Saskatchewan
Learning

Overview of the Saskatchewan Economy and Labour Market

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Disclaimer

The Overview of the Saskatchewan Economy and Labour Market report has been prepared using the most recent information available at the time of writing. Any changes in the economic, social or political environment, occurring after the report was sent to print, that may impact on the report's finding, are not able to be incorporated.

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Introduction

The Overview of the Saskatchewan Economy & Labour Market is a synopsis of economic, demographics and labour market trends in Saskatchewan. The future trends in this report are **possible scenarios** and the effects of unanticipated events are unknown.

Section One – Economic Overview provides an overview of the global, United States, and Canadian economies and the impact they have on Saskatchewan. It reviews key portions of the Saskatchewan economy including GDP growth, earnings, exports and imports, crude oil and natural gas production and sales, manufacturing shipments, farm cash receipts, crop production, cattle marketing, expenditures on research and development, retail trade, housing starts, public and private spending, and small businesses.

Section Two – Demographics examines historical and future population trends, including declining birth rates, the aging of the population, increasing education levels, and inter-provincial and international migration.

Section Three – Labour Market Trends examines Saskatchewan's historical and future labour force, employment trends including an aging labour force, multiple job holders, average job tenure, full- and part-time employment, self-employment, unemployment, and wages. An analysis of Aboriginal labour market outcomes is also included in this section.

Section Four – Employment by Industry provides a historical review and forecasted trends for sixteen industry groupings for the next five years (2004-2008) for Saskatchewan.

Section Five – Occupational Employment provides a historical review and forecasted trends for occupations by skill level and skill type for the next five years (2004-2008) in Saskatchewan. Occupational forecasts are broken down by opportunities through new economic activity and attrition. A detailed list of occupational groupings with related information on training required, average income and Saskatchewan employment outlook is also included.

The Glossary provides definitions of technical terms used in this document.

Section 1 – Economic Overview

This section provides a brief summary of the major developments in the world economy in 2004 that reflected changes in real Gross Domestic Product (GDP), international trade, foreign exchange, and commodity prices, which all have a distinct impact on global markets. It also presents separate analyses of the economies of the United States, Canada and Saskatchewan including short-term (2004-2006) projections for key macroeconomic indicators such as real GDP, inflation, consumer and business spending, and employment.

The Global Economy

In 2004, the global economy continued its cyclical recovery and reached a 4% growth rate compared to 2.8% in 2003. All regions, except South Asia and the Commonwealth of Independent States[1], experienced more rapid growth in 2004 than in 2003, despite the dampening effect of high oil prices driven by high consumer demand in the United States. Global economic growth is projected to be slightly lower in 2005 at 3.25%.

The benefits of economic growth spread to almost every corner of the globe in 2004, from South America to Africa and Eastern Europe. Output on a per-capita basis rose by more than 3% in many developing countries such as China, India, Brazil, and Egypt as a result of one or more of the following conditions: increased trade in manufactured products, higher oil and other commodity prices, and relative stability in the financial markets. The developed countries, on the other hand, experienced more variable rates of real GDP growth. North America exhibited the highest growth rates with Canada and the United States averaging 3.6% in 2004. The economy of Japan grew more moderately at 2.6%, while the Euro Area[2] had the lowest economic growth of all developed regions at 1.8%.

The world economy entered 2005, with significant momentum that is expected to continue in the short term, but at a slower pace. Higher prices for oil and several other commodities have already decelerated growth somewhat. Policy changes in the United States and China to avoid overheating of their economies will re-enforce this trend. Strong demand by these two countries in 2004, contributed to an almost unprecedented surge in the price of oil since the oil crisis of the 1970's. There are differing views on the direction and extent of movement of oil prices; however, it is anticipated that substantial price increases in oil and other commodities will not be observed in the very short term, as world demand eases and countries experience more moderate growth in 2005.

The volume of international trade increased with global economic growth in 2004, and strong demand for imports by the United States. The largest portion of this increase was attributable to developing countries, led by China and India. More moderate world economic growth expected in 2005 should be accompanied by a corresponding slowdown of international trade growth, from 10% in 2004 to 8% in 2005. External global imbalances continued to have an impact on foreign exchange markets and expectations of sustained economic growth, particularly in the United States. A widening current account deficit, coupled with a large

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[1] Includes twelve of the former Soviet Republics.

