



Building and Educating Tomorrow's Workforce

Themes and Priority Actions



Inform

- Provide quality information to Albertans, businesses and industry on prominent labour force issues and human resources best practices, market opportunities and program supports.
- Provide enhanced information to Albertans regarding career, education and training opportunities, as well as resources and tools available to support career and educational decisions.
- Provide enhanced information, tools and supports to better assist employers in addressing their labour needs.



Attract

- Work with partners to recognize the credentials, competencies, prior learning and work experience of immigrants and inter-provincial migrants.
- Work with the federal government and other stakeholders to simplify and speed up the immigration and temporary worker processes.
- Develop a co-ordinated marketing strategy to increase awareness about Alberta and position the province as a 'destination of choice' for immigrants.
- Work to improve the labour mobility of Canadians and demonstrate job and business opportunities in Alberta to Canadians.



Develop

High Performance Workforce

- Work with education and training providers to increase graduation and post-secondary participation in learning opportunities and reduce barriers to employment for under-represented Albertans such as First Nations, Métis, Inuit, persons with disabilities and literacy challenges and immigrants.
- Implement the Affordability Framework identified through *A Learning Alberta* and expand access to advanced education learning opportunities to enable Alberta to have the highest post-secondary education participation rates in Canada.
- Work with employers to increase training and learning opportunities that allow Albertans to upgrade their skills while working.
- Develop and implement comprehensive provincial strategies to increase on-time high school completion rates with a particular focus on enhancing initiatives undertaken through the First Nations, Métis and Inuit Education Policy Framework to improve Aboriginal learner success.
- Work with industry to develop innovative approaches to improve participation and achievement in apprenticeship and industry training for all Albertans, including First Nations, Métis, Inuit people and other under-represented groups.

High Performance Work Environment

- Continue to promote a streamlined regulatory regime to enhance business competitiveness and ensure existing and new regulations are not an unnecessary burden on labour force development.
- Work with employers to increase technology adoption and innovation, including improvements to administrative processes and services, production floor and product-to-market efficiencies and web-based delivery.



Retain

- Work with industry, employer groups and labour groups on increasing workforce retention of mature workers, including increasing the flexibility of work arrangements and pension programs.
- Work with partners to increase the retention of knowledge workers (professionals, graduate students, researchers and faculty) with specialized skills, including skills critical to bringing scientific and technological innovations to market (scholarships, return-for-service-grants, partnership programs with rural and community organizations).
- Work with community agencies, employers and other partners to provide improved support programs and networks for integrating immigrants, First Nations, Métis, Inuit and other under-represented groups into workplaces and communities.