

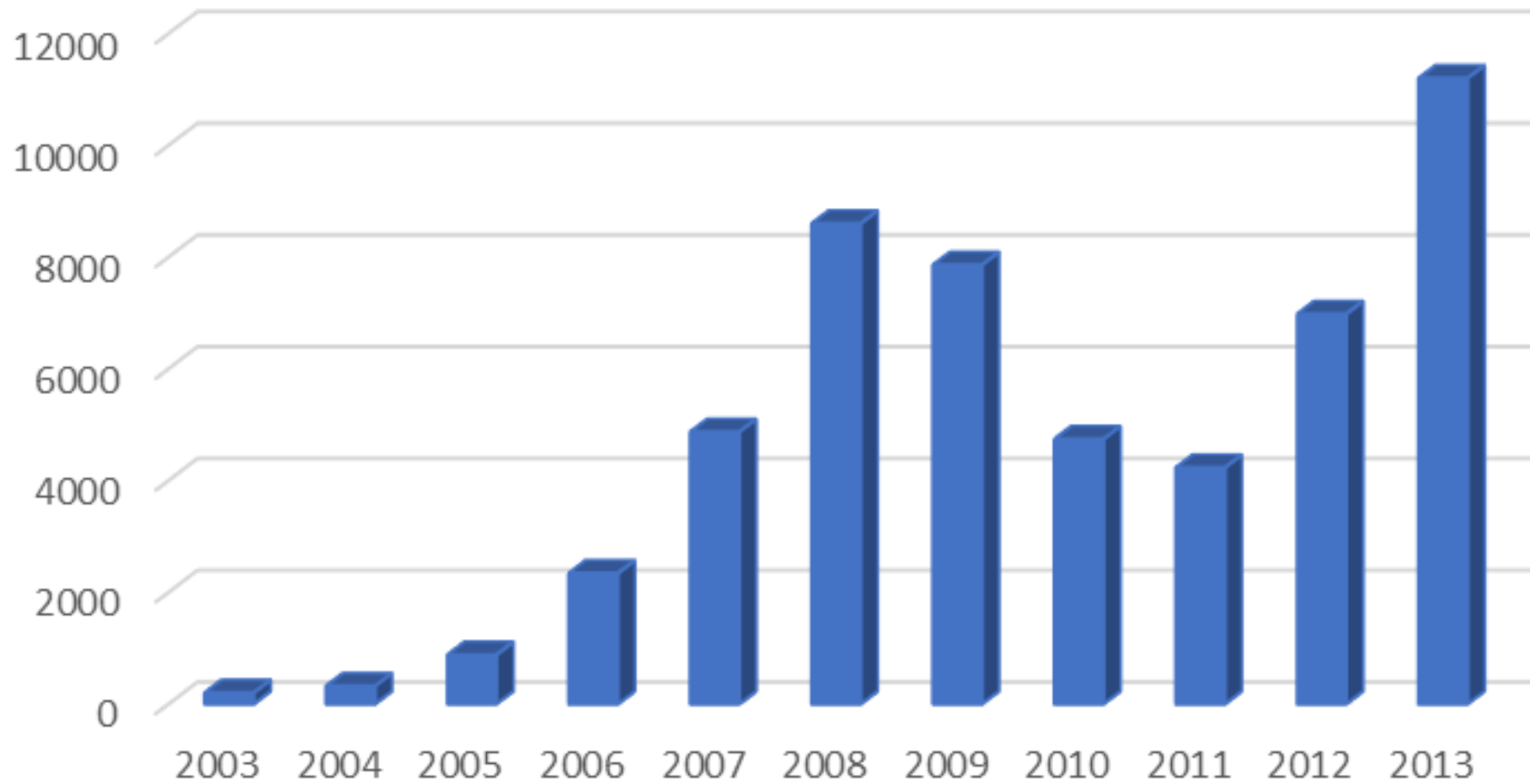
# Who's on Secondary?

