

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.

Summary of Previous Year’s Work

The Committee’s main policy focus for the 2006 – 2007 committee season was the labour shortage. The group raised awareness of potential solutions including the attraction and training of immigrants, faster accreditation for skilled immigrants, tapping underemployed cohorts such as aboriginal workers and young workers, and updating policies to encourage older workers to stay in the workforce.

The Committee developed policy recommendations to change to the Canadian Pension Plan, Old Age Security, and RRSP programs to remove disincentives and entice older workers to continue in the labour force. The policy was submitted to the Federal Expert Panel on Older Workers in July.

Another important policy area discussed was labour force mobility, in particular, the unilateral recognition of credentials and qualifications and the continuation of the Alberta-BC TILMA initiative. The Chamber authored a position paper to expand TILMA, which was adopted as policy of all provincial Chambers last spring.

Committee Meeting Guest Speakers

Date	Speaker	Topic
September 2006	Adam Legge, Director of Research and Business Information, Calgary Economic Development	<ul style="list-style-type: none"> • Labor Shortage
November 2006	Charlach Macintosh, Alberta Human Rights Commission (AHRC)	<ul style="list-style-type: none"> • Profile of AHRC
January 2007	Mark Asbell, Chair, Alberta Labour Relations Board (ALRB)	<ul style="list-style-type: none"> • Profile and outlook of the ALRB
January 2007	Jean Pierre Blackburn, Minister of Labour	<ul style="list-style-type: none"> • Labour Policy
March 2007	Iris Evans, Minister of Employment, Immigration, and Industry	<ul style="list-style-type: none"> • Labour Shortage
April 2007	Guy Kerr, President and CEO, Worker’s Compensation Board (WCB)	<ul style="list-style-type: none"> • Profile of the WCB