

The Alberta Labour Market Report's

Labour Market Hot Sheet

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FREE TRIAL, WEEK 3 OF 5

JobDevelopment.org/AlbertaLMR

April 16, 2026



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Welcome to Week 3 of our 5 week free trial of the **Alberta Labour Market Report**. We still have two weeks to go, but if you would like to get this newsletter every week moving forward, AND a 10% discount, let us know right away. A subscription is just \$19.95, with discounts for quarter- and year-long subscriptions. [Click here to subscribe](#)

Sincerely, Christian Saint Cyr
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Publisher, Alberta Labour Market Report

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CONSTRUCTION, NEWS, SKILLED TRADES, WESTERN CANADA

New Alberta Trades Discovery Centre set to open in Calgary in 2026

Alberta Trades Discovery Centre to open to students in fall 2026

Immigration / Job Development

Backed by a \$6 million provincial government investment, the first **Alberta Trades Discovery Centre** (ATDC) will open in Calgary this fall.

According to a government-issued release, the centre is an industry-led initiative that will give junior high and high school students hands-on exposure to trades-based careers before they graduate.



[Canadian Job Development Network](#)

Government pushes employers to hire youth

This week for **#MotivatingMondays**, we talked about steps Employment and Social

“The centre will provide a dedicated, professional space where students can explore construction trades, learn directly from experienced tradespeople and discover what they’re good at and what they enjoy, helping them make informed choices about high school courses, post-secondary pathways and future careers,” the release reads.

The province has committed \$6 million over three years, put towards the initial implementation and operation of the ATDC. At the centre, students will gain hands-on exposure to skilled trades through authentic work-like settings in a try-a-trade format, focusing on career exploration, not apprenticeship training.

As demand grows province-wide, new centres will open outside of Calgary. Alberta’s government is committed to help meet the workforce demands of today and tomorrow, according to the release.

“Alberta’s prosperity depends on a strong, skilled workforce. The Alberta Trades Discovery Centre will help students see the real opportunities available in the trades, while complementing the world-class training offered by our post-secondary institutions,” Myles McDougall, **Minister of Advanced Education** said in a statement.

In a statement, the **Calgary Board of Education** told LWC that they were not directly involved in the ATDC’s creation, but are excited about the avenues it will open for students.

Similarly, the **Calgary Catholic School District** said in a statement that they look forward to learning more about the centre’s ability to provide students with opportunities to explore career pathways and gain hands-on experience in the skilled trades before they graduate.

A LWC request to the **Ministry of Advanced Education** for clarification on how students will specifically be able to access the centre was redirected to the **Alberta Construction Association** and has not been answered as of Thursday, April 2.

The ATDC will be governed by a board with representatives from Alberta’s construction sector, including the Alberta Construction Association, **Building Trades of Alberta**, **Construction Labour Relations Alberta** and **OpenCircle**, according to the release.

“This is a professional environment where experiences are developed and facilitated directly by seasoned trades professionals,” said Warren Singh, board chair, Alberta Trades Discovery Centre, and executive director, Alberta Construction Association, in a statement.

“By proving this concept in Calgary, we are building a sustainable model that honors the dignity of the trades and

Development Canada is taking to make it more challenging for employers to hire temporary foreign workers. As of April 1, 2026, employers applying for a Labour Market Impact Assessment (LMIA) under the low-wage stream of the Temporary Foreign Worker Program must advertise positions for a minimum of eight consecutive weeks — double the previous four-week requirement. Forcing employers to look closer at domestic candidates, specifically youth, will create opportunities for job developers.

IN CASE YOU
MISSED IT

[Read the Apr. 13th Job Development Pulse](#)

[Watch it on Youtube](#)

We make these sessions available EVERY WEEK on **YouTube** and most podcast platforms for people who can’t attend in person. This is a sequel every week and just as enjoyable as Super Mario Galaxy Movie.

Email:

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Website:

www.JobDevelopment.org

Next Topic:

Employers share the workplace

empowers young Albertans to build both our province and their own successful futures."

Learn more: [Alberta Trades Discovery Centre](#)

Better leadership, work-life balance draw back 'boomerang' employees

Recruitment / Demographics

Two in three employees would consider returning to a previous employer if there were improvements in leadership and work-life balance, according to a new report, amid the growing popularity of "boomerang employees" in workplaces.

"Boomerang employees" refer to professionals who return to work for a previous employer, according to a profile recently published by **HRD** Human Resources Director.

Hiring these employees has been growing over the past few years, with **ADP** data showing that boomerang employees accounted for 35% of new hires on average in 2025.

Among employees, new research from **MyPerfectResume** also found that 55% of workers consider returning to a past employer as a "smart career move."

But rehiring them may require employers to demonstrate that the organisation has changed since the employee left.

Some 67% of employees said they would only consider returning to a former employer if leadership had changed.

A similar share also said improved work-life balance would draw them back to a previous employer.

"Workers are open to returning if they see real improvements, especially in leadership and work-life balance," the report read.

"These boomerang employee benefits show that cultural change and career advancement opportunities are stronger incentives than perks like hybrid work."

These considerations come amid lingering hesitations about returning to a former employer, with 65% of employees worried that workplace politics will resurface if they do.

Nearly half of employees (46%) are also concerned that their burnout would come back if they returned, while 14% believe that it would feel like taking a step backward.

