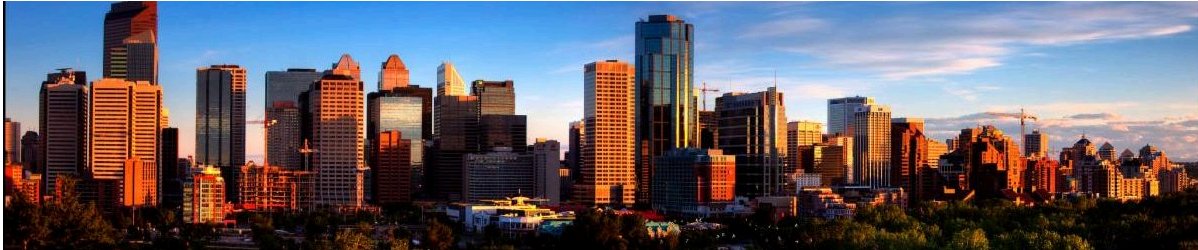


# Labour Market Hot Sheet

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JobDevelopment.org/AlbertaLMR

April 30, 2026



## Alberta government to add four fast tracks to teacher certification

**Education / Skills Development**

Tradespeople and professionals will be able to be temporarily certified as classroom teachers after taking four post-secondary education courses, according to recent report by **CBC News**.

*"If we can do more to bring individuals that have expertise and skills in a particular subject area to actually teach that subject area, that will enrich our education system in a significant way,"* **Education and Childcare Minister** Demetrios Nicolaidis told CBC News last week.

Upon the urging of Alberta Premier Danielle Smith to create faster tracks for teacher certification, Nicolaidis says the **United Conservative Government** is introducing four ways to expedite getting teachers working in classrooms:

- **Developmental teacher certificate:** A bachelor of education (B. Ed) student in their final year of studies can apply for a one-year developmental certificate to work as a teacher while they finish their education.
- **Conditional teacher certificate:** Internationally-trained teachers can work under this certificate while they finish

[Canadian Job Development Network](#)

## Mastering the art of 'Discovery' in job development

This week for **#MotivatingMondays**, we looked at the technique of 'Discovery' where we resist the urge to pitch clients and instead ask probative questions to better understand what an employer is looking for. A recent study shows that customers speak during 57% of the conversation in successful discovery sales calls. Their

- a B. Ed program in Alberta.
- **Trade Teacher Certificate:** Tradespeople will be able to teach Grade 7 to 12 courses, in their field only, after completing four teacher preparation courses. They will have three years to finish six more courses to qualify for a permanent trade teacher certificate
- **Specialized Teacher Certificate:** a worker that the government deems a “*skilled professional*” can teach courses in their field to students in Grade 7 to 12 after completing four teacher preparation courses. They will have three years to take six more courses to qualify for a permanent specialized teacher certificate

Nicolaides said developmental and conditional teacher certificates will be available starting in June, and schools could potentially hire teachers with those certifications for the next school year.

He said the government is working with post-secondary institutions to develop teacher training courses for trade and specialized teacher certificates. Those teachers would not earn a full B. Ed degree.

Post-secondaries would have to apply to the government to offer those courses, and none have been approved yet, government officials told reporters during a technical briefing.

Currently in Alberta, teachers can do either a four- or five-year bachelor’s degree in education, or complete a two-year B. Ed program if they already have another undergraduate degree.

The changes will allow teachers-in-training to begin earning money and working more quickly, Nicolaides said.

*“They gain more hands-on experience, they begin working, they begin earning money and it also helps to alleviate some of the pressure that we have when it comes to recruiting and retaining teachers,” Nicolaides said. “That’s a significant win there.”*

Teachers with interim certificates working while completing their training will have to be supervised by a school principal, the minister said.

**Advanced Education Minister** Myles McDougall says the province is also offering bursaries for the trade and professional certification stream, and will create more seats in post-secondary institutions for trainees.

He said the trade certification will help prepare and recruit workers with skills in high demand.

Teacher recruitment in Alberta faces challenges on many fronts.

A three-week provincewide teachers’ strike and lockout last October ended when the Alberta government ordered teachers back to work. It imposed a four-year contract on 51,000 public,

research also has found top-performing reps ask 39% more questions during the discovery call.

IN CASE YOU MISSED IT

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[Watch it on Youtube](#)

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Next Topic:  
**Factoring in Canada's entrepreneurial drought**

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separate and francophone teachers, and used the notwithstanding clause to try and protect the decisions from legal challenges.

Teachers report feeling demoralized, and some are considering leaving the profession since returning to their classrooms, many of which are overcrowded and have students with increasingly diverse and complex needs.

Dianne Gereluk, the **University of Calgary's** dean of education and chair of the **Association of Alberta Deans of Education**, says the post-secondary leaders are most troubled by the two streams that could certify teachers who don't have a bachelor's degree in any subject.

There's no clarity on what professional experience would qualify a person to pursue teacher certification, she said.

Gereluk said it opens the door to people without degrees in arts or science teaching core subject classes in math, science, social studies or language arts — a possibility Nicolaides confirmed during a news conference in Calgary.

