

Human Resources Committee

Mandate

To encourage prosperity, business development, growth and fairness in Calgary, the committee monitors, responds to, initiates debate and, when required, proposes changes related to human resource issues. This committee meets monthly to discuss issues and exchange information relating to employment, specifically the barriers to full employment among aging workers and immigrants to Alberta. It reviews changes to human resources legislation, regulation and rulings by the courts, and has undertaken to focus its efforts on the identification of key components in the province's labour shortage crisis, developing and proposing constructive solutions to government and industry.

2007 – 2008 Committee Focus Areas

- Immigration – Attraction and retention
- Immigration – Integration
- Immigration – Federal and Provincial Government programs/ processes
- Business and education partnerships
- Ongoing surveys of the HR environment

Summary of Previous Year's Work

During the summer of 2007, the committee helped formulate the Chamber's submission the *Expert Panel on Older Workers*. This submission was also adapted to form the body of a resolution submitted to the Alberta Chambers of Commerce (ACC). A number of the recommendations from these documents, which focused mainly on pension reform, were implemented by the federal government. The committee also created other policy resolutions focused on immigration settlement and problems with privacy and human rights legislation.

In addition to holding its regular meetings, the committee hosted the Federal Minister for Human Resources and Social Development Monte Solberg in December 2007. Committee members developed a briefing note on immigration policy for the Minister, which was eventually adapted for submission to the (ACC). Both the briefing note and the resolution presented several recommendations to accelerate the immigration process. Most of the recommendations were subsequently adopted by the Government of Canada.

The Committee also kept a "What's New" item on their agenda to maintain their status as a leading edge surveyor of the HR environment.

Committee Meeting Guest Speakers

Date	Speaker	Topic
November 2007	Shannon Marchand, Executive Director, Alberta Employment, Immigration, and Industry	<ul style="list-style-type: none"> • An update on the Government of Alberta's approach to immigration
December 2007	The Hon. Monte Solberg, Minister of Human Resources and Social Development	<ul style="list-style-type: none"> • Immigration policy and older workers
December 2007	Julie Ball, Talent Pool	<ul style="list-style-type: none"> • A Waste of Talent, Fully Utilizing Foreign Workers
January 2008	Kathleen Morrow, International Qualifications Assessment Service, Government of Alberta	<ul style="list-style-type: none"> • The function of IQAS
April 2008	Sandy Allen, Alberta Mental Health Board	<ul style="list-style-type: none"> • Mental Health First Aid
May 2008	Lance Wilson, Alberta Employment and Immigration	<ul style="list-style-type: none"> • Building and Educating Tomorrow's Workforce