



Continuous workplace change requires that Albertans learn continuously and keep their employability skills current. Our goal is to ensure that learning opportunities are widely available, that Albertans continue their historic high participation in these opportunities, and that learners and employers find that Alberta's learning programs have prepared Albertans well for their work-related needs.

Promoting continuous learning

FOR ECONOMIC OPPORTUNITY

GOAL TWO

Albertans will have access to high quality, relevant learning opportunities and be encouraged to take part in continuous learning.

Actions and Results

Strategies

Accomplishments

Develop a renewed vision for apprenticeship and industry training.

Following consultations, a renewed vision for apprenticeship and industry training was announced in fall 1997. There are now more options for training, improved financial support for apprentices, more promotion of ways to begin learning a trade, more training opportunities for youth, and increased flexible certification of workers. In 1998, there were approximately 30,000 registered apprentices, an increase of about 12% over 1997 levels. This represents the highest level of participation in the history of Alberta's apprenticeship system.

Advanced Education and Career Development

Implement an accountability framework for post-secondary institutions and a new funding mechanism to reward excellence and encourage advancement in meeting system-wide goals.

Through the Performance Envelope, incentives have been developed to recognize the achievements of post-secondary institutions in providing quality learning that is accessible, affordable and responsive to needs. Performance-based funding was fully implemented in 1997/98. In June 1998, \$15 million was awarded to Alberta's post-secondary institutions.

Advanced Education and Career Development

Develop a renewed vision for Alberta's post-secondary institutions.

In collaboration with post-secondary institutions, the Campus Alberta partnership is being developed as a network of inter-dependent institutions that builds on best practices and individual strengths to deliver sustainable, quality lifelong learning and research.

Advanced Education and Career Development

Expand financial support for learners.

In August 1997, financial assistance became available for apprentices while they attend formal training. The Alberta Opportunities Bursary, a government partnership with post-secondary institutions and the private sector, was established in January 1998 and will provide up to \$15 million a year in matching government funds. The Northern Student Bursary, announced at the same time, provides assistance to high need students from Northern Alberta. Other programs continue to be in place, including the Aboriginal Health Careers Bursary Program.

Advanced Education and Career Development/Health

Actions and Results

Strategies

Accomplishments

Expand financial support for learners.
(cont.)

Advanced Education and Career Development is continuing to work with the federal government to improve the overall effectiveness and efficiency of financial assistance programs. This includes the harmonization of the design and delivery of loan assistance and Canada Millennium scholarships.

Advanced Education and Career Development

Increase the enrolment capacity of the adult learning system.

Through the Access Fund, \$51 million will be provided to support the creation of 1,200 new student spaces in 1999/2000, with a majority of these spaces in Information and Communications Technology (ICT). This expansion adds to the 10,000 new spaces funded by Advanced Education and Career Development between 1994/95 and 2000/2001.

Advanced Education and Career Development

Enhance learning opportunities through the use of technology.

Government will provide \$85 million in Technology Integration Funding from 1996/97 to 2000/01. The guidelines for funding have been relaxed to provide school jurisdictions with greater flexibility. As well, the requirement for school boards to provide matching funds was dropped as of March 31, 1998.