*"There is lots of evidence, from the United States, that this has been a terrible disaster,"* she said.

Deprofessionalization of teachers south of the border has most disadvantaged students of colour, poorer families, English language learners, rural students, and those with disabilities, she said, as teachers are less equipped to deal with more complex needs.

*"This would be a drastic, negative turn, for this province,"* Gereluk said.

The deans are turning away thousands of applicants each year from people who want to complete education degrees, she said. Offering more training in rural communities, on weekends, and online would be a more creative way to meet the province's demands, she said.

**Brock University** education professor David Hutchison said programs that speed up future teachers' ability to earn a B. Ed are on par with changes in some other provinces. They can help improve shortages, he said, but Alberta has the added challenge of population growth, and must do more to retain teachers.

## Canada isn't fully using immigrant talent — new report shows where the gaps are

### Immigration / Research

A new national report is putting a spotlight on a persistent issue in Canada's labour market: many immigrants are not able to fully use their education and skills after they arrive.

## Alberta Labour Market Report

### Alberta Labour Market Report

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Tel: 604-288-2424

Email:

[admin](mailto:admin@labourmarketsolutions.ca)

[@labourmarketsolutions.ca](mailto:admin@labourmarketsolutions.ca)

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Recently the **Canadian Immigrant** website explored this research in detail.

The '**Immigrant Skill Utilization Scorecard**', developed by **Signal49 Research** (formerly the **Conference Board of Canada**) in partnership with the **Future Skills Centre**, tracks how well municipalities across the country are integrating immigrants into the workforce. It compares outcomes with Canadian-born workers and looks at key issues such as overqualification, unemployment and part-time work.

### **Overqualification remains the biggest challenge**

The report finds that overeducation, where someone works in a job below their qualifications, is the most common problem.

Immigrants are 1.8 times more likely than Canadian-born workers to be overqualified for their roles.

The second major issue is involuntary part-time work. Immigrants are 1.7 times more likely to be working part time when they would prefer full-time jobs.

Unemployment and temporary work affect both groups at similar rates overall, but the nature of temporary work differs. Immigrants are more likely to be in contract or term roles, while Canadian-born workers are more likely to take seasonal jobs.

The report also notes that among part-time workers, immigrants are more likely to cite caregiving or personal responsibilities as the reason, while Canadian-born workers are more likely to point to schooling.

### **Economic cost and sector gaps**

The underuse of immigrant talent has a broader economic impact. Canada could face up to \$11 billion in losses by 2040 due to skill underutilization, based on earlier labour market trends. The gaps are especially visible in key sectors.

In 2024, immigrants made up:

- 20 per cent of full-time workers in construction
- 30 per cent in health care
- 38 per cent in hospitality

Despite this, they were significantly more likely to be overqualified:

- 2.6 times more likely in construction
- 2.2 times more likely in health care
- 1.4 times more likely in hospitality

They also faced higher rates of involuntary part-time work, including 1.8 times higher in construction and 1.6 times higher in health care.

### **Most cities are stuck in the middle**

The scorecard, based on **Statistics Canada's Labour Force Survey** data from 2022 to 2024, looked at 28 municipalities across Canada.

In 2024, most cities fell into mid-range performance:

- 36 per cent received a B grade
- 54 per cent received a C grade

Only Vaughan, Ont., earned an A grade. At the lower end, Regina, Sask., and Moncton, N.B., received D grades.

Progress over time has been uneven. Between 2022 and 2024:

- 3 municipalities improved
- 5 declined
- the rest remained stable

Smaller municipalities tended to perform worse, while medium-sized ones showed the widest range — including the only A grade and one of the D grades.

### **Regional differences across Canada**

There are also clear regional patterns. Ontario was the only province with a top-performing municipality. Saskatchewan and New Brunswick had the lowest-performing cities. British Columbia and Manitoba were mostly in the B range, while Quebec had a mix of B and C grades. Alberta and Atlantic Canada leaned toward C grades overall.

### **Policy changes, but impact unclear**

The report notes that several policy changes took place during the study period.

These include category-based immigration selection targeting sectors like health care, trades and **STEM**, as well as Ontario legislation that removes Canadian work experience requirements for licensing in more than 30 professions.

While these changes may help improve outcomes, the report says it is still too early to measure their impact.

### **A system that still needs fixing**

The findings point to two key areas for improvement: better recognition of foreign credentials and stronger pathways to full-time employment.

For now, the message is clear. Canada continues to attract skilled immigrants, but many are still working below their potential — a gap that affects not just individuals, but the country's economy as a whole.

Click here to review: [\*The Immigrant Skill Utilization Scorecard\*](#)

# Major labour market stories from the past week

## Alberta's Breaking Labour Market News

- Workability: Addressing inclusive employment in Calgary ([Click Here](#))
- The Business Case for CPR Certification: What Every Edmonton Executive Should Know ([Click Here](#))
- The Immigrant Education Society Confirms "Very Big" Job Cuts in 2026 ([Click Here](#))
- Abercrombie & Fitch is returning to Calgary with a new CF Chinook Centre location ([Click Here](#))
- 23 places in Edmonton hiring for hundreds of jobs this May ([Click Here](#))
- ATA responds to the four new expedited teaching certificates ([Click Here](#))
- Eligible former employees have 90 days to apply for retroactive pay ([Click Here](#))
- 19 companies hiring for hundreds of jobs in Calgary this May ([Click Here](#))
- Canada Government Boosts Alberta Tourism with \$1.9M Investment to Drive Jobs and Culture ([Click Here](#))

## This Week on LinkedIn

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Check out our new Podcast: [#MotivatingMondays](#) which looks exclusively at the Job Development Sector.