The Impact of Temporary Foreign Workers on Alberta  
Construction Employment Patterns  
CAWLS 2016, Calgary, AB

Jason Foster  
Athabasca University  
jasonf@athabascau.ca

Bob Barnetson  
Athabasca University  
barnesto@athabascau.ca

## TFWs in Construction Occupations, Alberta



“There are opportunities, however, to draw more people from groups currently under-represented in the construction labour force (i.e. women, underemployed Albertans, Aboriginal peoples, mature workers, etc.)” p.6

“streamline processes (i.e., immigration and temporary foreign worker) for bringing in workers from other countries when shortages of workers with specific trades skills are widely recognized” p.12

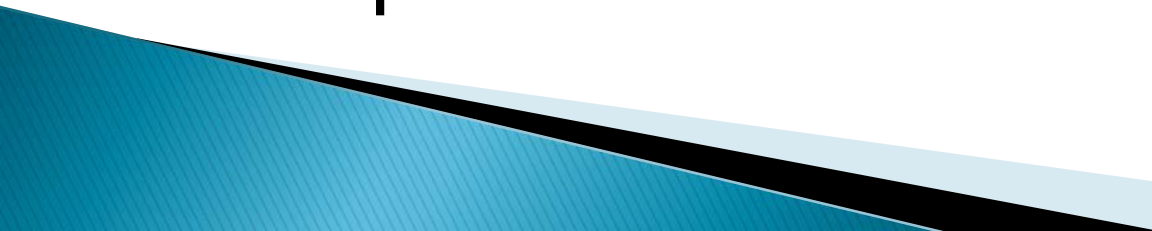


Figure 1: Total Secondary Employment ('000s)