[2] Includes twelve countries from the European Union that have adopted the euro as their currency.

fiscal shortfall, re-enforced the depreciation of the U.S. dollar against most major currencies, especially the yen and the euro. Given the composition of U.S. trade flows, it is unlikely that the current trend will be reversed in the short term, despite attempts by foreign central banks to counteract the appreciation of their currencies by intervening in the foreign exchange markets and slightly raising domestic interest rates.

United States

The growth of real GDP in 2004 was 4.4% driven mostly by strong performance in the first quarter as the U.S. economy continued to recover from the slowdown in the early 2000's. The recovery decelerated slightly in the second and third quarters as consumer spending and export growth slowed. Although a multitude of factors contributed to the moderation of economic growth, the sharp rise in the price of oil was the most significant. Since oil prices are expected to remain high in the short term, this will eventually adversely affect real disposable income, consumer spending and business profits.

Consumer spending has been the main driver of economic growth in the United States, but at the expense of a very low savings rate of less than 1%. Increased housing prices, low interest rates, the availability of various mortgage refinancing options, and a decline in the savings rate have all led to large consumption and the accumulation of substantial household debt. In the short term, housing prices are projected to peak, if not decrease, and interest rates to gradually move upwards, resulting in more moderate consumer spending and overall economic growth[3].

Household spending is also influenced by employment levels and real disposable income. Jobs were created at a much faster rate in the fourth quarter of 2004 than previously, which helped sustain strong demand for consumer goods and services. This is an encouraging sign, although employment levels are expected to increase only enough to keep a stable unemployment rate of 5.5% that is well above the 4% measured in 2000. Some structural changes in the U.S. labour market, such as increased government hiring, weak growth in private-sector employment and declining number of manufacturing jobs, also underline short-term fluctuations in employment levels. Overall, employment growth is projected to continue in 2005, as a result of lower productivity growth and higher business capital spending. Real disposable income has been positively influenced by the growth in payroll employment and various tax-cutting measures.

Business investment has been buoyed by larger corporate profits, low interest rates, higher equity prices and tax cuts implemented by the Bush administration during his first term as president. However, business investment is projected to decelerate in the first quarter of 2005 before picking up the pace again. Annual inflation remained low at 2.6% in 2004, up slightly from 2.3% in 2003, despite the rise in oil prices. Inflation is projected to fall again in 2005 to 1.8%.

[3] The forecasts of key macroeconomic indicators for the U.S. economy were being modified as this report went to print, to take into account the economic damage caused by recent natural disasters.

Canada

The Canadian economy experienced an average growth year in 2004. After a strong first half, the growth of real GDP slowed to an annual rate of 2.8% led by moderation in export demand, which was largely due to the negative impact on global output of high oil and other commodity prices. This trend is expected to continue in 2005, as countries enter the next stage of economic recovery. Real GDP is expected to grow at 2.3% in 2005 and 2.8% in 2006. The Canadian economy can be divided into two distinct sectors with different prospects in 2005, the export-led and the domestic sectors. The export-led sector experienced high rates of growth until the second half of 2004, as global demand began to decelerate and the pace of economic growth worldwide moderated. The rapid appreciation of the Canadian dollar was the main reason for the subsequent decline in exports. Another contributing factor was the emergence of China as a major player in international trade. China has been increasing its share of the American market and providing greater competition for Canadian exports in the process. However, China is also a growing market for raw materials, which make up a substantial portion of Canadian exports. Overall, it is expected that the growth in Canadian exports will be lower in 2005 as a result of the strong domestic currency in terms of the American dollar, the high volume of goods and services going to the United States relative to other countries, and waning external demand.

On the domestic front, several years of large federal fiscal surpluses have laid a solid foundation for increased public investment in infrastructure and social programs. The Bank of Canada's policy of targeting low inflation, in the range of 1% to 3%, has also created favourable conditions for sustained economic growth. Consumer spending was relatively strong in 2004, as a result of employment gains and higher real disposable income. High consumer confidence is expected to continue in 2005 leading to increased consumer spending by 3.2% compared to the previous year. In 2005, domestic investment is expected to increase by 3.6%, led by strong growth in capital investment of 8.3%. This is partly attributable to firms' attempts to improve productivity and stay internationally competitive in light of dampened short-term prospects for export growth. As a reflection of the strong demand for housing, low interest rates and flexible borrowing arrangements, housing starts reached a sixteen-year record high of 233,000 units in 2004, a level that is expected to drop by 20,000 in 2005. Housing investment is also expected to moderate. Contributing factors for the expected slowdown in housing activity are projected increases in interest rates, low population growth and rising consumer debt.

