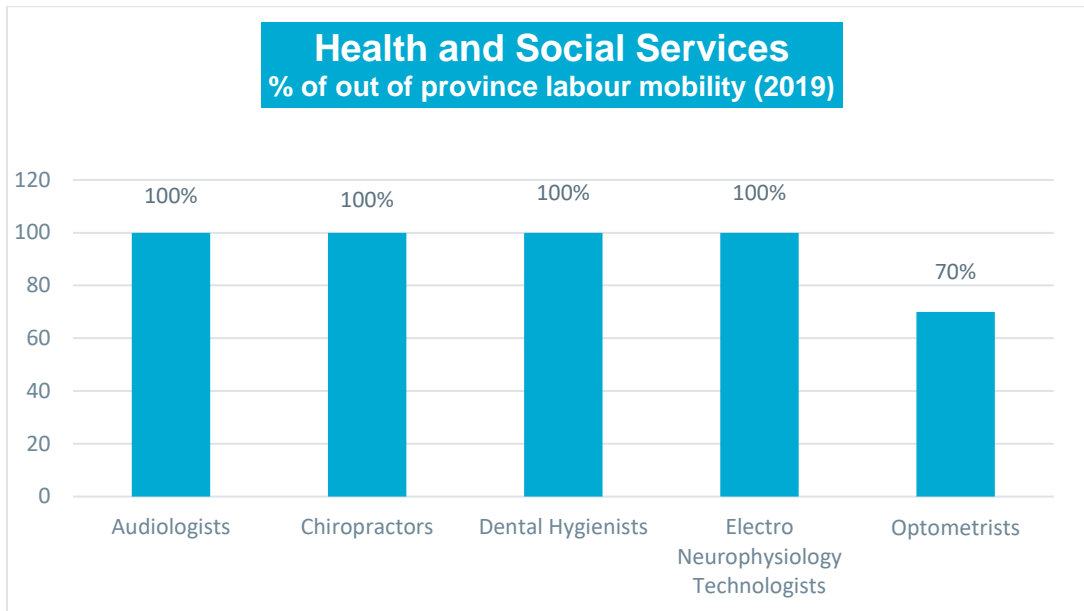


Chart 4

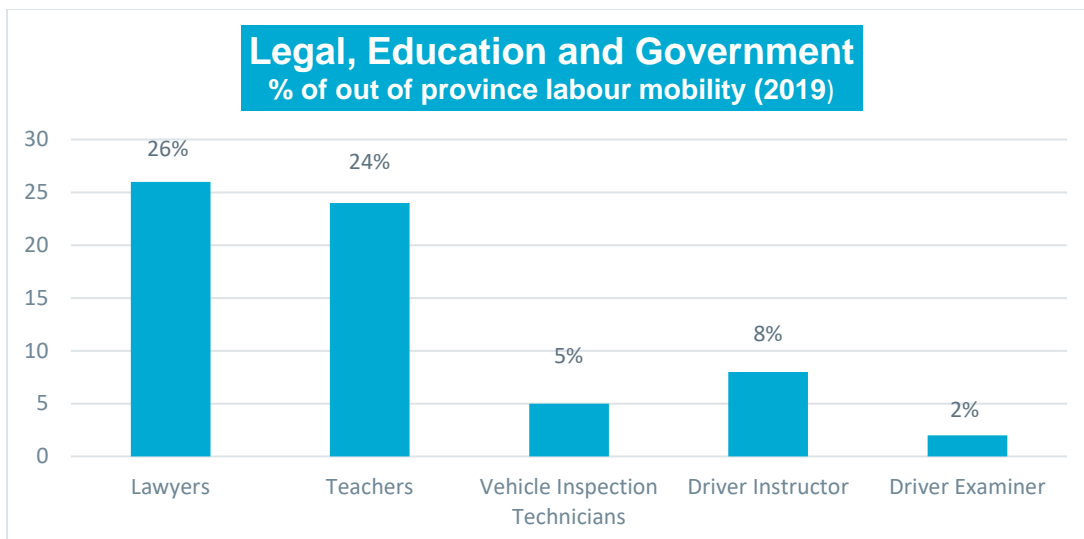


Table 3: 10 Regulated Occupations Reporting Highest Number of Out-of-Province Applicants to Alberta (2019)

Occupation	Out-of-Province Certified Applicants to Alberta
General Insurance Agents	2,556
Dealing Representatives	2,034
Life Insurance Agents	945
Accident and Sickness Agents	918
Engineers	857
Teachers	639
Licensed Practical Nurses	563
Registered Nurses	423
Insurance Adjusters	280
Physicians and Surgeons	228
TOTAL	9,443

Table 3 lists the 10 regulated occupations reporting the highest number of out-of-province applicants to Alberta. General Insurance Agents had the highest number of out-of-province applicants with 2,556 followed by Dealing Representatives with 2,034.

