



# Effective Strategies in the Current Labour Market in Western Canada

Thursday, October 22, 2009

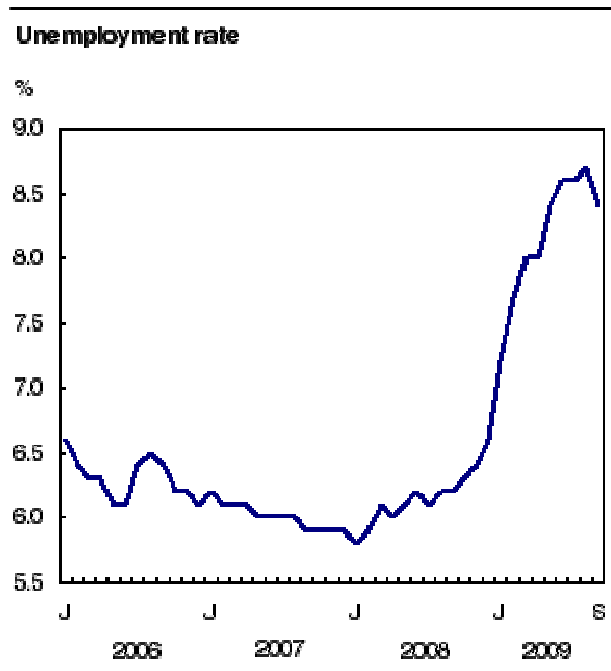
Stephen Cryne  
President & CEO  
Canadian Employee Relocation Council

# Agenda

- Employment and demographic trends
- Immigration programs and labour markets
- Implications of the Agreement on Internal Trade
- Effective strategies in the current labour market

