



Saskatchewan

Labour Demand Outlook | 2017 to 2021

Fall 2017



Government
of
Saskatchewan

An estimated 93,800 job openings are forecast for Saskatchewan over the five-year period, 2017 to 2021. The majority of these job openings, 70,300 (75 per cent), are largely due to expected replacement of retiring workers (referred to as replacement demand). The remaining 23,500 job openings (25 per cent) are due to expected economic activity in the province (referred to as expansion demand).

This report provides Saskatchewan's forecasted job openings by type of occupation and by education/skill levels. Forecasted numbers reflect current and anticipated economic conditions and are susceptible to market uncertainty.



Demand for Workers by Education Level

Each occupation has education, skills or training that is typically required to perform the main job duties. For forecasted job openings in the province, there is demand for both higher-skilled and lower-skilled workers. 65 per cent of job openings are for higher-skilled occupations that require either management experience, a university degree, a post-secondary certificate or diploma, or apprenticeship training. There are also opportunities in lower-skilled occupations, as 35 per cent of job openings require either high school completion (or occupation-specific training) or on-the-job-training with less than high school completion (Figure 1).

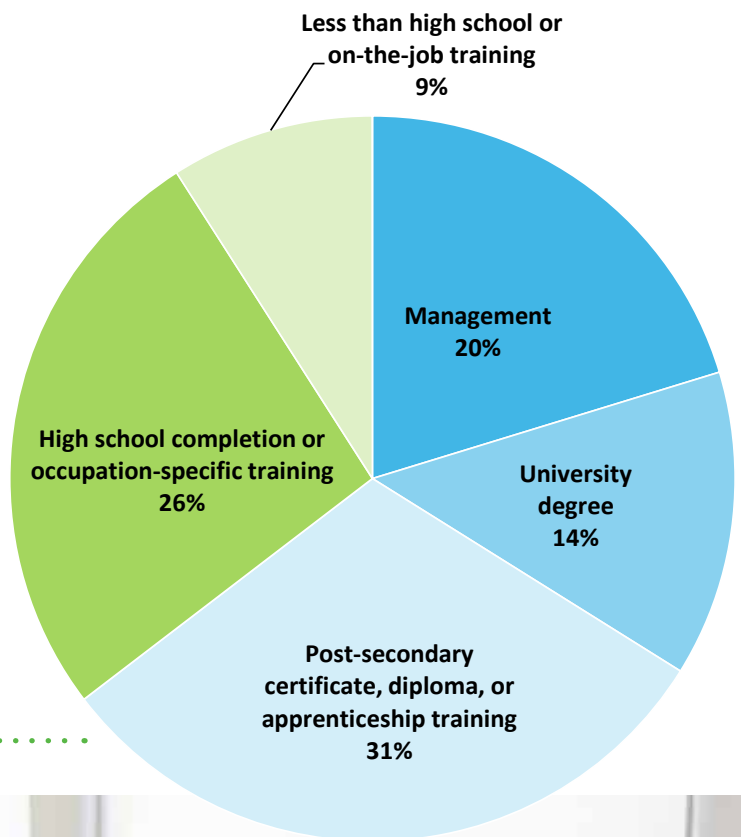
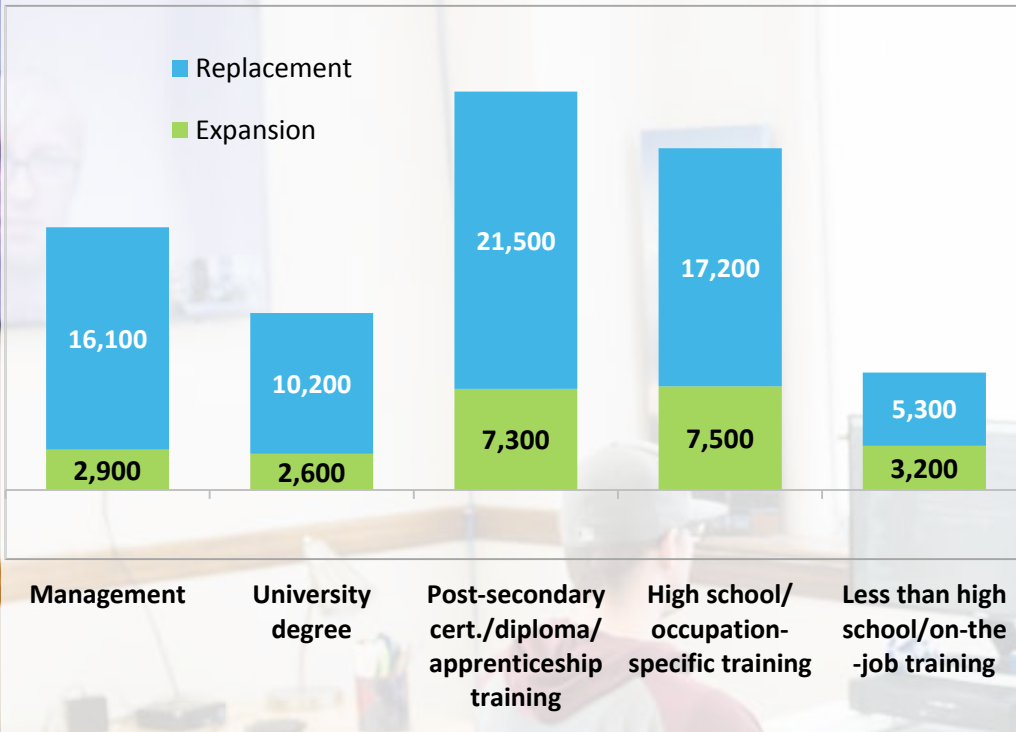