Out-of-province applicants in these occupations account for approximately 82 per cent of all labour mobility applicants to Alberta for 2019. The 10 occupations with the highest number of labour mobility applicants has remained the same from 2017 to 2019.

Application Processing Time

Chapter 7 of CFTA 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 PROs are processing out-of-province applications slightly 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 organizations reported processing times of one to 149 days for Alberta applicants and one to 121 days for out of province applicants. The average processing time¹⁵ for new Alberta applicants, from the time the application is complete to receiving certification/ licensure, is 11 business days.

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 2018, the processing time for new Alberta applicants has decreased from 14 days to 11 days and the processing time for out-of-province applicants remained the same at 10 days.

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

- denturists;
- dieticians;
- information systems professionals;
- medical laboratory technologists;
- optometrists;
- registered professional forest technologists ;
- registered professional foresters;
- registered psychiatric nurses;
- speech language pathologists;
- vehicle inspection technicians; and
- veterinarians.

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:

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

¹⁵ Occupational 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 deviation

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 – 2018¹⁶ 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 insurance adjusters (93 per cent), advising representatives (90 per cent), general insurance agents, (75 per cent), ultimate designated person (73 per cent) and chief compliance officer (68 per cent). Between 2018 and 2019, the labour mobility rate for this entire occupational group increased by one percentage point from 35 per cent to 36 per cent.

The Engineering, Architecture, Science and Technology occupational group continued to receive a significant percentage of out-of-province applicants. In 2019, there were high labour mobility rates reported for information systems professionals (93 per cent), architects (61 per cent), veterinarians (37 per cent), engineers (31 per cent), and planners (29 per cent). Between 2018 and 2019, the labour mobility rate for this occupational group increased by two percentage points from 12 per cent to 14 per cent.

The Health and Social Services occupational group had high overall labour mobility rates since 2012. In 2019, the labour mobility rate for this group increased by four percentage points from 22 per cent to 26 per cent. The health occupations with the greatest labour mobility were audiologists (100 per cent), chiropractors (100 per cent), dental hygienists (100 per cent), electro neurophysiology technologists (100 per cent) and optometrists (70 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 2019, the labour mobility rate was 24 per cent for teachers (compared to 23 per cent in 2018) and 26 per cent for lawyers (compared to 28 per cent in 2018).

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 2019-2021¹⁷ as being in moderately high to medium demand reported labour mobility rates of 25 per cent or more in 2019:

- audiologists (100 per cent);
- chiropractors (100 per cent);
- dental hygienists (100 per cent);
- insurance adjusters (93 per cent);
- information systems professionals (93 per cent);
- advising representative (90 per cent);
- general insurance agents (75 per cent);
- ultimate designated person (73 per cent);

¹⁶ The Alberta Labour Mobility Survey annual reports for the years 2012 to 2018 are available at: <https://open.alberta.ca/publications/alberta-labour-mobility-survey>.

¹⁷ Alberta's Short-Term Employment Forecast 2019-2021 is available at: <https://open.alberta.ca/publications/2368-1039>.

- optometrists (70 per cent);
- chief compliance officer (68 per cent);
- dealing representative (66 per cent);
- architects (61 per cent);
- physicians and surgeons (47 per cent);
- dentists (43 per cent);
- dieticians (44 per cent);
- naturopathic doctors (41 per cent);
- occupational therapists (40 per cent);
- speech language pathologists (38 per cent);
- veterinarians (37 per cent);
- engineers (31 per cent);
- licensed practical nurses (31 per cent);
- pharmacists (29 per cent);
- physiotherapists (27 per cent);
- lawyers (26 per cent);
- life insurance agents (26 per cent); and
- water well drillers (25 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, 2019.

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 PROs, industry and job creators about labour mobility opportunities and challenges.

