

## **1. Rural and Regional Labour Market Challenges**

- Workforce shortages in rural areas and the affecting factors (e.g., housing, social services)
- Ageing populations, urbanization, and workforce participation in rural areas
- Availability of community services and its effect on workforce participation
- Availability of primary and post-secondary education and workforce participation
- Seasonal and precarious nature of rural employment and economies
- Migration patterns (rural-to-rural and rural-to-urban)
- Economic migration and temporary foreign worker programs like the rural renewal stream
- Availability of temporary, part-time, and full-time work in rural Alberta
- Health and mental health workforce shortages
- Population health and its impact on workforce participation

## **2. Labour Market Dynamics and Demographics**

- Population growth and its implications on Alberta's labour market
- Youth unemployment trends and contributing factors
- Worker retention and brain drain (e.g., the myth vs. reality of graduates staying in the region)
- Remote work and its impacts (work-from-home policy, worker retention, loneliness)

## **3. Workforce Skills and Education**

- Transferable skills mapping for emerging sectors
- Skill gaps in the workforce
- The role of primary and post-secondary education in preparing the workforce
- Creative problem-solving as a necessary workforce skill, its measurement, and perception
- Intergenerational learning initiatives (e.g., kindergartens collocated with elder care facilities)
- Resurging demand for previously disappearing skills

#### **4. Technology and Automation**

- The current state of technology, robotics, and automation in Alberta and comparison with other jurisdictions
- Productivity enhancements through technology adoption
- Examples/number of businesses using advanced technology (e.g., robots, drones, computer vision)
- Automation's role in addressing skill gaps and productivity

#### **5. Immigration and Inclusion**

- Race-based data and data linkages for supporting Anti-Racism Legislation (ARL) and Alberta's Anti-Racism Action Plan (AARAP)
- Barriers faced by ethnocultural and newcomer communities in accessing equitable job opportunities
- Labour issues related to foreign credential recognition and advisory support for newcomers
- Optimal immigration levels for sector-specific labour shortages

#### **6. Economic Factors and Wages**

- Comparisons of wages, total compensation, and affordability between Alberta and other jurisdictions
- Alberta's lagging real wage growth and its relationship with investment, especially in mining, oil, and gas
- Productivity and wage trends
- Quality-of-life factors influencing the choice of living in Edmonton/Calgary (e.g., housing costs, environment, culture)

#### **7. Policy and Legislative Implications**

- Supporting multicultural holiday legislation and its impact on labour policy
- Flexible methodologies for determining optimal minimum wages
- Examining the place of CCUS and related projects in industries beyond oil and gas