- Alberta settlement agencies grappling with federal funding loss ([Click Here](#))
- The largest Goodwill store in Alberta opens in Calgary soon ([Click Here](#))
- Frontline tourism workers add to record breaking visitors to Calgary ([Click Here](#))
- Unions urge City of Edmonton to keep recreational services public and affordable ([Click Here](#))

On our social media feeds we only post labour market and job search information, research and the occasional ironic observation. You can trust our **LinkedIn** feeds. We carefully evaluate social media posts to see if they would be valuable to you.

We don't want to waste your time. For instance, we're not going to post an article like: ['Chinese humanoid robot beats world record for fastest human half-marathon'](#). *A robot beat a human in a race? This is shocking! Now, there is no way we can outrun them. Unless, of course, we use a car or maybe a city bus. Perhaps a bicycle.*

Your time is valuable and we wouldn't want to waste it, follow us on [LinkedIn](#) :-)

## Community Calendar

### Career Development Events

**Alberta Strong: 16 ways trade is changing our labour market**

*The 2026 Alberta Labour Market Conference, LMC26*

**May 28th and 29th, 2026**

**\* 30% Discount for Registrations Received by May 14, 2026 \***

*Hosted online by the Alberta Labour Market Report*

Learn More: [Conference Website](#) | [Information Sheet](#) | [Registration](#)

**#MotivatingMondays for Job Developers**

**Monday May 4th at 9:30am**

**Topic: Factoring in Canada's entrepreneurial drought**

*Hosted by the Canadian Job Development Network*

Free for All Attendees

*Start your free membership to get your weekly link*

For more info: [www.JobDevelopment.org](http://www.JobDevelopment.org)

**31st Annual National Supported Employment Conference**

**June 9 to 11, 2026**

*Hosted by the Canadian Association for Supported Employment*

Location: Westin Ottawa in Ottawa, Ontario

Learn More: [Click Here](#)

## Job Postings

### Career Development Employment

To post a job here, please email: [admin@labourmarketsolutions.ca](mailto:admin@labourmarketsolutions.ca)

*(When you write your cover letter, please mention you saw this advertisement in the Alberta Labour Market Report)*

[Storefront Employment Advisor](#)

Hinton Adult Learning Society

Grande Cache, AB

Closes: Unknown

[Regional Manager, Alberta](#)

AKG Canada

Edmonton, AB

Closes: Unknown

[Community Engagement Coordinator](#)

The Open Door Group

Calgary, AB

Closes: Unknown

[VOCR-Vocational Specialist](#)

Lifemark Health Group

Calgary, AB

Closes: Unknown

[Career Practitioner](#)

Centre for Newcomers

Calgary, AB

Closes: Unknown

[Facilitator](#)

Prospect Human Services

Strathmore, AB

Closes: Unknown

[Goodwill Cares Navigator](#)

Goodwill Industries of Alberta

Calgary, AB

Closes: Unknown

[Community and Employer Engagement Specialist](#)

WCG International Consultants Ltd.

Calgary, AB  
Closes: Unknown

[Job Development Specialist](#)  
Goodwill Industries of Alberta  
Edmonton, AB  
Closes: Unknown

[Career Counsellor](#)  
Lifemark Health Group  
Calgary, AB  
Closes: Unknown

[Vocational Rehabilitation Specialist](#)  
Manulife  
Remote in Alberta  
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[Employer Liaison](#)  
Prospect Human Services  
Airdrie, AB  
Closes: Unknown

[Employment Specialist](#)  
Prospect Human Services  
Calgary, AB  
Closes: Unknown

[Employment Retention Specialist](#)  
Prospect Human Services  
Airdrie, AB  
Closes: Unknown

[Career Advisor](#)  
Prospect Human Services  
Hybrid  
Closes: Unknown

## Did you know?

### Fascinating Facts

Canadian employers can fill up to 100,000 job openings as the federal government has officially opened the hiring period for the 2026 Canada Summer Jobs (CSJ). During this period, youth can search and apply for CSJ-funded roles through the federal Job Bank website and mobile app, according to ESDC. Roles are available for young people aged 15 to 30 across the country.

- Employment and Social Development Canada

## Quote of the Week

### Career Inspiration

"I think what it takes to succeed remains the same. You have to have a real love of your sport to carry you through all the bad times, you still want to go ski even when things aren't working. You must have a commitment to work hard and to never give up."

**- Nancy Greene**

Alberta Labour Market Report | c/o Labour Market Solutions, PO Box 18148, 1215C 56th Street | Delta, BC V4L 2M4 CA

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