"Old dynamics, unresolved workplace politics, and lingering fears of burnout can undermine retention and job satisfaction if employers don't address them directly," the report read.

skills they most want

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Mon. Apr. 20, 2026

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Bad blood is also among the top factors why hiring boomerang employees can be a bad thing, according to **BambooHR**.

These boomerang employees would also need more time to "acclimatise," especially if there were changes to management, policies, or company culture.

But BambooHR also highlighted that hiring boomerang employees can mean a less time-consuming and more cost-effective onboarding process for the organisation.

There is also a strong likelihood that the employee can fit into the company culture, and is already familiar with the job, duties, and expectations in the role.

The boomerang employee also brings with them new skills, experiences, connections, viewpoints, and customers, according to BambooHR.

The established employer-employee relationship also adds to company loyalty and increased retention.

Ultimately, MyPerfectResume stressed the need for employers to improve the offboarding process in order to leave a good impression on employees.

"Leaving on good terms gives workers options to return or recommend their past employer. For companies, treating departing employees with respect builds long-term goodwill and strengthens the employer brand," it said.

Major labour market stories from the past week

Alberta's Breaking Labour Market News

- Calgary is quickly becoming a recognized Tech Hub ([Click Here](#))
- AB full-time wages fell in Mar 2026 ([Click Here](#))
- Over 2,100 work-related deaths in Alberta since 2013 ([Click Here](#))
- Career and Hiring Expo taking place in Fort Saskatchewan this week ([Click Here](#))
- Former staff of Alberta Law Foundation sue for \$2M over change in comp policy ([Click Here](#))
- When mitigation meets inference: What employers can take from Gugulyn v. Alberta ([Click Here](#))
- Alberta employers warn of red tape with proposed immigration changes ([Click Here](#))
- Health care and cost of living tops Albertans' concerns ([Click Here](#))
- Alberta Issues Nearly 300 Invitations Across Five Immigration Draws Ahead of Busy Construction Season ([Click Here](#))
- Agriculture Job Fair in Lethbridge, Alta. ([Click Here](#))
- Care for Newcomers launches newcomer employment initiative ([Click Here](#))
- 10 small and medium Calgary companies among the top in Canada ([Click Here](#))
- Building Canada strong by investing in wastewater, stormwater, and water system expansion for Northeast St. Albert, Alberta ([Click Here](#))
- Nuclear energy in Canada: Researcher builds awareness, informs decision-making process ([Click Here](#))
- Alberta introduces fee to submit a worker expression of interest under the AAIP ([Click Here](#))
- Some Alberta students explore hands-on jobs in growing AI era ([Click Here](#))

This Week on LinkedIn

Please take the time to 'like' or follow:

[Alberta Labour Market Report on LinkedIn](#) [Christian Saint Cyr on LinkedIn](#)

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

- Alberta invests \$20M in youth employment incentive program ([Click Here](#))
- Alberta's unemployment up slightly in March, still below national rate ([Click Here](#))
- Some restaurant owners concerned about impact of Alberta's new Immigration Oversight Act ([Click Here](#))
- Initiative to boost newcomer employment launched in Central Alberta ([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 articles like: ['Giddy teenagers,' Justin Trudeau and Katy Perry go viral at Coachella after dancing to Justin Bieber.](#) *Is it just me or does that headline look like something you would get in a game of Mad Libs?*

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 April 20th at 9:30am

Topic: Employers share the workplace skills they most want

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

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](#)

Western Canada Career Development Conference 2026

April 23–24, May 2026

Location: SFU Harbour Centre + Online

Learn More: www.wccdc.ca

Job Postings

Career Development Employment

To post a job here, please email: admin@labourmarketsolutions.ca

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

[Employment Advisor / Program Assistant](#)

Training Inc.
Lethbridge, AB
Closes: Unknown

[Client Service Administrator](#)

The Open Door Group
Edmonton, AB
Closes: Unknown

[Employment Retention Specialist](#)

Prospect Human Services
Edmonton, AB
Closes: Unknown

[Employer Strategist](#)

EmployAbilities
Lac La Biche, AB
Closes: Unknown

[Employment Counsellor - Building Workforce Capacity - \(CF\) Gianna Centre](#)

Catholic Social Services
Edmonton, AB
Closes: Unknown

[Employment - Social Worker](#)

YMCA of Southeastern Alberta
Medicine Hat, AB
Closes: Unknown

[Workplace Integration Advisor](#)

Care For Newcomers
Red Deer, AB
Closes: Unknown

[Employer Services Advisor](#)

AKG Canada
Edmonton, AB
Closes: Unknown

[Service Delivery Manager](#)

AKG Canada
Edmonton, AB
Closes: Unknown

[Workforce Development Partner \(Goodwill Alberta Connect\)](#)

Goodwill Industries of Alberta
Edmonton, AB

Closes: Unknown

Did you know?

Fascinating Facts

According to the March 2026 Labour Force Survey, the youth unemployment rate is 13.8%. Across the country, two out of every five job seekers are between the ages of 15 and 24.

- Statistics Canada

Quote of the Week

Career Inspiration

"That worried me early on in my career - that I would change. If I went to New York or Los Angeles that I would become somebody I wouldn't like. That person that gets a big head and starts thinking they're more special than anyone else. I never wanted to be that person."

- Anne Murray

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