The Canadian labour market is expected to perform strongly in 2005. The unemployment rate dropped from 7.6% in 2003 to 7.2% in 2004, and employment growth is expected to continue, leading to an increase in personal real disposable income. At the same time, household debt has been rising, reaching a level of almost 120% of income in the second quarter of 2004, compared to just over 70% in the mid-1980s and slightly over 100% in the mid-1990s. This is a cause of some concern, as it is anticipated that the Bank of Canada will start raising short-term interest rates in the latter half of 2005, thus increasing household debt-servicing costs.

Federal budget surpluses are planned to continually increase over the next five fiscal years and reach $7B in 2009/10, and the federal government is promising to follow an expansive fiscal policy. The 2005/06 federal budget contains new tax cuts and spending that will exceed $13.5B over the next three years. The largest increases will occur in national defence, early child-care development and shifting a portion of the gasoline tax to municipalities. There is also a sustained commitment to health care, Aboriginal communities and the environment.

Saskatchewan

Growth continued in the Saskatchewan economy at 3.5% in 2004, following an increase of 4.5% in 2003. Real GDP is forecast to increase by a further 3.0% in 2005, before slowing down to 2.7% in 2006. Sustained high commodity prices and strong international export demand have been the main factors, although the domestic manufacturing, housing and retail sectors have also experienced good business conditions. Figures for 2004 indicate an increase in the level of new capital investment by 4% in the public and private sectors while estimates for 2005 show an even bigger increase of 12.6% that could have a positive impact on economic growth.

The agricultural sector has seen improved conditions after two years of drought in 2001 and 2002. Crop production rose by 46% in 2003, but slowed to a 20% growth in 2004; given the cool, wet summer and the early frost. The majority of crops had above average yields, but despite the increase in the quantity, the crop quality was below average, as a result of the adverse weather conditions. In 2004, total farm cash receipts increased by 7.8% to over $6.1 billion compared to 2003. The cattle industry, on the other hand, has struggled since the 2003 discovery of a single case of Bovine Spongiform Encephalopathy (BSE) in Alberta that caused a 24% decline in slaughter cattle marketed and a 9% decline in feeder cattle marketed in the province, for a total decline of 12% in the same year. However, the drop was only temporary as the number of cattle marketed increased by 11% in 2004. Slaughter cattle marketed jumped by 37% and feeder cattle increased more moderately at 5%. Since 2003, two more cases of BSE have been confirmed in Alberta. However, on July 14, 2005, the border with the United States was re-opened for live cattle from Canada, which should improve the future prospects of the Canadian cattle industry. The short-term outlook for the agricultural sector in Saskatchewan is uncertain despite projected growth of 5.2% for 2005 and 3.3% for 2006.

The province experienced moderate employment growth of 4,500 jobs (or 0.9%) in 2004, after a more substantial job growth in 2003 of 7,100 new jobs (or 1.5%). Employment averaged 480,000 jobs in 2004, with 80% being full-time and the remaining 20%, part-time. Saskatchewan continues to experience one of the lowest unemployment rates in the country with an average annual rate of 5.4% in 2004 that was significantly below the national average of 7.2%. In the short term (2005 and 2006), employment and personal income in Saskatchewan are projected to steadily grow on an annual basis (0.9% to 1.0% and 1.9% to 4.0% respectively) and the unemployment rate to decrease to just above 5%.

Inflation, based on the All-Items Consumer Price Index (CPI), was 2.2% in 2004. Higher energy costs contributed to an annual increase in the transportation and shelter indices by 3.2% and 2.8% respectively. Food was 2.2% more expensive and the prices of alcohol and tobacco products jumped by 5.1% during the same period. In 2005 and 2006, the CPI is expected to be around 2%, but to also follow a gradual upward trend.

Compared to other provinces, Saskatchewan exhibited strong economic performance in 2004. The growth rate of real GDP was 3.5%, the third-highest among all provinces, and higher than the national average of 2.8%. The province posted the fastest growth in the country in nominal GDP, nominal and real GDP per capita, personal disposable income, personal income and personal disposable income per capita, and productivity (real GDP/employment).

