

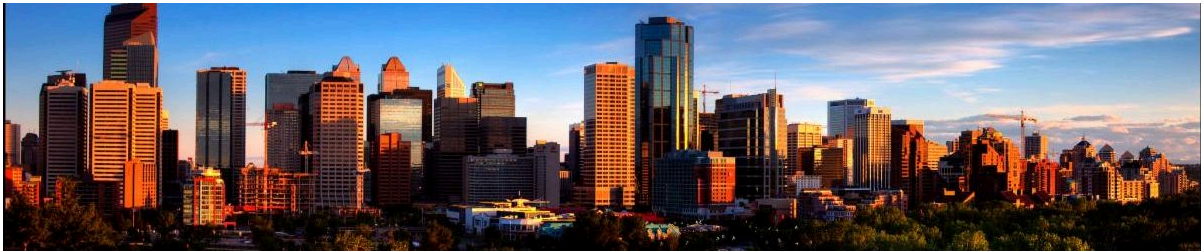
The Alberta Labour Market Report's

Labour Market Hot Sheet

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JobDevelopment.org/AlbertaLMR

April 9, 2026



[Canadian Job Development Network](#)

Alberta to compel employers hiring temporary foreign workers to register provincially

Immigration / Job Development

The **Province of Alberta** is proposing changes to give it more oversight of who hires temporary foreign workers.

Jobs and Immigration Minister Joseph Schow proposed a bill recently that, if passed, will require businesses to register with the province before enlisting foreign nationals through the federal program.

The process will effectively duplicate the work already being done by Ottawa, but Schow said it's necessary to prioritize and address Alberta's unique labour market needs, particularly in agriculture and manufacturing.

He didn't offer any specifics about how Alberta's system might differ from the federal government's criteria, noting those details will be worked out in regulations if the bill passes.

"What this comes down to is addressing things like unemployment in Alberta (and) making sure that Albertans

9 ways to turn LMI into employment outcomes

This week for **#MotivatingMondays**, we talked about how labour market information can be valuable to job developers and other employer engagement professionals. LMI is very much an untapped resource of business and economic activity that leads to 'emerging job opportunities'. We discussed the importance of LMI and how critical it is to apply for jobs before the

have first crack at Alberta jobs,” Schow told reporters before introducing the bill.

He said the legislation is about Alberta taking more control over immigration to fill jobs where needed and is “*absolutely not*” about restricting the number of temporary foreign workers coming to the province.

“What it’s intended to do is make sure that businesses that are hiring people coming from out of country are actually doing so because they cannot find the employees in Alberta.”

He added the current system favours hiring foreign nationals for some entry-level positions, bypassing young Canadians.

Still, Schow said he wants access to more data and have a clear line of sight on immigration.

He said the province doesn’t have precise information about the number of people who come to other parts of Canada and then move to Alberta, adding the federal government hasn’t been forthcoming about such information.

He said that makes it difficult to plan budgets and build schools and hospitals to keep up with demand.

“It really comes down to what do we need versus what does the federal government think we need?” he said.

The new rules are expected to take effect in early 2027.

Schow admitted the registration will add steps for employers and “duplicate some work,” but said the transition period will give employers and service providers time to comply without disruption.

Government officials said the plan is to publish the registry of employers who are approved to hire foreign workers.

The bill will also establish a licensing system for immigration consultants and foreign worker recruiters to crack down on those who take advantage of vulnerable newcomers.

A new system for complaints and enforcement will be handled by Schow’s ministry.

It aims to target those who charge money for job offers, misrepresent employment conditions, take illegal pay deductions or keep workers’ documents like passports.

Government officials said the regulatory framework proposed is similar to existing legislation in Saskatchewan and British Columbia but will allow for different investigative powers.

Penalties will include fines, suspensions and bans from recruiting or hiring foreign nationals.

employer has even thought to place the advertisement.

IN CASE YOU
MISSED IT

[Read the Apr. 7th 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 could be a great diversion from the eternal question: why do some people get Easter Monday off and others have to work?