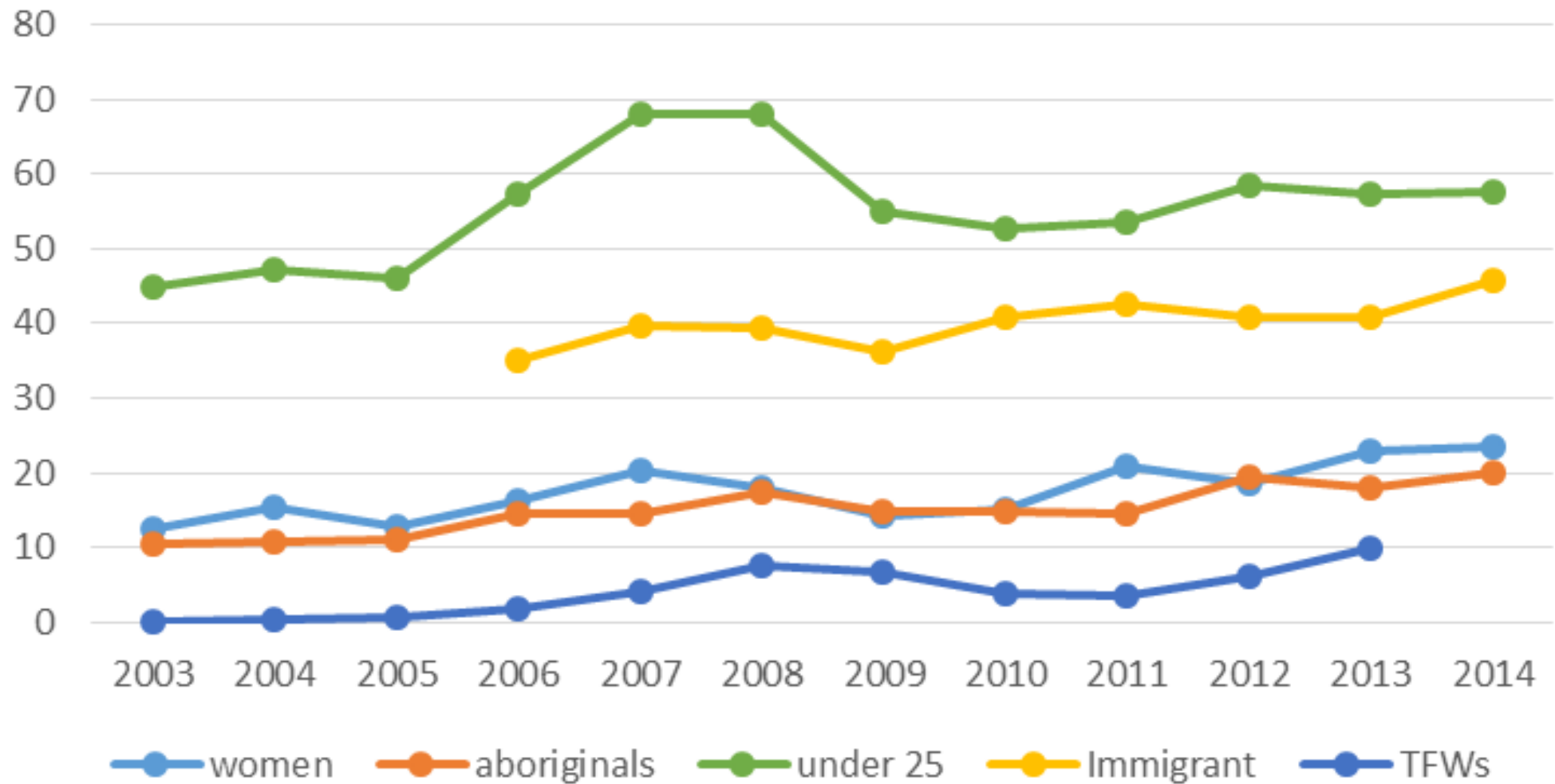


Figure 2: Percent of Total Construction Employment

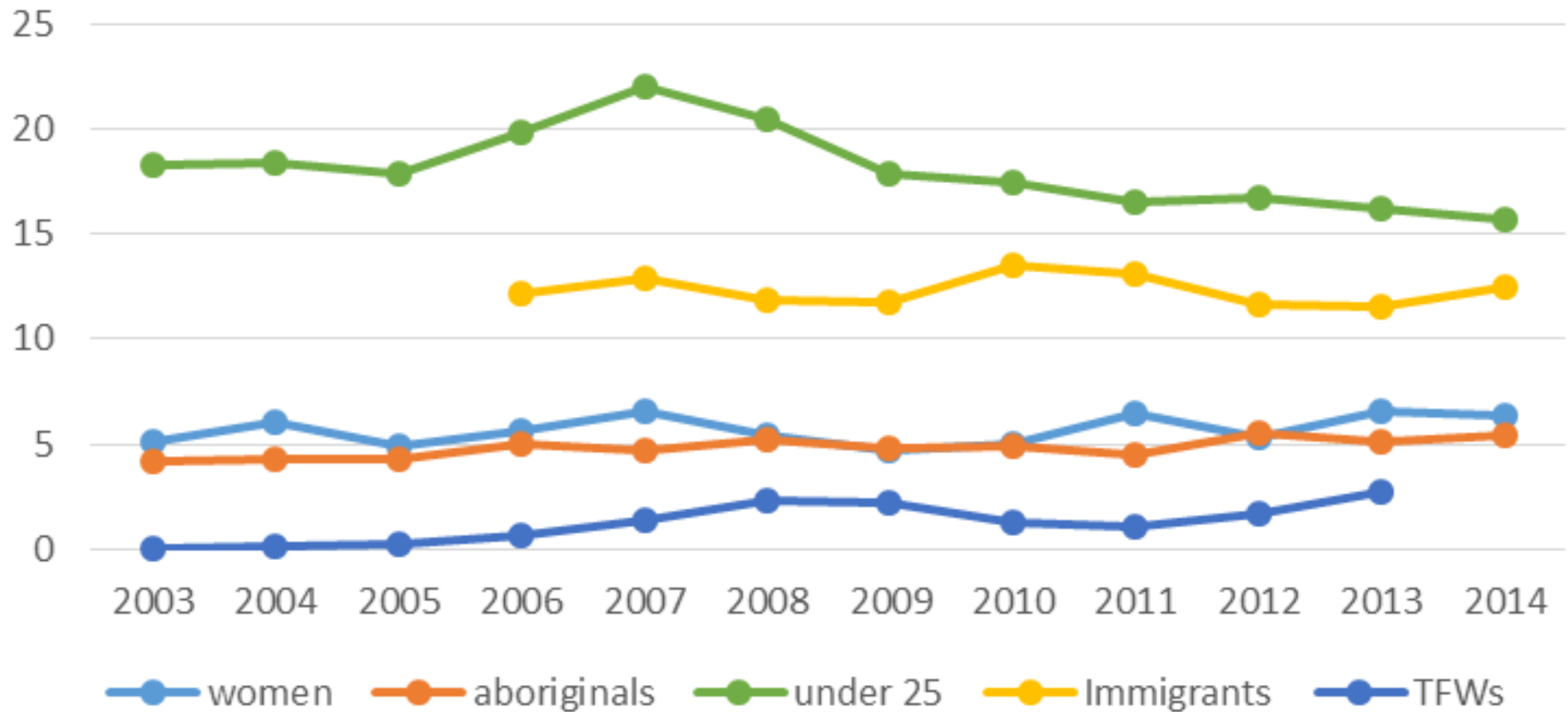