Figure 1: Forecasted job openings in Saskatchewan by education level, 2017 to 2021.



Replacement demand is more prevalent in higher-skilled job openings, accounting for 85 per cent of management-related jobs and 80 per cent of jobs that require a university degree. Expansion demand plays a greater role in lower-skilled jobs than higher-skilled jobs, indicating sensitivity to the ups and downs of the economy.

Figure 2. Forecasted job openings in Saskatchewan by education/skill level, 2017 to 2020



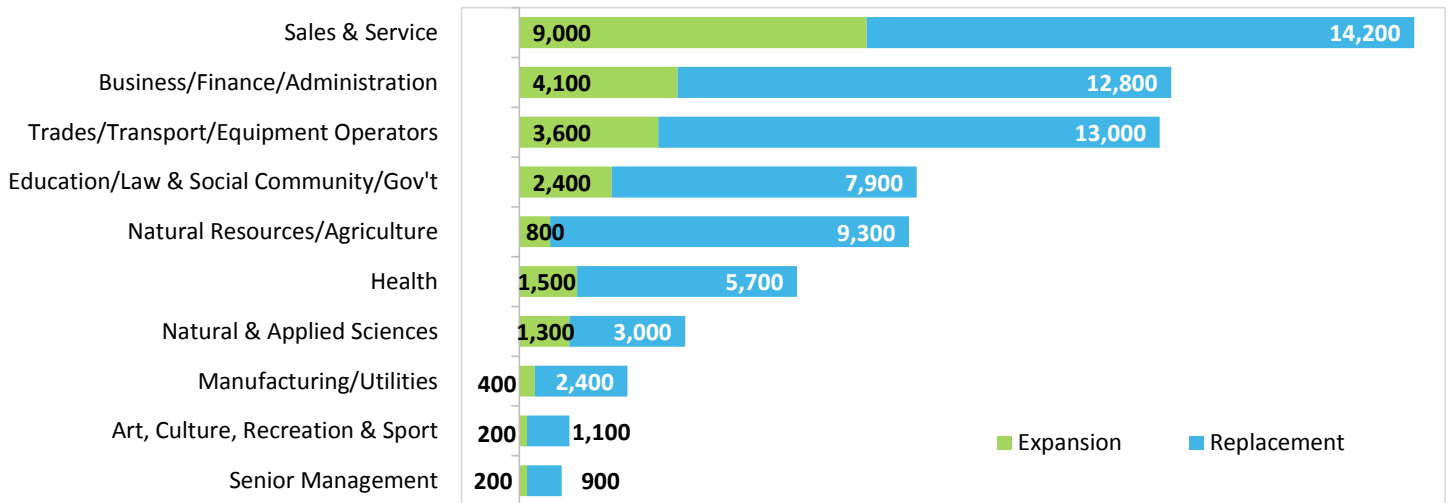
Replacement demand
Accounts for **75%**
of job openings