Email:

csaintcyr@labourmarketsolutions.ca

Website:

www.JobDevelopment.org

**Next Topic:
Government
pushes employers
towards hiring
youth**

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Mon. Apr. 13, 2026

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CJDN](#)



The legislation sets maximum fines of up to \$1 million for individuals or \$1.5 million for corporations. In severe cases, courts can imprison someone who violates the rules for up to a year.

Schow's bill comes as Premier Danielle Smith's United Conservatives prepare to put five questions on immigration policy to a vote in October, including proposals to restrict social services from some immigrants and to charge a fee to non-permanent residents to access health and education.

One question asks if Alberta should take increased control over immigration *"for the purposes of decreasing immigration to more sustainable levels, prioritizing economic migration and giving Albertans first priority on new employment opportunities."*

When asked why the government was proposing the bill before getting approval on that referendum question, Schow said they are two different things, and the bill can't wait.

"This is necessary here in Alberta now, and we don't need to wait for the referendum to get feedback on whether or not we should make sure that there is a fair and transparent process," he said.

According to provincial statistics there are 271,024 non-permanent residents in Alberta. About 60 per cent of those hold work permits and six per cent hold work and study permits as of Jan. 1.

Those numbers have all decreased compared with the same time last year. The number of non-permanent residents fell by almost 26,000.

Schow pointed to the growth of work permit holders from 2021 to 2025, saying they skyrocketed from 45,000 to almost 180,000.

Schow said immigration in Canada is unmanageable, with a *"mass influx"* of the number of temporary foreign workers, asylum seekers and international students driving significant costs for the provincial government in health care and social services.

Lizette Tejada, Opposition NDP immigration critic, said while the bill may address exploitative practices, other parts of it encroach on federal jurisdiction.

"Given the divisive rhetoric that is already being used in relation to immigrants by this UCP government, we are concerned about them taking more control," she said.

New LMIA rules double advertising period and require employers to target youth
Regulations / Immigration

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Employers must now advertise for longer and must try to recruit youth before they can hire a foreign worker through the low-wage stream of the **Temporary Foreign Worker Program (TFWP)**.

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 (TFWP)** must advertise positions for a minimum of eight consecutive weeks — double the previous four-week requirement.

Starting on this date, employers must also demonstrate that they made efforts to recruit youth before hiring a foreign national through the TFWP.

The new requirements from **Employment and Social Development Canada (ESDC)** add to the advertising obligations employers must complete before applying for an LMIA under the low-wage stream.

Previously, employers were required to advertise LMIA-based positions for a minimum of four consecutive weeks within the three months before submitting their LMIA application. As of April 1, that minimum has doubled to eight consecutive weeks.

The advertisement must still occur within the three months before the LMIA application is submitted.

At least one of the three required recruitment activities must also remain ongoing until ESDC issues a positive or negative LMIA decision.

For employers, the longer advertising window means more lead time is needed before an LMIA application can be filed. Employers who are planning to hire through the low-wage stream must now factor this extended timeline into their recruitment planning.

Under the updated minimum recruitment requirements for low-wage LMIA applications, employers must now also demonstrate recruitment efforts to reach and encourage youth to apply for the job.

According to ESDC, this is to ensure that youth "*were provided with every opportunity to obtain employment.*"

This is separate from the existing requirement to target underrepresented groups — including vulnerable youth — through two additional recruitment methods.

While ESDC does not have a formally published definition for the "*youth*", the department's "**Youth Employment and Skills Strategy**" targets individuals aged between 15 and 30.

The new rule makes youth outreach its own category of recruitment activity that employers must fulfill.

To meet this requirement, employers can take steps such as

- Posting on Job Bank's youth section and youth-specific job boards;
- Working with schools or colleges;
- Participating in youth employment programs; and
- Using other platforms popular with youth.

Alongside the new requirement, ESDC has also added "*targeted outreach to youth*" as an acceptable method of recruitment. The government lists five specific activities that can count toward this:

- **Youth-focused job advertisements:** Post job vacancies on youth-oriented platforms, such as Job Bank's youth section, provincial or territorial youth employment programs, and post-secondary career centers. Job ads should clearly encourage youth to apply.
- **Collaboration with educational institutions:** Partner with high schools, colleges, and universities to reach students and recent graduates through co-op placements, internships, career fairs, or on-campus recruitment.
- **Participation in recognized youth employment programs:** Take part in government-supported programs, such as Canada Summer Jobs or equivalent regional programs, that connect employers with youth.
- **Community and non-profit engagement:** Promote job vacancies through local community centers, youth organizations and employment support agencies that work with young job seekers.
- **Digital and social media outreach:** Advertise job opportunities on platforms popular with youth to reach a wider pool of potential candidates.