Education

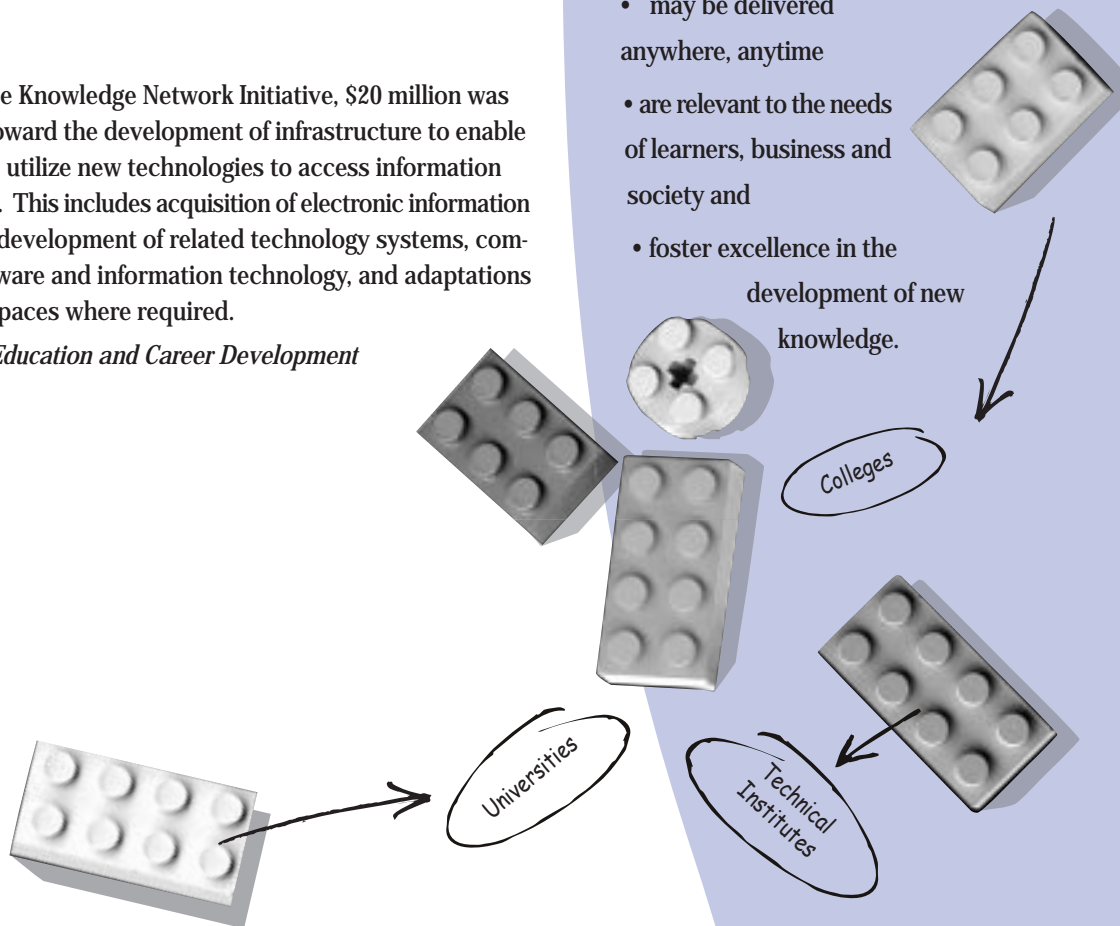
Through the Knowledge Network Initiative, \$20 million was allocated toward the development of infrastructure to enable students to utilize new technologies to access information for learning. This includes acquisition of electronic information resources, development of related technology systems, computer hardware and information technology, and adaptations to library spaces where required.

Advanced Education and Career Development

Toward a seamless, learner-centred post-secondary system...

Campus Alberta is Alberta's collaborative vision for adult learning for the new millennium. Together, post-secondary institutions, the provincial government and learners are mapping the evolution of a system of interdependent institutions that cooperate to deliver quality, sustainable adult learning opportunities that:

- build on the best practices and exemplary programs of individual institutions
- may be delivered anywhere, anytime
- are relevant to the needs of learners, business and society and
- foster excellence in the development of new knowledge.



Actions and Results

Strategy

Accomplishments

Enhance learning opportunities through the use of technology. (cont.)

Through the Learning Enhancement Envelope, \$10 million was allocated in 1998/99 to post-secondary institutions to facilitate system-wide change that integrates technology and learning.

Advanced Education and Career Development

The province worked with Albertans to identify the information and communications technology outcomes that students should achieve in various subjects across the grades. The program was available for schools to use in 1998/99.

Education

Work with business and other sectors to address training needs.

Expansion of the amount and breadth of training undertaken by small business was reviewed with industry representatives. The services of the Business Link in Edmonton and the Calgary Business Information Centre have been found helpful in directing business owners and small business service companies to appropriate resources. These business centres are a partnership of federal, provincial and municipal governments.

Economic Development/Advanced Education and Career Development

Alberta Transportation and Utilities, Economic Development and Advanced Education and Career Development are supporting the motor carrier industry in the establishment of a new training and development initiative. Announced in November 1998, the Transportation Training and Development initiative will encourage training for all aspects of commercial motor transportation and include new vehicle training and certification standards for commercial vehicle drivers. The partners of the non-profit Transportation Training and Development Company (TT&DC), which include 7 major industry associations, 20 major motor carriers and government representatives, will facilitate the development of a program aimed at increasing safety standards in the industry. The TT&DC is contracting with Red Deer College to assist in the development of curricula, industry standards and certification for drivers and other industry professionals. Work has begun on curricula for two certification programs: professional driver and safety supervision.