Job Openings by Type of Occupation and Education Level

Three occupational groups — sales and service; business, finance and administration; and trades, transport and equipment operators — together account for 60 per cent of job openings over the next five years. Another 30 per cent of future openings are for occupations in education, law, social community and government; natural resources and agriculture; and health. Replacement demand is a key driver in all occupational groups, especially in natural resources and agriculture where it accounts for 92 per cent of job openings — largely because of retiring farmers. Expansion demand accounts for a greater proportion of job openings for occupations in sales and service and natural and applied sciences compared to other occupational groups.

Figure 3: Forecasted job openings in Saskatchewan by type of occupation, 2017 to 2021.



Most occupational groups have a larger proportion of higher-skilled job openings. In fact, all expected job openings are higher-skilled for senior management; natural and applied sciences; and art, culture, recreation and sport occupations. A larger proportion of lower-skilled job openings are for occupations in sales and service (59 per cent) and manufacturing and utilities (55 per cent). See Table 1 for the number of job openings by type of occupation and education/skill level.

Table 1: Forecasted net job openings in Saskatchewan by type of occupation and education/skill level, 2017 to 2021.

	Management	University degree	Post-secondary cert./diploma/apprenticeship training	High school/occupation specific training	Less than high school/on-the-job training	Total
Sales & service	4,500	--	5,000	6,800	7,000	23,200
Business/finance/administration	1,900	2,000	6,900	6,000	--	16,900
Trades/transport/equipment operators	1,300	--	8,700	5,800	800	16,600
Education/law & social community/gov't	900	4,900	2,600	1,900	--	10,300
Natural resources/agriculture	8,000	--	500	1,300	300	10,100
Health	300	3,400	1,600	1,800	--	7,200
Natural & applied sciences	300	1,900	2,100	--	--	4,300
Manufacturing/utilities	500	--	800	1,200	400	2,800
Art, culture, recreation & sport	200	400	700	--	--	1,300
Senior management	1,100	--	--	--	--	1,100
Total	19,000	12,800	28,800	24,700	8,500	93,800

Note: "--" represents not applicable. The sum of job openings may not add up to the total openings due to rounding.





Expansion and Replacement-driven Occupations

Future job openings can be driven more by expansion demand or by replacement demand. Table 2 shows the top 15 occupations with the highest number of job openings due to expansion demand (column A), and the top 15 replacement demand (column B) over the forecast period. Eight of the occupations are common to both lists (indicated by ✓). Food counter attendants and kitchen helpers have the highest number of expansion-driven job openings and managers in agriculture (mainly farmers) have the highest number of replacement-driven job openings.

Table 2: Top 15 expansion-driven and replacement-driven occupations, 2017 to 2021

A. Expansion-driven occupations	B. Replacement-drive occupations
Food counter attendants, kitchen helpers	✓ Managers in agriculture
✓ Cooks	Retail and wholesale trade managers
✓ Managers in agriculture	✓ Transport truck drivers
Food and beverage servers	✓ Registered nurses and registered psychiatric nurses
✓ Retail salespersons	✓ Retail salespersons
✓ Elementary school and kindergarten teachers	Administrative officers
Early childhood educators and assistants	Administrative assistants
✓ Transport truck drivers	✓ Janitors, caretakers and building superintendents
✓ Light duty cleaners	✓ Nurse aides, orderlies and patient service associates
Cashiers	✓ Elementary school and kindergarten teachers
Restaurant and food service managers	General office support workers
✓ Janitors, caretakers and building superintendents	General farm workers
Welders and related machine operators	✓ Light duty cleaners
✓ Registered nurses and registered psychiatric nurses	✓ Cooks
Sales and account representatives - wholesale trade	Accounting technicians and bookkeepers