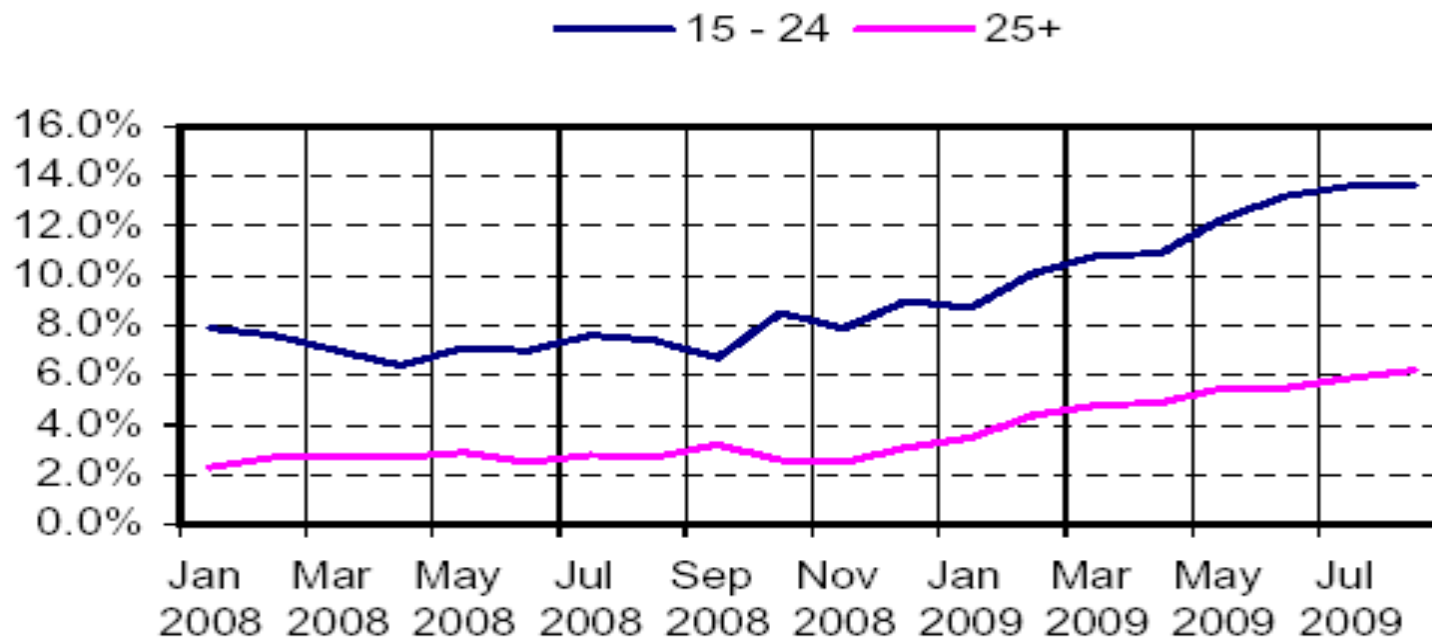
# Labour Market

## Canada's Unemployment Rate



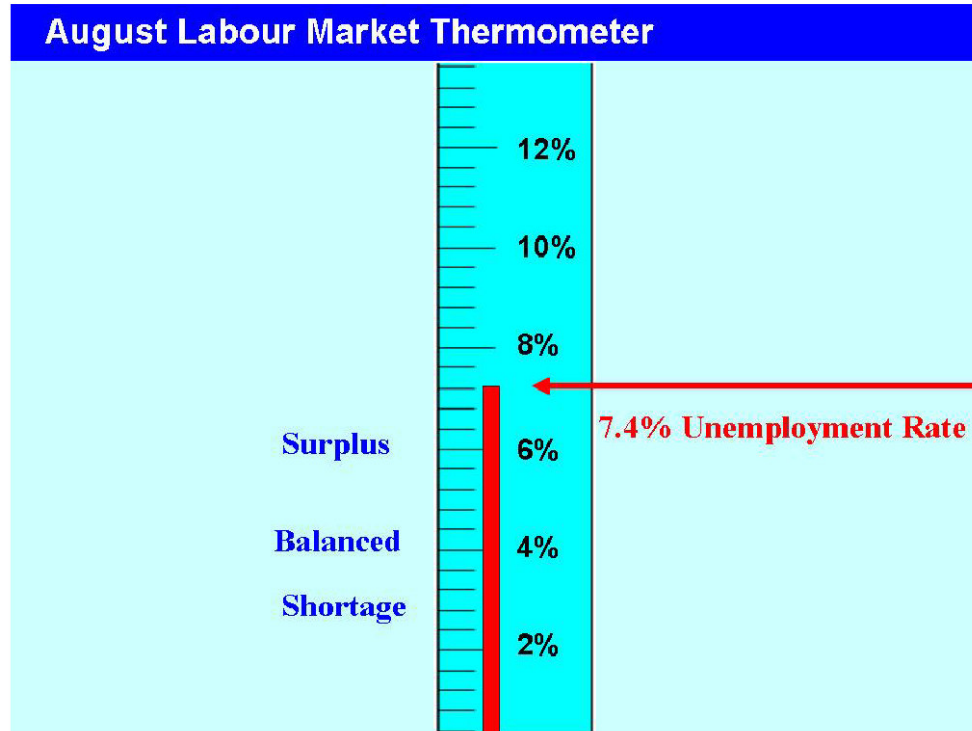
# Labour Market

Unemployment Rate by Age & Gender, Alberta  
Seasonally Adjusted (%)