The key macroeconomic indicators for Saskatchewan are expected to show general improvement in the provincial economy in the short term (2005 and 2006). The economy is expected to continue to grow over the next two years but at a slower pace, and the inflation rate will gradually increase. The sustained strong international demand for potash and uranium will continue to drive export growth. High energy prices will keep the outlook positive for the oil and gas industry. The agriculture sector should receive a boost as crop quality is expected to improve from when the adverse weather conditions lowered it to below average in 2004. Employment is also expected to increase, but at a faster pace that will push the unemployment rate down and personal income up. Retail sales are projected to grow. After a sharp rise in 2004, housing starts will significantly fall in 2005, and continue to fall through 2006.

This economic review has been prepared using several sources of data that includes the following:

- Conference Board of Canada, *Canadian Outlook, Spring 2005;*
- Conference Board of Canada, *Canadian Prospects for 2005;*
- Federal Budget 2005, Canada;
- Industry Canada;
- OECD, *Economic Outlook No. 77;*
- Saskatchewan Bureau of Statistics;
- Saskatchewan Finance, *Provincial Budget 2005-06;*
- Statistics Canada; and,
- United Nations, *World Economic Situation and Prospects 2005.*

A Closer Look at Saskatchewan's Economy

The following provides a more in depth look at the Saskatchewan economy focusing on key economic indicators and the industries contributing to the provincial GDP. Oil and gas, agriculture, manufacturing, exports, and the service industries are important for economic growth and employment in Saskatchewan, and are given special attention. In addition to the most recent data, the analysis includes multi-year trends of the examined economic variables.

Saskatchewan's real GDP was estimated at $33.4B in 2004, growing at an annual average rate of 2.4% over the past decade. Real GDP increased annually for most of past decade, with the exception of 1999 and 2001. Real GDP is expected to reach $34.2B in 2005. Between 1994 and 2004, employment numbers rose steadily as well, reflecting the strength of the economy. The province gained a total of 25,700 new workers averaging 0.6% annually (Figure 1.1 on the following page).

Rising employment levels mirrored a stronger demand for labour that resulted in higher earnings throughout the economy. The average weekly earnings in the goods-producing industries rose by 6.8% between 1998 and 2004 and those in the service industries increased by 17.2%. The average weekly industrial aggregate earnings rose by 14.5% during the same period, which was in line with the 14.7% increase in the inflation rate (Figure 1.2).

Figure 1.1

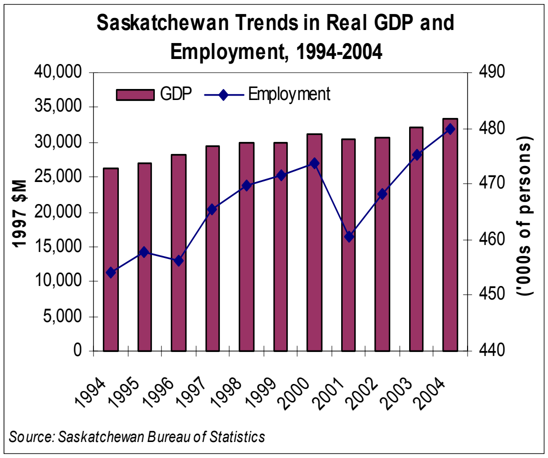
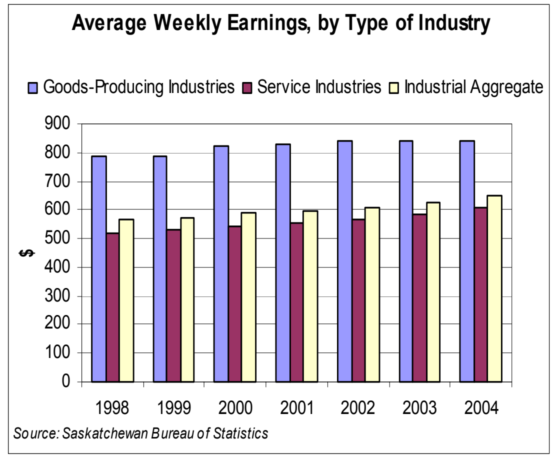
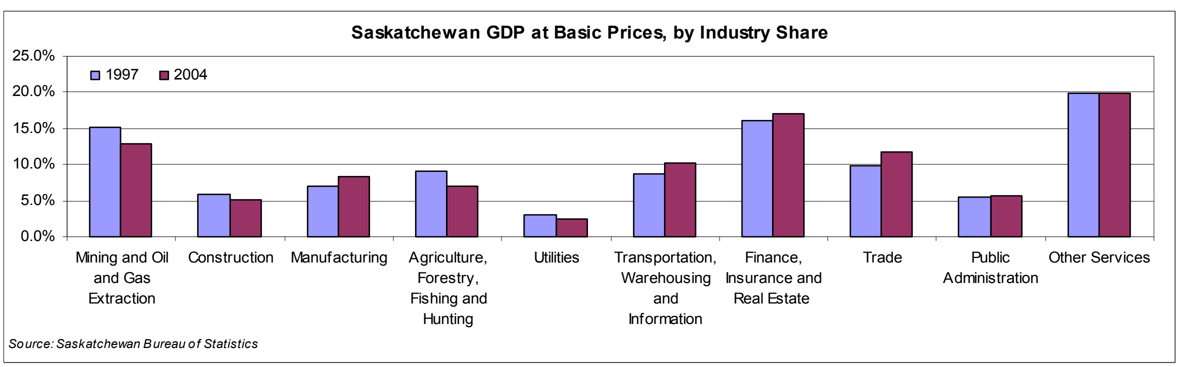


