

What Works – Alberta

Effective Practices for social, workplace and labour market programs and services
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Special
Issue

Supplement to the

What Works – Alberta Conference
“Building a Skilled Labour Force”
February 18-19, 2004
Crowne Plaza Chateau Lacombe
Edmonton, Alberta



Welcome to a special edition of the *What Works–Alberta* newsletter. This issue is shorter in length than our regular newsletter and is meant to supplement information provided at the *What Works – Alberta* conference titled, “Building a Skilled Labour Force” on February 18-19, 2004 in Edmonton.

This issue highlights topics related to the theme of a Skilled Labour Force. Labour market information is a key factor in developing a skilled labour force so we’ve highlighted a publication on the front page that introduces this topic. Read and learn more on effective practices shared by Premier’s Award of Excellence award recipients. For readers interested in statistics related to the labour force, please refer to the “Youth in the Labour Force” article.

We hope you enjoy this special issue of the newsletter and welcome your feedback. Refer to this page for details on how to contact us. Enjoy.

- ◆ Alternative formats of this newsletter are available upon request
- ◆ Aussi disponible en français

Contact Us . . .

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Making Sense of Labour Market Information

A publication on labour market information

Are your clients expressing frustration when choosing an occupation? Are they seeking information that will assist them when developing a career plan? If so, the *Making Sense of Labour Market Information* publication can help!

Fostering an evidence-based approach to career planning, this publication encourages readers to become familiar with the following:

- ◆ *Demographics*: Demographics are the characteristics of a population. Individuals forming career plans should become familiar with Alberta’s average age, population size, growth, and density.
- ◆ *Technological Change*: Many of the jobs in today’s market require basic computer skills. This trend is likely to continue as technology evolves. Obtaining information on technological changes enhances career plans.
- ◆ *Globalization*: Individuals making career choices need to be aware of how globalization can impact certain occupations. For example, some occupations might be impacted by globalization in that more than one language may be required, or the ability to work flexible hours to serve customers in a wide variety of time zones.
- ◆ *Economy*: The economy can significantly impact the labour market. Information like unemployment rates can provide significant clues as to whether or not opportunities for certain occupations exist.
- ◆ *Industry/Sector Activity*: Individuals developing a career plan should be aware of which industries are experiencing the most growth and the relationship to job availability.

The combination of these five factors result in labour market trends. The publication reviews each of these five factors in detail, then provides a listing of potential labour market information sources. Tips for using labour market information are also included.

Making Sense of Labour Market Information is a free publication developed and distributed by the People, Skills and Workplace Resources branch of Alberta Human Resources and Employment. To order or download a copy, please see <www.alis.gov.ab.ca/careershop>.

Premier's Award of Excellence

Recognizing Business Excellence

The Premier's Award of Excellence (PAE) is celebrating its 10th anniversary! This program was developed to recognize excellence in business practices and client service in the Alberta public service.

Since 1995, the PAE has recognized many public service employees for their achievements and teamwork. "I am proud of the effective and innovative programs and services delivered to Albertans," said Alberta Premier, Ralph Klein.

The PAE encourages staff to demonstrate superior performance, assess progress, and identify ongoing improvements. The awards showcase work units demonstrating sound business practices in their ongoing work and teams who use good business practices in planning and managing their projects to ensure positive outcomes. The PAE program encourages this information to be shared with other public service employees to promote the application of these practices to other programs/services.

Positive outcomes of the PAE include continuous improvement for programs, and increased personal and professional growth for team members. For example, 2003 PAE winner, the Edmonton Career Week Fair 2002, continuously improves on their yearly project by implementing feedback from participants and exhibitors.

The following are shared characteristics of the PAE recipients:

- ◆ Recognizing and nurturing teamwork in a spirit of cooperation rather than competition for individual gain.
- ◆ Leading through involvement and by example.
- ◆ Understanding, meeting and striving to exceed client expectations.
- ◆ Creating an environment that respects individuals and encourages people to develop their full potential.
- ◆ Continuously improving methods and outcomes.
- ◆ Basing decisions on facts (evidence-based decision-making).
- ◆ Satisfying obligations to and expectations of stakeholders, including an exemplary concern for responsibility to society.

You can visit two 2003 PAE award recipients in the Networking Room and learn from their experience during the third annual **What Works – Alberta** conference on February 18-19, 2004 at the Crowne Plaza Chateau Lacombe in Edmonton.

For more information on the Premier's Award of Excellence, please visit their website at <<http://www.pao.gov.ab.ca/premier/>> or call the Personnel Administration Office at (780) 408-8420.

Youth in the Labour Force

An Alberta Profile

Given Alberta's strong economic growth and the shortage of skilled workers in some sectors, the role of youth is becoming increasingly important to today's labour force. Youth, defined as those people between the ages of 15 and 24 years, have been a traditionally underutilized population. In an effort to provide educators, employers and other key stakeholders with information about this population, a publication titled *Alberta Profile: Youth in the Labour Force* was developed.

This document features information related to youth on a number of topics, including:

- I. Labour Force Statistics
- II. Education Levels
- III. Employment by Industry
- IV. Employment by Occupation
- V. Wage and Salary
- VI. Participation Rate
- VII. Employment
- VIII. Unemployment

Employers, educators, and frontline service delivery staff will find this document useful for a variety of reasons. For example, employers expanding their businesses may want more information on youth unemployment rates.

Educators would likely be interested in the Alberta youth employment rate, as a high unemployment rate can result in an increased number of youth wanting to pursue training and education.

Front line service delivery workers may also benefit from using the statistics found in this profile. The profile indicates a positive correlation between employment opportunities and education levels. In 2002, Alberta youth who had some high school education had an employment rate of 48% while those with high school graduation had a higher employment rate of 77%. In the same year, Alberta youth with post-secondary certificate or diploma education levels experienced an 80% employment rate.

To view or download the Alberta Profile: Youth in the Labour Force please go online to <<http://www.gov.ab.ca/hre/LFProfiles.asp>>.

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