Employers should keep in mind that ESDC requires them to keep records of all recruitment and advertising efforts for a minimum of six years. They must also provide results from the recruitment efforts they undertook to fill the position.

Major labour market stories from the past week

Alberta's Breaking Labour Market News

- 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](#))
- Trades discovery centre coming to Calgary, open to students fall 2026 ([Click Here](#))
- Southern Alberta Higher Education Relationship Creates Vision for Region's Post-Secondary Institutions ([Click Here](#))
- Veterinary Student Recruitment and Retention Pilot Program ([Click Here](#))
- Alberta's Premier Claims Immigrants Are a Burden. Where's the Proof? ([Click Here](#))
- Alberta Issues New AAIP Draw Inviting Over 1700 Candidates ([Click Here](#))
- It stung to start over at the bottom of the career ladder when I moved to Canada. Now I help other newcomers ([Click Here](#))
- 'The hobby chose me': Turning a passion into a profession ([Click Here](#))
- Immigration Oversight Act will create additional hiring barriers for Alberta restaurants ([Click Here](#))
- Alberta to compel employers hiring temporary foreign workers to register provincially ([Click Here](#))
- Immigration Oversight Act will create additional hiring barriers for Alberta restaurants ([Click Here](#))
- How a small Nova Scotia First Nation is leading the takeover of Alberta's casinos ([Click Here](#))
- Alberta gov't wants businesses to register provincially before hiring foreign workers ([Click Here](#))
- Strengthening immigration oversight ([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 says it's sitting on a potential US\$1 trillion lithium resource. What happens now? ([Click Here](#))
- Province wants to give Albertans first crack at new jobs ([Click Here](#))
- New program connects vet students to rural Alberta ([Click Here](#))
- Alberta launches a new, first-of-its-kind skills centre to give students hands-on experience and a real taste of a rewarding career in the skilled trades ([Click Here](#))
- Alberta oil, agriculture a force in Canada's stuttering economy: Deloitte ([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're not going to waste your time. For instance, we're not going to post an article like: '[Artemis II astronauts have toilet trouble on their way towards the Moon](#)'. Clearly, *traveling to the moon is just like a school bus on a field trip. This is why the Artemis capsule comes equipped with a \$12,000 mason jar.*

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 13th at 9:30am

Topic: Government pushes employers towards hiring youth

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)

[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

[Work-Integrated Learning Specialist](#)

MacEwan University
Edmonton, AB
Closes: Unknown

[Employment Coordinator](#)

Prospect Human Services
Edmonton, AB
Closes: Unknown

[Career and Employment Consultant Talent Pool](#)

Government of Alberta
Various Locations in AB
Closes: Apr. 14, 2026

[Career Advisor - 12 Month Contract](#)

Prospect Human Services
Edmonton, AB
Closes: Unknown

[Outreach Worker/Facilitator](#)

The Career Foundation
Edmonton, AB
Closes: Unknown

[Employer Liaison](#)

EmployAbilities
Grande Prairie, AB
Closes: Apr. 10, 2026

[Career & Employment Advisor](#)

Medicine Hat YMCA
Medicine Hat, AB
Closes: Unknown

[Employment Specialist \(IM&M+\)](#)

The Open Door Group
Calgary, AB
Closes: Unknown

[Job Developer](#)

Lifemark Health Group
Calgary, AB
Closes: Unknown

[Employer Strategist](#)

EmployAbilities
Vegreville, AB
Closes: Unknown

Did you know?

Fascinating Facts

A new study found 52% of respondents would take a pay cut if it protected their job from layoffs over the next two years. Layoff anxiety has reportedly surged in recent years with one organization seeing a 30% increase since it last measured the “employee mindset” in 2019.

- Samfiru Tumarkin LLP

Quote of the Week

Career Inspiration.

"Sometimes the wheel turns slowly, but it turns."

- Lorne Michaels

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