Figure 1.2



Each industry's contribution to Saskatchewan's real GDP in 2004 is shown in the following graph (Figure 1.3). There was little change in industry shares between 1997 and 2004 with the top three industries ranking the same at both the beginning and the end of the observed period. In 2004, other services[4] accounted for 19.9% of the province's real GDP; finance, insurance and real estate accounted for 17%, and mining; oil and gas accounted for 12.8%.

Figure 1.3



There were no significant structural changes in the provincial economy between 1997 and 2004 Overall, the goods-producing industries contributed slightly more than one-third of Saskatchewan's real GDP in 2004, a decrease from 40% in 1997, while the service industries increased their share to two-thirds, from 60% to 64.5% (Figure 1.4 on the following page).

[4] Other services include: repair and maintenance; personal and laundry services; religious, grant-making, civic, and professional and similar organizations; and private households.

Saskatchewan's economy is heavily influenced by changes in commodity prices, as primary industries (agriculture, forestry, mining, oil and gas account for a large portion of the province's GDP (almost a quarter). Saskatchewan is also one of the most trade dependent provinces in Canada. Exports and imports both exhibited a general upward trend from 1994 to 2004 (Figure 1.5).

Figure 1.4

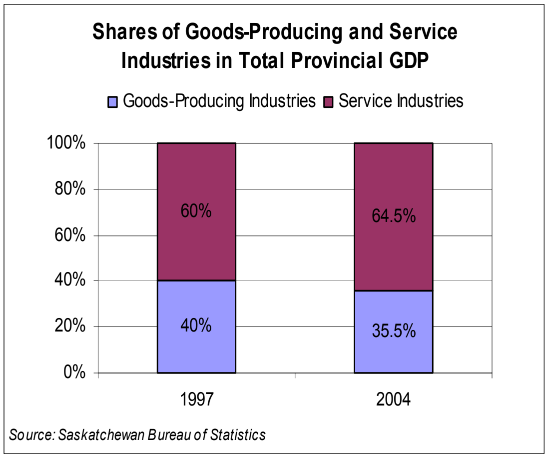
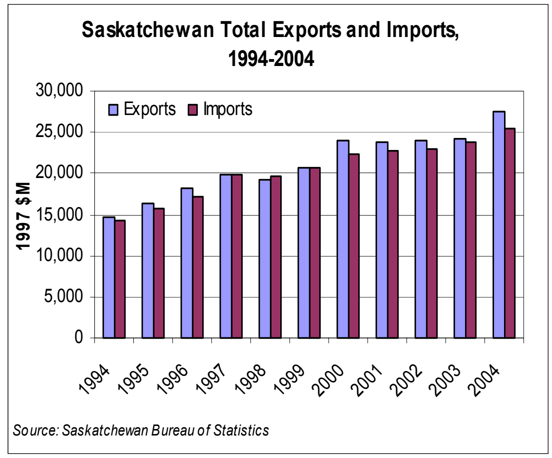


Figure 1.5



Exports to the rest of Canada and abroad grew by almost 87% during this period, and imports grew by more than 76%. In 2004, Saskatchewan's trade surplus ballooned to $2.1B from $350M in 1994.