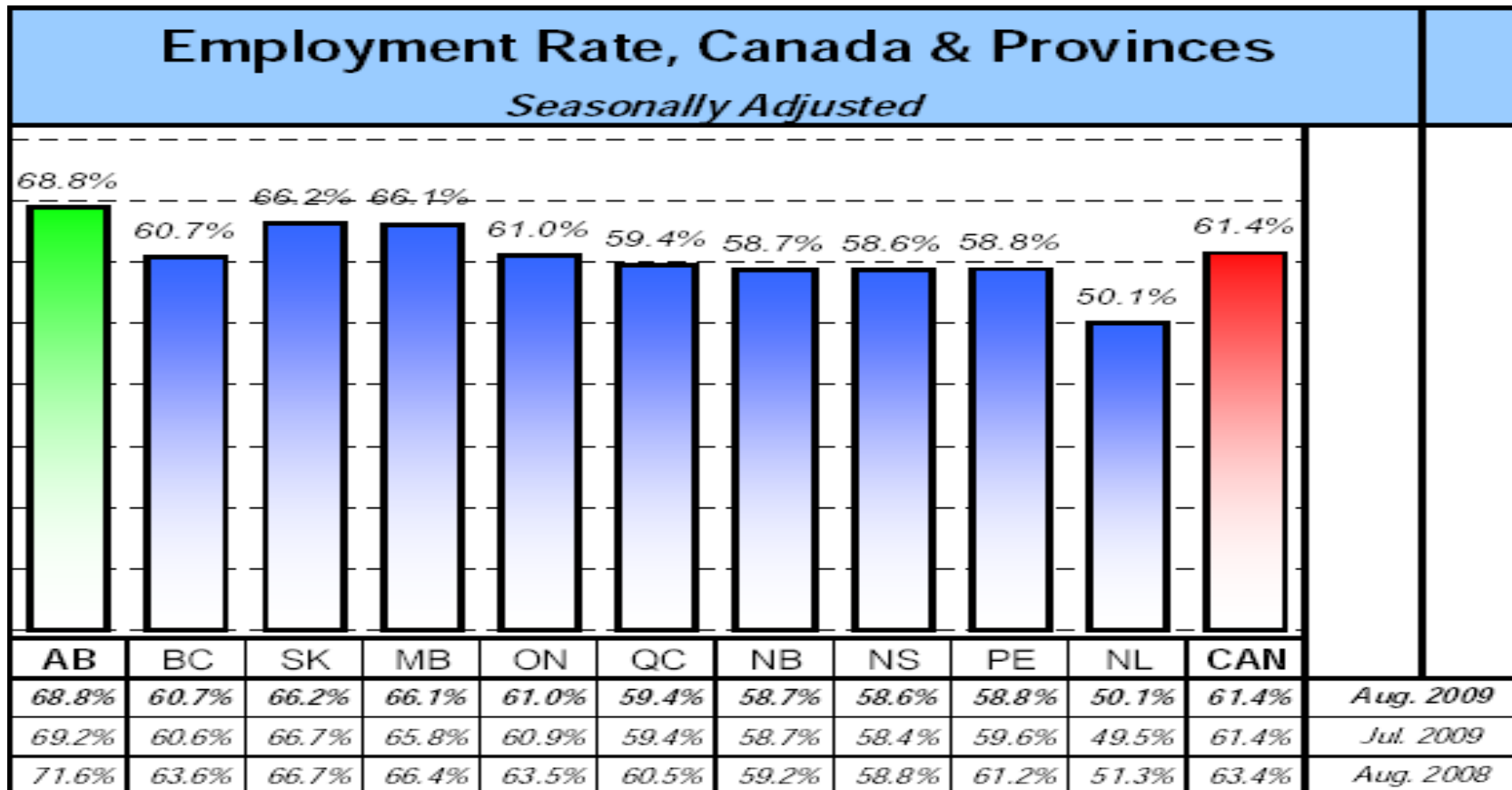


# Labour Market

## Alberta Unemployment



# Labour Market



# Demographic Changes

## Most Populous Countries

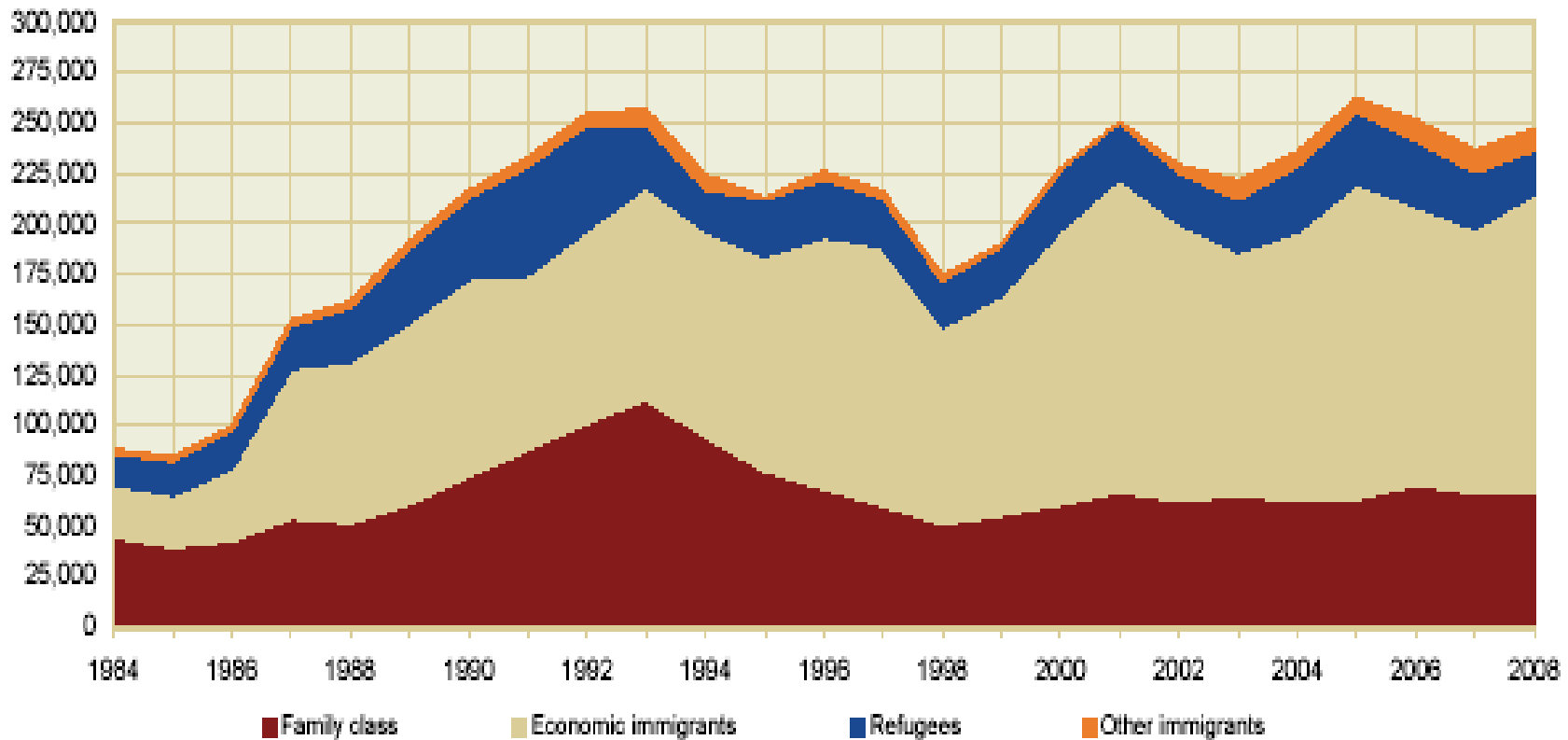
2009 Country Population ( <i>millions</i> )		
1	China	1,331
2	India	1,171
3	USA	307
4	Indonesia	243
5	Brazil	191
6	Pakistan	181
7	Bangladesh	162
8	Nigeria	153
9	Russia	142
10	Japan	128

2050 Country Population ( <i>millions</i> )		
1	India	1,748
2	China	1,437
3	USA	439
4	Indonesia	343
5	Pakistan	335
6	Nigeria	285
7	Bangladesh	222
8	Brazil	215
9	Congo, Dem. Rep.	189
10	Philippines	150

Source: Carl Haub and Mary Mederios Kent, 2009 World Population Data Sheet.