Figure 3: Year-over-Year Employment Change, Women and Immigrants (%)

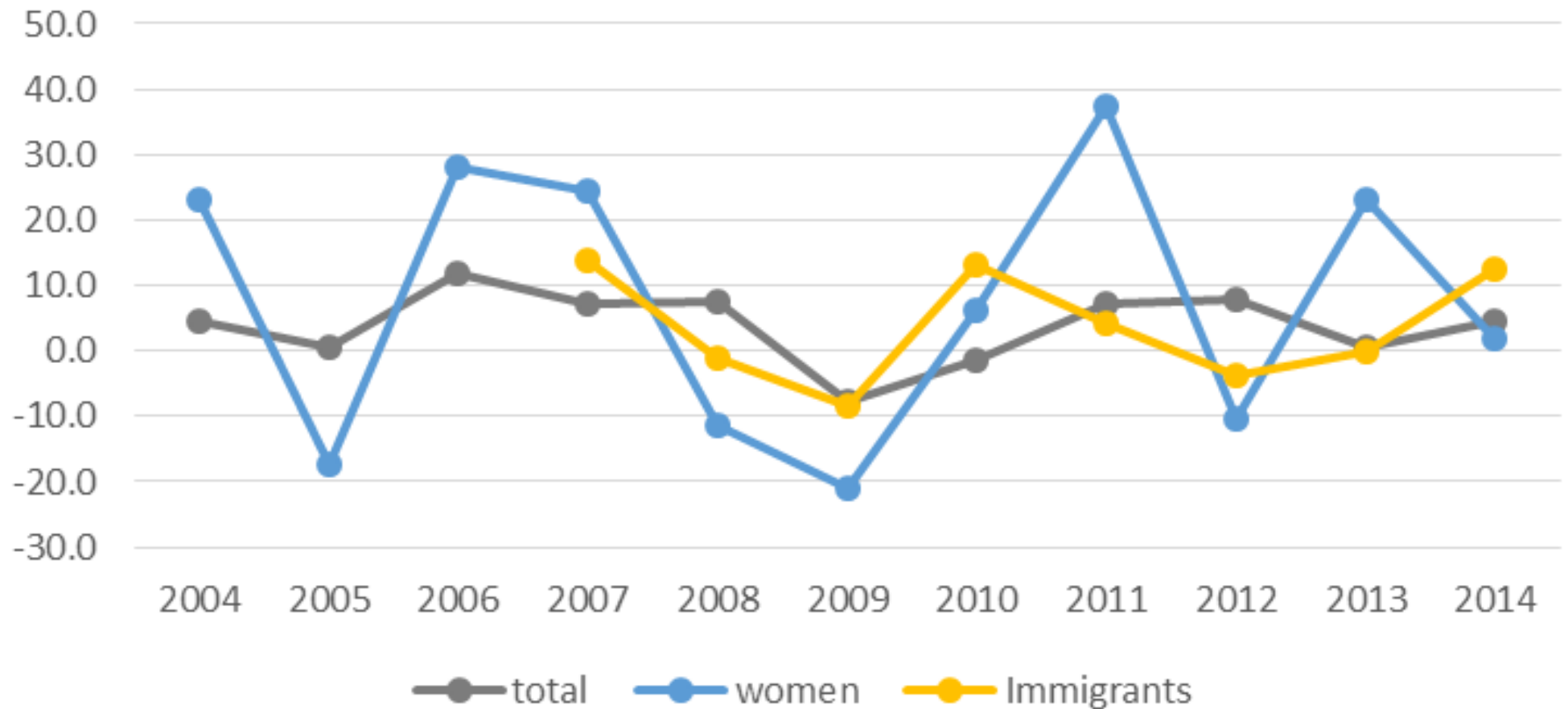


Figure 4: Year-over-Year Change, Aboriginals and Youth (%)