In 2004, Saskatchewan's top five trading partners for exports were the United States, China, Japan, Mexico and Belgium. It is shown that the United States was the largest importer of Saskatchewan goods and services by a significant margin, purchasing more than 65% of Saskatchewan's international exports. China was the second largest importer, but accounted for less than 6%. The U.S. is also the main exporter of goods and services to Saskatchewan, accounting for almost 90% of total Saskatchewan imports from abroad (Figure 1.6).

Figure 1.6

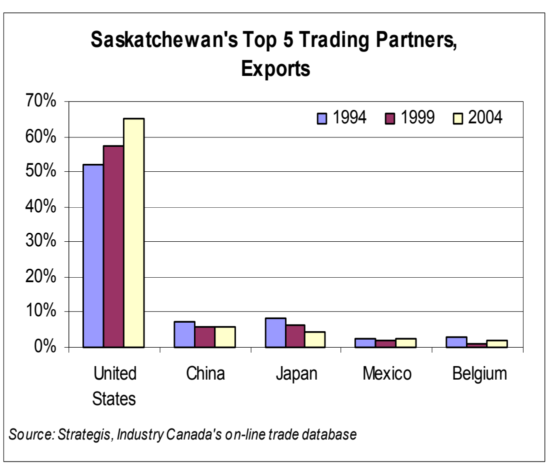
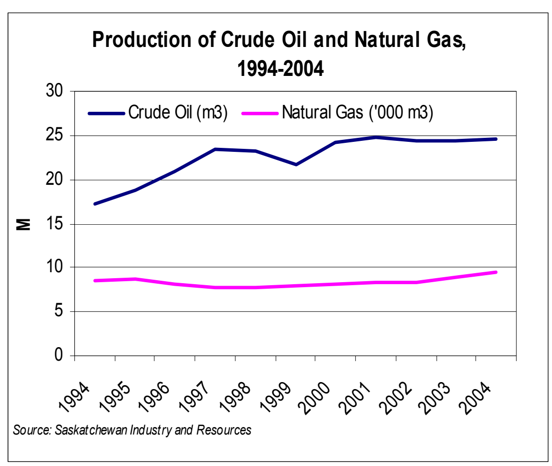


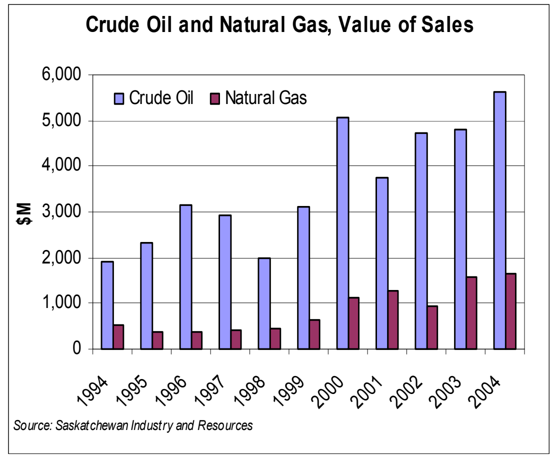
Figure 1.7



Saskatchewan is the second largest crude oil, and third largest natural gas producing province in Canada. This has enabled the growth of a strong oil and gas industry that has become more important in recent months due to soaring oil prices that many experts predict will remain high in the short term. Natural gas prices have also experienced an increase, but to a lesser extent. Between 1994 and 2004, crude oil production increased by more than 43%, from 17.2M to 24.6M cubic metres (Figure 1.7). During the same period, natural gas production increased by 10%, from 8.5B to 9.4B cubic metres.

The value of sales of both crude oil and natural gas followed an upward trend in the last ten years, but this trend was more pronounced in crude oil. The value of crude oil sales jumped almost threefold from $1.9B in 1994 to $5.6B in 2004, and the value of natural gas sales more than tripled from $0.5B to $1.6B (Figure 1.8).

Figure 1.8



Manufacturing is another important industry in the Saskatchewan economy as it contributes significantly to the province's exports and GDP. Manufacturing shipments have experienced a substantial increase in value in the last decade, more than doubling from $4.3B in 1994 to $9.7B in 2004 (Figure 1.9). The average annual growth rate of manufacturing shipments during the observed period was 8.5%.