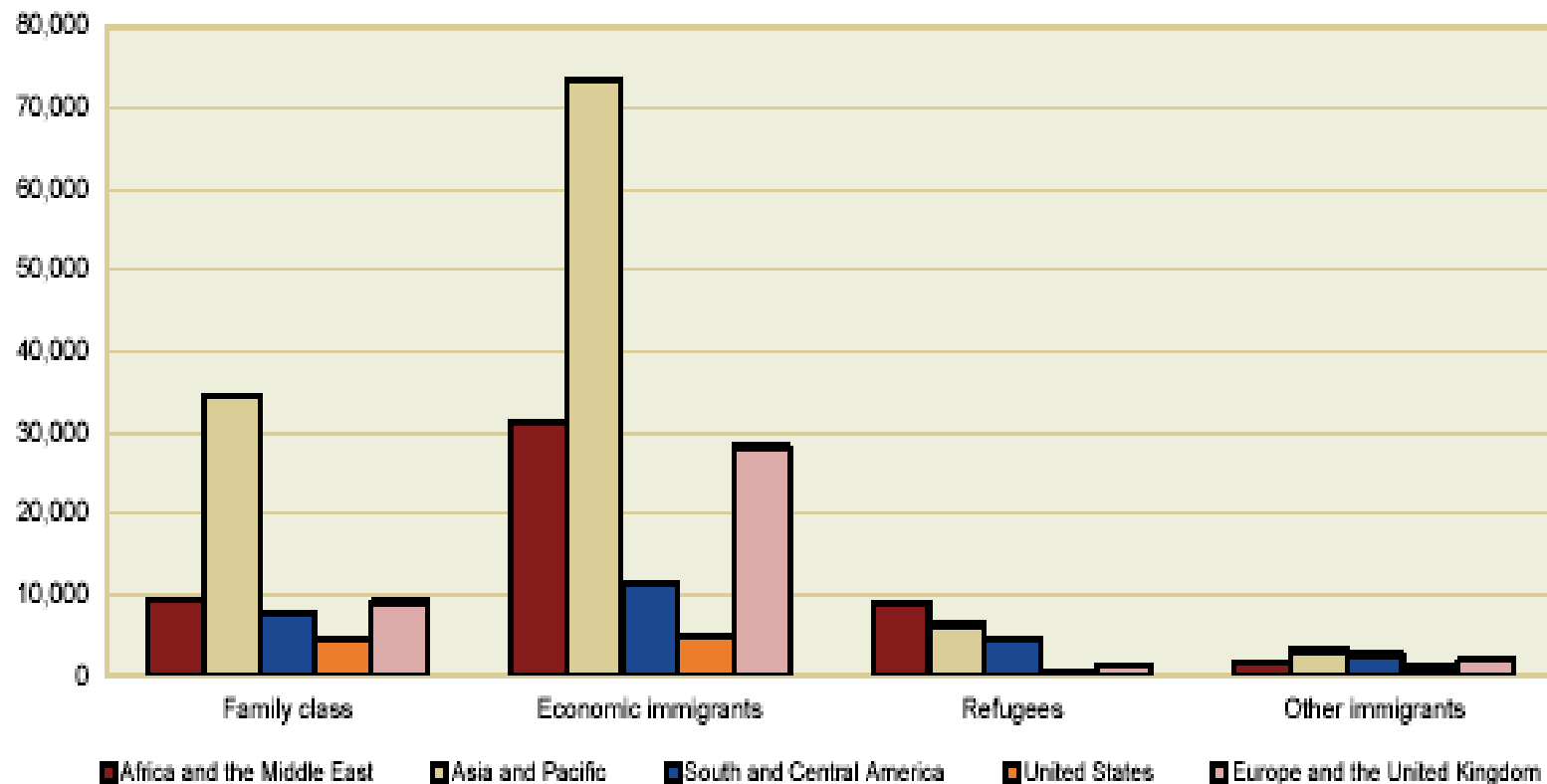
# Immigration

Canada – Permanent residents by category, 1984 to 2008



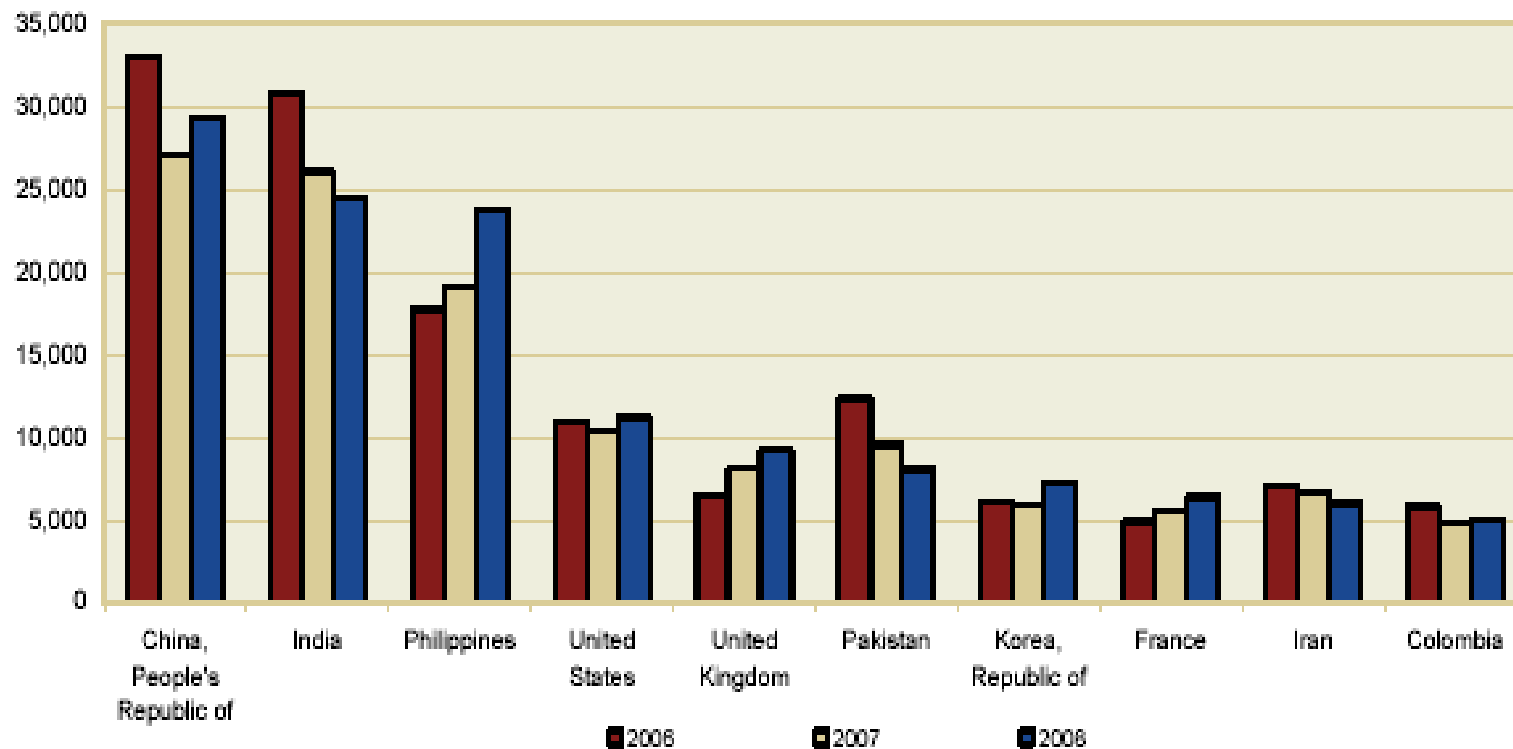
# Sources of Immigration

Canada – Permanent residents by category and source area, 2008



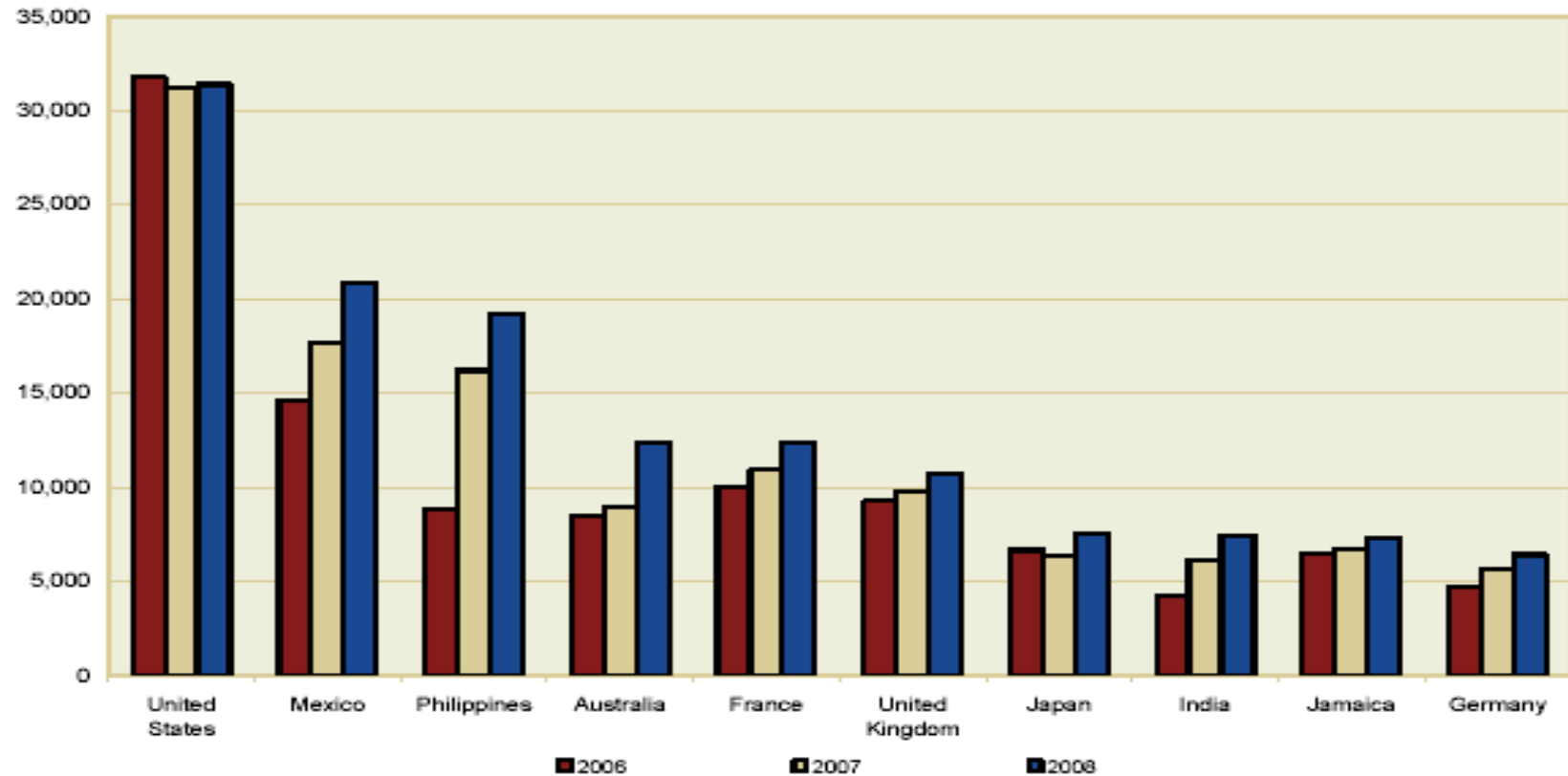
# Sources of Immigration

Canada – Permanent residents by top 10 source countries, 2006-2008