Summary of Job Openings, 2017-2021

	New	Replace- ment	Total	% Share of total
By education/skill level				
Management (middle and senior managers)	2,900	16,100	19,000	20%
University degree	2,600	10,200	12,800	14%
Post-secondary cert./dipl./apprenticeship training	7,300	21,500	28,800	31%
High school/occupation-specific training	7,500	17,200	24,700	26%
Less than high school/on-the-job-training	3,200	5,300	8,500	9%
Total	23,500	70,300	93,800	100%
By type of occupation				
Sales & service	9,000	14,200	23,200	25%
Business/finance/administration	4,100	12,800	16,900	18%
Trades/transport/equipment operators	3,600	13,000	16,600	18%
Education/law & social community/gov't	2,400	7,900	10,300	11%
Natural resources/agriculture	800	9,300	10,100	11%
Health	1,500	5,700	7,200	8%
Natural & applied sciences	1,300	3,000	4,300	5%
Manufacturing/utilities	400	2,400	2,800	3%
Art, culture, recreation & sport	200	1,100	1,300	1%
Senior management	200	900	1,100	1%
Total	23,500	70,300	93,800	100%

Note: Total job openings by type of occupation are sorted in descending order. Numbers may not add up to totals due to rounding.



Assumptions, Definitions and National Occupational Classification

The forecast is based on Saskatchewan Finance's 2017-18 budget assumptions and output from the Saskatchewan Occupational Modelling System that is proprietary to Stokes Economic Consulting Inc. Forecast data reflects current and expected economic conditions at the time of the development of the forecast scenario (spring 2017). Changes in economic conditions, such as unforeseen fluctuations in commodity prices and changes in economic activity, may impact forecasted labour demand. The forecast does not reflect current job vacancies and does not distinguish between full-time and part-time jobs.

Job openings are defined as the sum of expansion demand (new jobs generated through economic activity) and replacement demand (existing jobs that have been vacated, mainly due to retirement and require replacement).

The 2011 National Occupational Classification (NOC) system provides a standardized framework for organizing occupations according to skill level and type of occupation. **Skill level** classifies occupations according to the education or training required for entering an occupation, and **type of occupation** classifies occupations based on the broad area of work performed. The following table provides a description of the skill levels used in this document.

For more information regarding the classification of occupations by skill level and type, see <http://www5.hrsdc.gc.ca/noc/english/noc/2011/html/matrix.html>

Skill Levels Based on the NOC 2011 System	
Skill Level	Level of education or training usually required
Management	<ul style="list-style-type: none"> Management is characterized by high levels of responsibility, accountability and subject matter expertise. Expertise is acquired through either formal education of extensive occupational experience.
University Degree	<ul style="list-style-type: none"> University degree (bachelor's, master's or doctorate)
Post-secondary certificate/ diploma/apprenticeship training	<ul style="list-style-type: none"> Two to three years of post-secondary education at community college, institute of technology or CEGEP; or Two to five years of apprenticeship training; or Three to four years of secondary school and more than two years of on-the-job training, occupation specific training courses or specific work experience Occupations with supervisory responsibilities
High school/ occupation-specific training	<ul style="list-style-type: none"> Completion of secondary school and some short-duration courses or training specific to the occupation; or Some secondary school education, with up to two years of on-the-job training, training courses or specific work experience
Less than high school/on- the-job training	<ul style="list-style-type: none"> Short work demonstration or on-the-job training; or No formal educational requirements