Figure 1.9

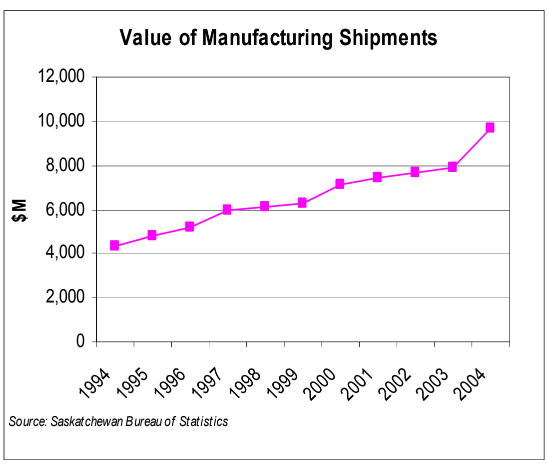
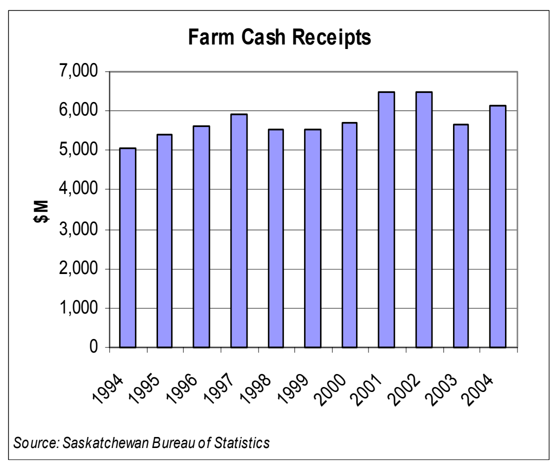


Figure 1.10



The agriculture industry in Saskatchewan experienced a period of fluctuations between 1994 and 2004, although the overall trend of production and trade was upward. Over the observed period, farm cash receipts increased by 21%, from $5B to $6.1B (Figure 1.10). This was at an annual average increase of just less than 2%. Farm cash receipts include receipts from the sales of crops and livestock, as well as payments received from various subsidies and agricultural insurance programs.

Figure 1.11

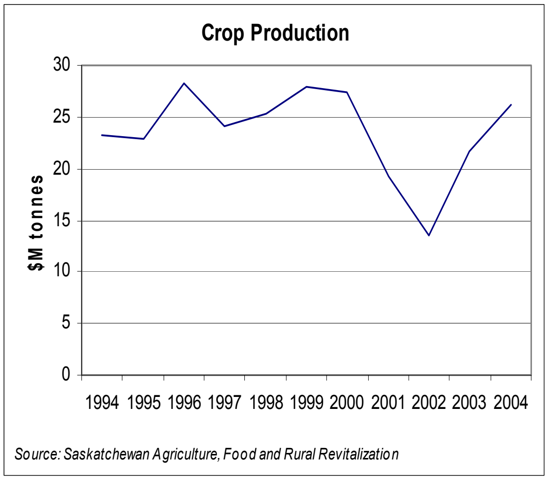
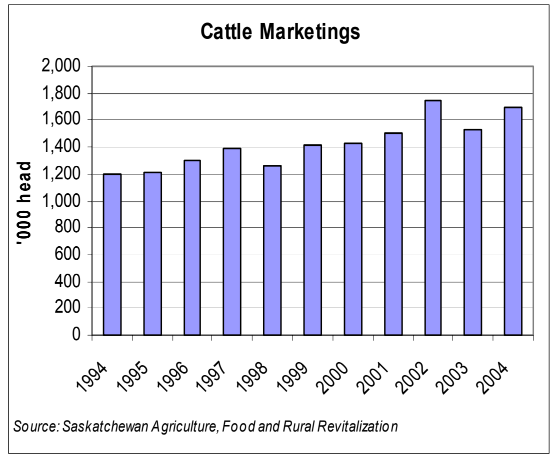


Figure 1.12



Crop production and cattle marketings (i.e. provincial exports and imports of live cattle) followed a similar trend over the last decade despite years of drought and BSE. Between the years of 1994 and 2004, crop production rose by 12.5%, from 23.2M tonnes to 26.1M tonnes (Figure 1.11). The large fluctuations shown on the curve represent the susceptibility of agricultural output to variable weather conditions. The average annual increase in crop production over the 10 year period was 1.2%. The total number of cattle marketed jumped by more than 41% between 1994 and 2004 despite the observed significant fall in 2003 (12.3%), as a result of the closing of the U.S. border to live Canadian cattle. A year later, cattle marketings increased by 11%, mostly due to increased trade between Saskatchewan and Alberta. Over the 10-year period, cattle marketings increased at an annual average rate of 3.5% (Figure 1.12).