Transportation and Utilities/Economic Development/Advanced Education and Career Development

The Health Workforce Education Project, launched in July 1995, has provided \$5 million in funding over three years to assist post-secondary institutions and private training services to both develop and offer programs enabling workers to acquire knowledge and skills needed in the restructured health system. A Health Workforce Adjustment Strategy was established in 1994 and provided \$15 million over four years to assist health service workers to retrain for careers within and outside of the health sector. In partnership with health professions and employers, Alberta Health has facilitated development of competencies for some health worker categories (e.g. support workers, the full range of medical laboratory services workers, licensed practical nurses).

Health

The Department of Energy has worked with the University of Alberta to assist in the development of the Energy and Resources MBA program.

Energy

Actions and Results

Strategy

Accomplishments

Work with business and other sectors to address training needs. (cont.)

The Alberta Area Health Education Partnership Program was established in September 1998 to look at health workforce planning and employer recruitment support, such as new ways of placing health students in clinical placements, particularly in rural areas. The partnership involves Alberta Health, Alberta Advanced Education and Career Development, Regional Health Authorities and post-secondary institutions. The Government of Alberta has provided \$270,000 in funding over three years.

Health/Advanced Education and Career Development

In 1998, Alberta became the first province in Canada to implement an accreditation process whereby private institutions may be authorized to offer degree programs.

Advanced Education and Career Development

Support research excellence.

In 1997, Advanced Education and Career Development introduced the Research Excellence Envelope and the Intellectual Infrastructure Partnership Program to modernize research infrastructure and attract quality researchers to the province. In 1998/99, \$19.8 million was awarded to post-secondary institutions through the Intellectual Infrastructure Research Program. An additional \$3.5 million per year has been allocated to assist universities to recruit and retain new faculty.

Advanced Education and Career Development

Share expertise with learners.

Alberta Environmental Protection has an extensive education program that includes classroom presentations, presentations to youth organizations (e.g. Scouts, Guides, 4-H, Junior Forest Wardens) and teacher workshops. Youth have opportunities to learn about current environmental issues such as climate change, air quality, water quality, threatened wildlife, forest conservation, and land reclamation.

Environmental Protection

In December 1998, Alberta Transportation and Utilities launched the Joint Workforce Development Initiative in partnership with industry and several post-secondary institutions. Under this program, several strategies are being implemented to assist in addressing current and future human resource needs of the road building industry in Alberta. The Transportation Infrastructure Career Development Program is underway and involves engineering co-op students from the University of Alberta and the University of Calgary in rotating work assignments with Alberta Transportation and Utilities, a contractor, and a consultant. The Career Enhancement Program and the Knowledge Exchange Program are under development.

Transportation and Utilities/Labour

Alberta is leading an inter-provincial team in the identification of common issues and assessment of effective strategies to support university research. Through the Council of Ministers of Education Canada, a research action plan has been approved and is being implemented.

Advanced Education and Career Development

The Department of Energy has worked with stakeholders to develop climate change education materials for Alberta schools. In 1998, the Department of Energy provided advice to agencies for their preparation of educational materials for Canadian schools.

Energy

Actions and Results

Strategy

Share expertise with learners. (cont.)

Accomplishments

Through the outreach program of the Association of Professional Engineers, Geologists and Geophysicists of Alberta, Energy geologists gave presentations to schoolchildren to supplement their curriculum on rock and minerals.

Energy

Department of Energy staff acted as resource persons to the University of Calgary, University of Alberta and Lakeland College in programs related to climate change and sustainable development.