# Temporary Workers

Canada – Total entries of foreign workers by top 10 source countries, 2006-2008

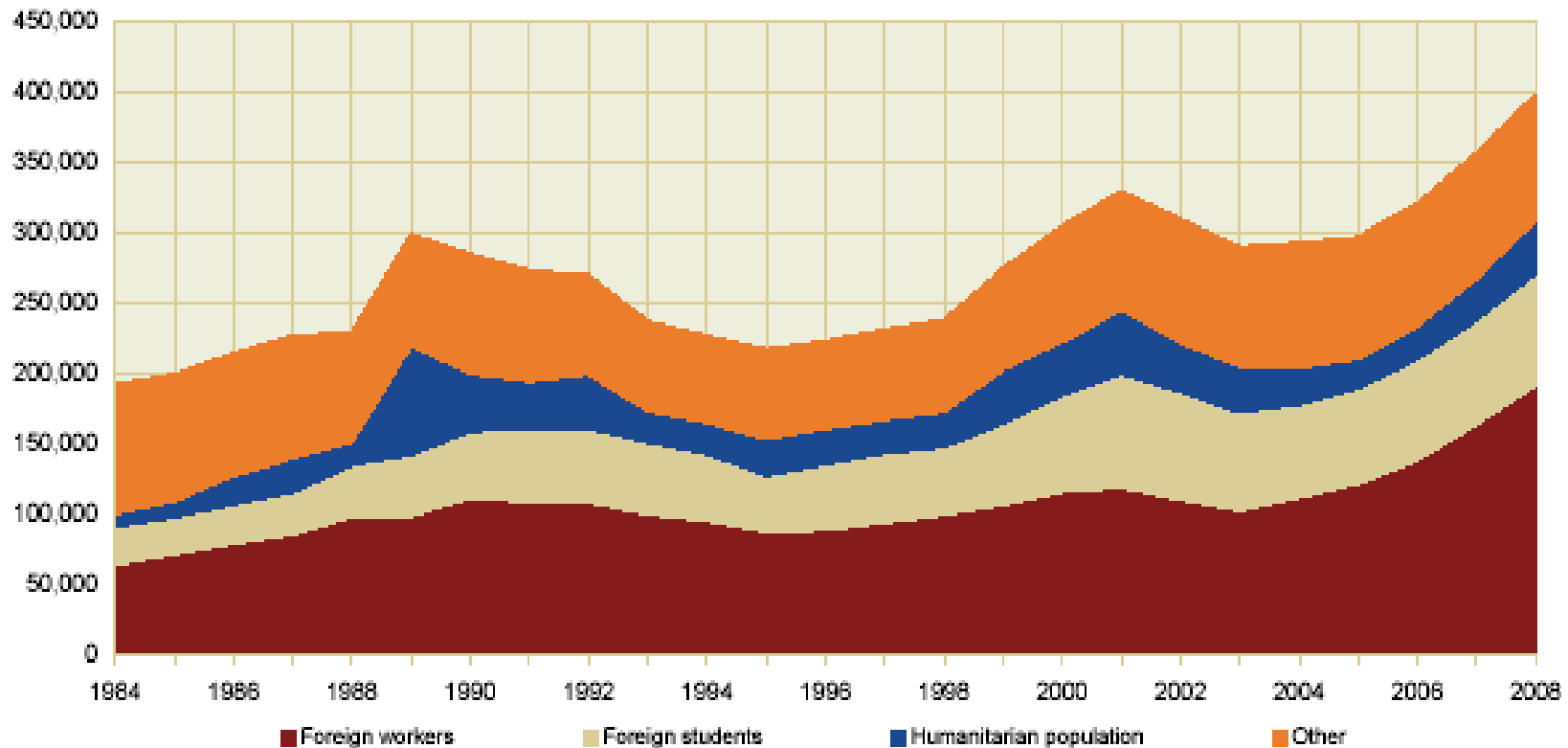


# Temporary Foreign Workers

- more rigorous assessment of the the job offer;
- limits to the length of a worker's stay in Canada before returning home
- a two-year prohibition from hiring a temporary foreign worker for employers found to have provided significantly different wages, working conditions or occupations than promised.