Appendix: 2019ⁱ Labour Mobility Rates to Alberta for Out-of-Province Applicants

Occupational Groups ⁱⁱ	Occupational Title ⁱⁱⁱ	A		B		A+B Total Applicants ^{vi}
		Alberta Applicants ^{iv}		Canadian Out-of-Province Applicants ^v		
Business, Finance and Real Estate	Accident & Sickness Agents	2,885	76%	918	24%	3,803
	Accredited Municipal Assessors	27	100%	0	0%	27
	Advising Representatives	4	10%	38	90%	42
	Associate Advising Representatives	9	39%	14	61%	23
	Automotive Salespersons	3,379	99%	34	1%	3,413
	Certified Management Consultants*	15	94%	1	6%	16
	Chartered Professional Accountants	567	80%	143	20%	710
	Chief Compliance Officers	8	32%	17	68%	25
	Dealing Representatives	1,026	34%	2,034	66%	3,060
	Funeral Directors & Embalmers Combined License	20	87%	3	13%	23
	General Insurance Agents	837	25%	2,556	75%	3,393
	Insurance Adjusters	20	7%	280	93%	300
	Land Agents *	16	100%	0	0%	16
	Land Surveyors	10	83%	2	17%	12
	Life Insurance Agents	2,641	74%	945	26%	3,586
	Mortgage Brokers	165	77%	49	23%	214
	Pre-Needs Salespersons	15	94%	1	6%	16
	Real Estate Professionals (associates, brokers, appraisers)	874	95%	50	5%	924
	Supply Chain Professional	100	100%	0	0%	100
	Ultimate Designated Persons	6	27%	16	73%	22
	Total	12,624	64%	7,101	36%	19,725

* Denotes occupations that are only regulated in Alberta

Occupational Groups	Occupational Title	A		B		A+B Total Applicants
		Alberta Applicants		Canadian Out-of-Province Applicants		
Engineering, Architecture, Science and Technology	Agrologists, Professional	152	88%	21	12%	173
	Agrologists, Registered Technologists	69	96%	3	4%	72
	Architects	28	39%	44	61%	72
	Biologists, Professional	92	94%	6	6%	98
	Certified Engineering Technologists (C.E.T)	502	97%	13	3%	515
	Certified Technicians (C.Tech)	32	86%	5	14%	37
	Chemists, Professional	54	98%	1	2%	55
	Engineers, Professional	1,910	69%	857	31%	2,767
	Fired Process Heater Operators (FPHO)*	95	100%	0	0%	95
	Forest Technologists, Registered Professional	24	96%	1	4%	25
	Foresters, Registered Professional	11	92%	1	8%	12
	Geoscientists, Professionals	192	85%	35	15%	227
	Home Economists	10	91%	1	9%	11
	Home Inspectors	22	88%	3	12%	25
	Information Systems Professional	15	7%	200	93%	215
	Inspectors, In service - Pressure Vessel & Boiler Pressure Vessel	123	100%	0	0%	123
	Landfill Operators*	61	92%	5	8%	66
	Landscape Architects	13	87%	2	13%	15
	Licensed Interior Designers*	2	100%	0	0%	2
	Master Electricians	334	95%	16	5%	350
	Non-Mining Blasters	154	96%	7	4%	161
	Pesticide Applicator & Dispensers*	357	97%	10	3%	367
Planners, Registered Professional	32	71%	13	29%	45	

Occupational Groups	Occupational Title	A		B		A+B Total Applicants
		Alberta Applicants		Canadian Out-of-Province Applicants		
	Power Engineers	2,811	95%	151	5%	2,962
	Pressure Welders	547	91%	54	9%	601
	Private System Sewage Installers	56	88%	8	12%	64
	Professional Technologists (PTech)	59	100%	0	0%	59
	Safety Codes Officers	506	98%	10	2%	516
	Special Boiler Operators (SBO)*	94	100%	0	0%	94
	Special Oilwell Operators (SOW)	155	100%	0	0%	155
	Steam Traction Engine Operators (STEO)	3	100%	0	0%	3
	Surface Mine Blasters	15	94%	1	6%	16
	Timber Scalers	71	97%	2	3%	73
	Underground Coal Mine (superintendents, foremen, managers)	6	86%	1	14%	7
	Veterinarians	26	63%	15	37%	41
	Veterinary Technologists	140	100%	0	0%	140
	Water &/or Wastewater Operators	179	94%	12	6%	191
	Water Well Drillers	3	75%	1	25%	4
	Total	8,955	86%	1,499	14%	10,454