Energy

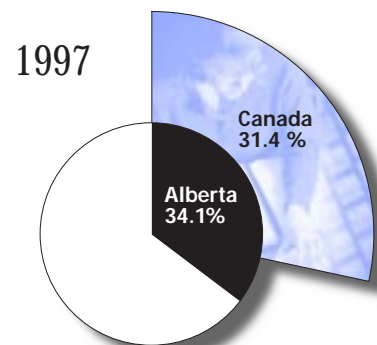
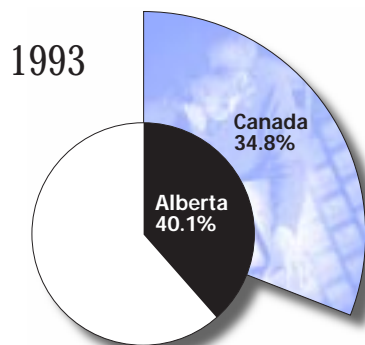
Performance

Performance measures for this goal include the proportion of adult Albertans participating in learning, learner satisfaction with the adult learning system, and employers' satisfaction

with the academic and technical skills acquired by employees through the adult learning system. The most recent findings are reported below.

Compared nationally, Albertans have a high commitment to learning.

Adult Participation in Learning



Source:
Adult Education and Training in Alberta: An Analysis of Alberta Data from 1994 & 1998 Statistics Canada Adult Education and Training Survey.

This chart shows the extent of participation by adults 17 years and older in both credit and non-credit learning activities. It gives the most global perspective on the degree to which Albertans take advantage of diverse learning opportunities. In 1997, Alberta ranked second nationally (British Columbia was first).

The decline in participation is largely attributed to Alberta's strong economy. When there are a large number of good jobs, many people postpone decisions regarding further learning.

After more than a decade of strong increases, there has been a pause in the growth of enrolment at Alberta's post-secondary institutions. Enrolment across the rest of Canada has been falling as well. An exception to this pattern is the construction industry, where increased activity leads to a corresponding increase in participation in apprenticeship training. In 1998 Advanced Education and Career Development registered the highest number of apprentices ever.

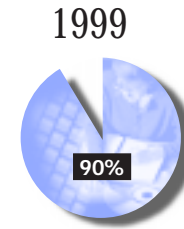
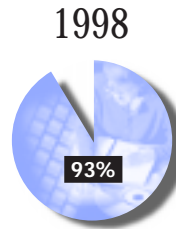
Performance

Participants in the adult learning system are very positive regarding the system's ability to prepare them for the workforce and personal development.

Sources: Government Omnibus Survey, 1998; Advanced Education and Career Development: Public and Learner Satisfaction Survey, 1999.

Learner Satisfaction

Proportion of adults surveyed who had taken part in education or training in the previous year and were satisfied.



These results are taken from an annual Public and Learner Satisfaction Survey commissioned by Advanced Education and Career Development in 1998 and 1999. The surveys were used to determine the views of recent

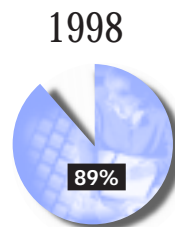
learners regarding how well the learning system responded to their needs, as well as their perspective of the responsiveness of the system as a whole.

Alberta's employers are confident that the adult learning system is providing learners with the academic/technical skills they require for the workforce.

Sources: Advanced Education and Career Development: Employer Satisfaction Survey, 1998.

Employer Satisfaction

Proportion of employers surveyed who were satisfied with the academic/technical skills acquired by employees through public post-secondary education.



This indicator, new for 1998, shows the percentage of surveyed Alberta employers who indicated they were very or somewhat satisfied with employee skills acquired through Alberta's public post-secondary education system. Employers who had hired graduates within the

previous two years were surveyed to determine their level of satisfaction with the academic/technical skills and other employability skills and competencies that graduates are bringing to their jobs. This result will provide a benchmark for future performance.

Opportunities and Challenges

Opportunities and Challenges

The number of adult learners who will want to attend post-secondary institutions is expected to increase by approximately 23,000 full-load equivalent learners by 2005. Some measures have been introduced to meet this enrolment pressure, but are there other opportunities for flexible learning arrangements and new methods of delivery to address this need? Our challenge is to help people acquire the learning and training they want, in accessible locations, at a time they can participate.

People who do not pursue post-secondary learning following high school experience diminished

economic and work prospects. Are there additional opportunities to encourage Albertans to invest in learning for their future? A further challenge is to ensure the availability of learning-to-work pathways that do not require a high degree of academic achievement, so that all Albertans – regardless of their formal academic learning – are successful in the workforce.

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