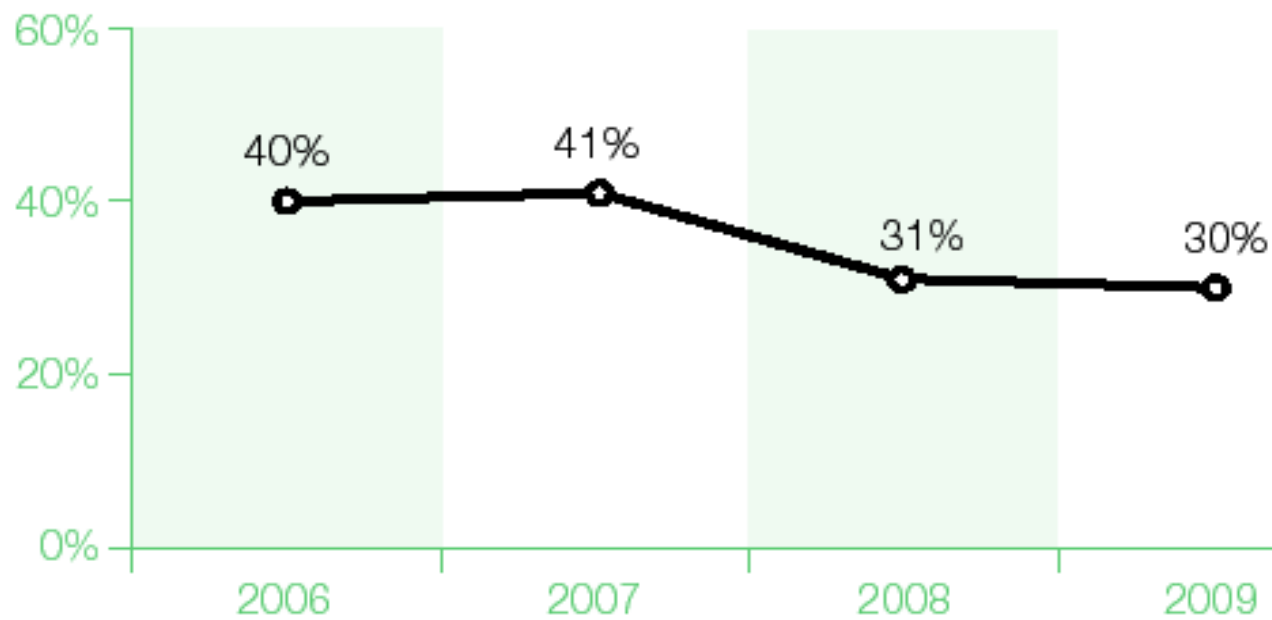
# Temporary Residents

Canada – Total entries of temporary residents by yearly status, 1984 to 2008



# Labour Market

SEEKING SKILLED WORKERS: Percentage of Employers Having Difficulty Filling Jobs Globally



Source: Manpower Inc.

# Jobs in Demand

## Top six jobs in demand

- Skilled trades
- Sales Representatives
- Technicians
- Engineers
- Management Executives
- Accounting and Finance

# Alberta Labour Forecast 2013

- Retail trade + 3.7%
- Professional & Scientific/ Technical + 3.7% - 8% of the workforce
- Professional and business services + 4.3% - 8.6% of the workforce
- Management Services + 2.5% - 3.5% of the workforce
- Health care + 2.3% - 10% of the workforce
- Mining oil and gas + 2.4% - 7% of the workforce