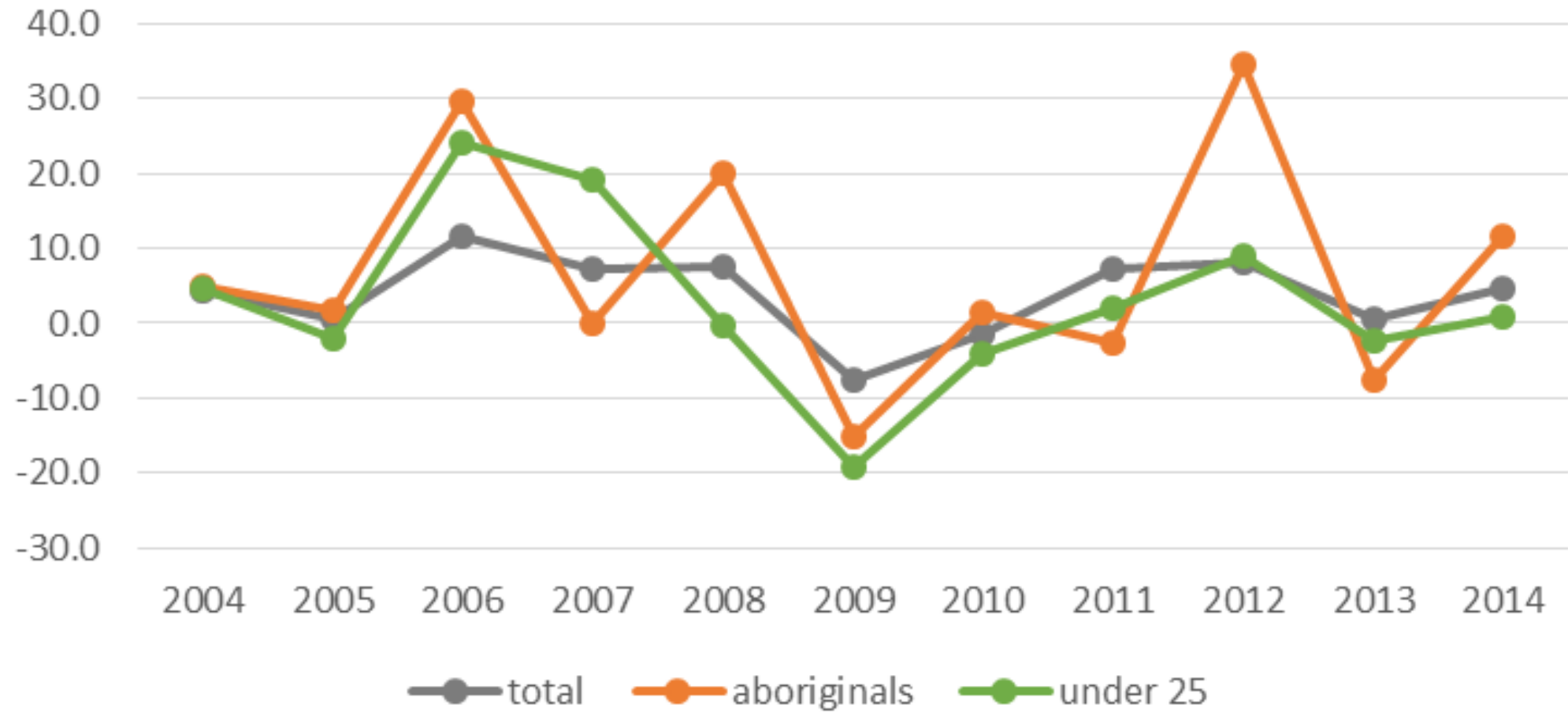
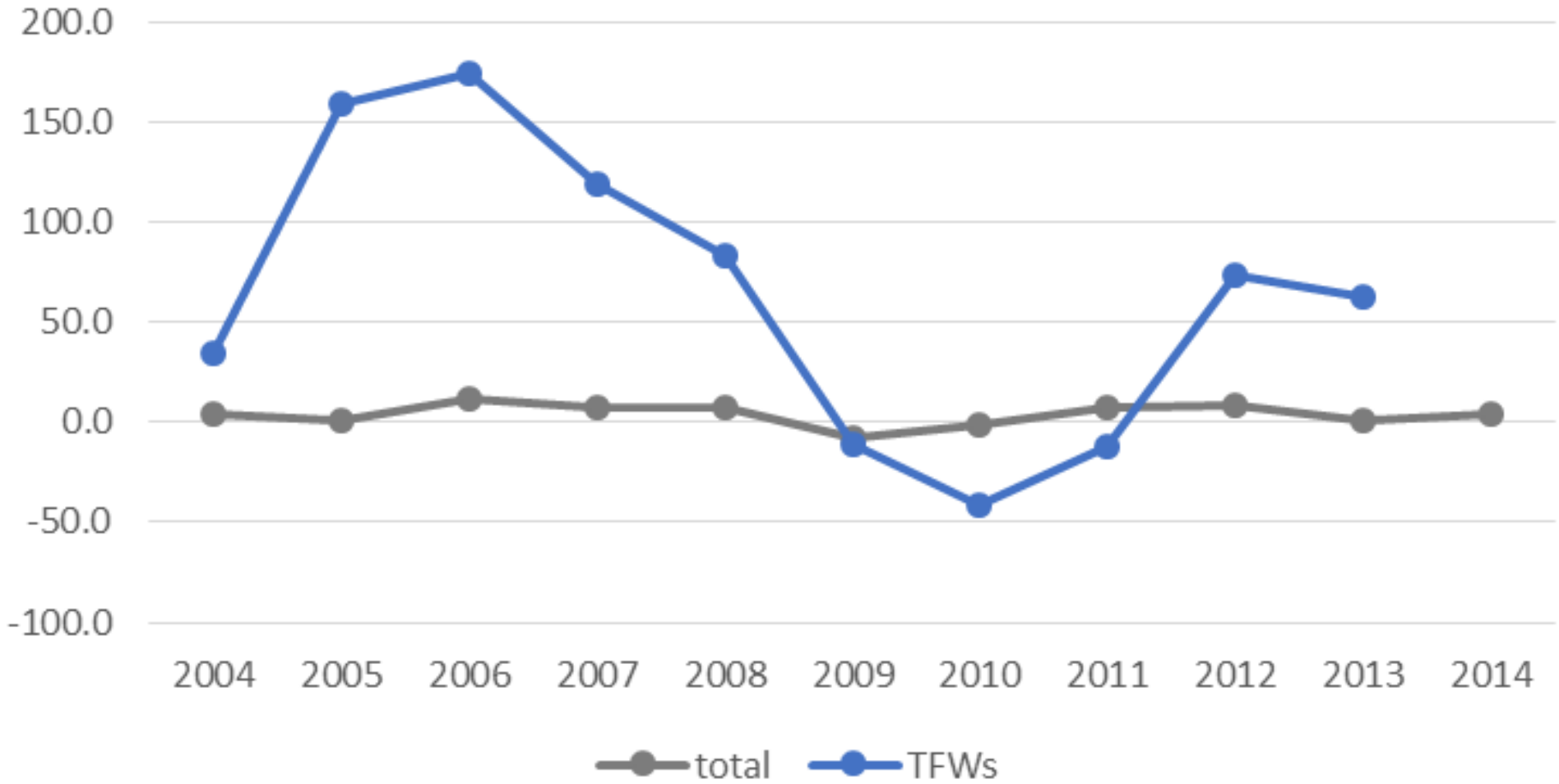



Figure 5: Year-over-Year Change, TFWs (%)





# Conclusion

1. Little has changed for traditional secondary labour pool groups.
    - No gain over past decade and young workers have lost ground
  2. TFWs have become a new, hyper-flexible member of the secondary labour pool.
    - Quickly become desired by construction employers
- 

# Consequences

1. Alberta government labour force strategy a failure. Need to adopt other approaches.
2. TFWs a permanent feature of construction labour market. Need to know more about the full extent of their effect.