* Denotes occupations that are only regulated in Alberta

Occupational Groups	Occupational Title	A		B		A+B Total Applicants
		Alberta Applicants		Canadian Out-of-Province Applicants		
Health and Social Services	Acupuncturists	48	73%	18	27%	66
	Audiologists	0	0%	5	100%	5
	Chiropractors	0	0%	24	100%	24
	Combined Laboratory and X-Ray Technologists*	38	100%	0	0%	38
	Dental Assistants	483	95%	23	5%	506
	Dental Hygienists	0	0%	166	100%	166
	Dental Technologists	9	90%	1	10%	10
	Dentists	54	57%	41	43%	95
	Denturists	13	93%	1	7%	14
	Dietitians/Nutritionists	44	56%	34	44%	78
	Electro Neurophysiology Technologists	0	0%	4	100%	4
	Hearing Aid Practitioners	22	88%	3	12%	25
	Licensed Practical Nurses	1,234	69%	563	31%	1,797
	Magnetic Resonance Technologists	15	100%	0	0%	15
	Medical Laboratory Technologists	100	93%	7	7%	107
	Midwives	14	82%	3	18%	17
	Naturopathic Doctors	17	59%	12	41%	29
	Nuclear Medicine Technologists	9	75%	3	25%	12
	Nurse Practitioners	42	65%	23	35%	65
	Opticians	66	89%	8	11%	74
	Optometrists	15	30%	35	70%	50
Paramedicine - Advanced Care Paramedics (ACP)	128	85%	22	15%	150	
Paramedicine - Emergency Medical Responders (EMR)	189	98%	4	2%	193	
Paramedicine - Primary Care Paramedics (PCP)	418	95%	22	5%	440	

Occupational Groups	Occupational Title	A		B		A+B Total Applicants
		Alberta Applicants		Canadian Out-of-Province Applicants		
	Pharmacists	119	71%	49	29%	168
	Pharmacy Technicians	110	84%	21	16%	131
	Physicians and Surgeons	258	53%	228	47%	486
	Physiotherapists	108	73%	39	27%	147
	Psychologists	202	95%	10	5%	212
	Radiation Therapists	5	45%	6	55%	11
	Radiological Technologists	79	83%	16	17%	95
	Registered Nurses (RN)	1,370	76%	423	24%	1,793
	Registered Psychiatric Nurses (RPN)	68	81%	16	19%	84
	Social Workers	435	80%	107	20%	542
	Speech Language Pathologists	40	62%	25	38%	65
	Total	5,823	74%	2,009	26%	7,832

* Denotes occupations that are only regulated in Alberta

Occupational Groups	Occupational Title	A		B		A+B Total Applicants
		Alberta Applicants		Canadian Out-of-Province Applicants		
Legal, Education and Government	Driver Examiners	691	98%	15	2%	706
	Driver Instructors	400	92%	35	8%	435
	Early Childhood Educators	12,740	99%	75	1%	12,815
	Lawyers	358	74%	129	26%	487
	Local Government Managers*	20	100%	0	0%	20
	School Business Official	2	100%	0	0%	2
	Teachers	2,045	76%	639	24%	2,684
	Vehicle Inspection Technicians	860	95%	45	5%	905
	Total	17,116	95%	938	5%	18,054
Total in All Occupational Groups		44,518	79%	11,547	21%	56,065

* Denotes occupations that are only regulated in Alberta

ⁱ The data reported is for a one-year time span from January 1, 2019 to December 31, 2019. A survey of regulatory organizations within Alberta was conducted by Qualifications and Labour Mobility within the Workforce Strategies Division of the Ministry of Labour and Immigration in August 2019.

ⁱⁱ 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

ⁱⁱⁱ 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: building operators A & B, chiropractors, compost facility operators, fireman, horseracing occupations, hunting and fishing guides, locksmiths, podiatrists, private investigators, respiratory therapists, security workers, shorthand reporters and underground mine blasters (foreman, managers and superintendents).

^{iv} 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 Alberta Applicants by total applicants and multiplying this value by 100. The data does not include internationally trained applicants or license renewals.

^v 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 Canadian out-of-province applicants by 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.

^{vi} Total Applicants includes new Alberta applicants and certified Canadian out-of-province applicants applying for first time licensure into a regulated occupation in Alberta. This does not include internationally trained applicants or license renewals.