Research and development (R&D) in productive resources are important for the ability of the Saskatchewan's economy to grow and create jobs in the future. The public, private and higher-education (i.e. post-secondary institutions) sectors all invest in R&D activities. Gross expenditures on R&D increased by 65% from $205M in 1992 to $339M in 2002. The higher-education sector more than doubled its contribution, and the private and public sectors increased their contributions by 63% and 40% respectively (Figure 1.13).

Figure 1.13

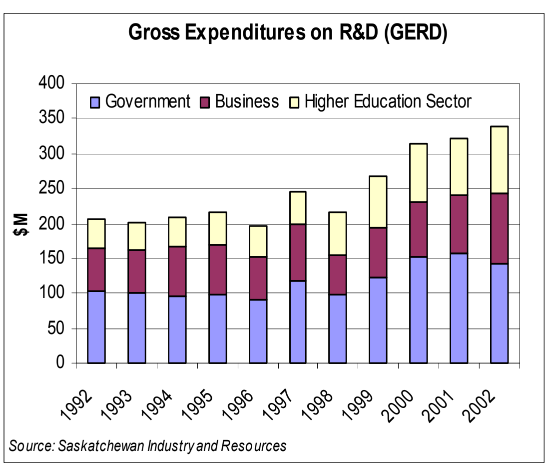
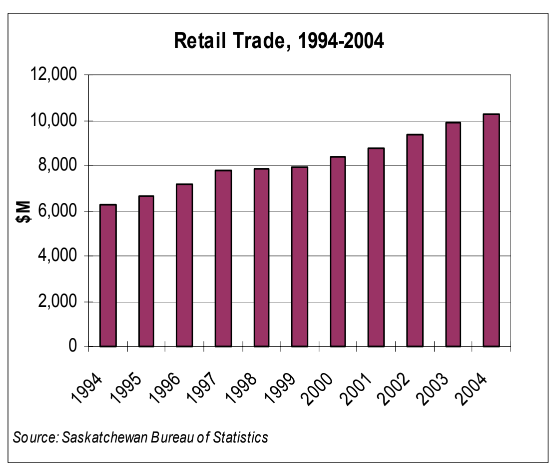


Figure 1.14



Consumer confidence was high in the 1994-2004 periods, as a result of the increase in employment and real disposable income, which was a consequence of the growing provincial economy. This was evidenced by the increase in the volume of retail trade and the number of housing starts. Retail trade has steadily increased every year during the observed period at an average rate of 5.1% annually (Figure 1.14).

Housing starts have experienced a higher degree of fluctuation than retail trade. Housing construction boomed in the second half of the 1990's, slowed down in 2000 and 2001 and increased again in the following three years (Figure 1.15). Low interest rates helped Saskatchewan hit a record high for housing starts in 2004. Between 1994 and 2004, the number of housing starts in the province increased from 2,098 units to 3,781 units (80%). Over the observed period, the annual average growth rates for Regina and Saskatoon were 10.4% and 8.8%, respectively. There was effectively no growth in housing starts in areas outside the two major cities in the province.

Figure 1.15

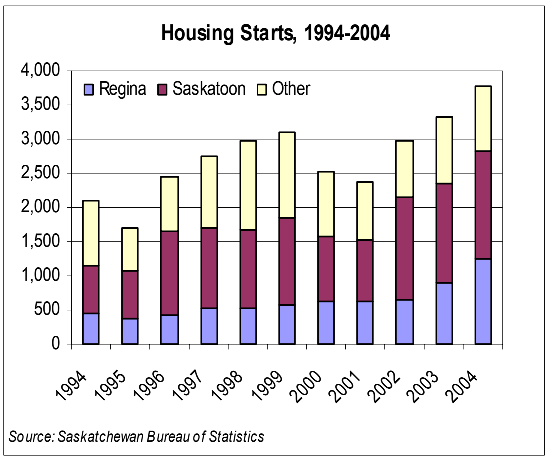
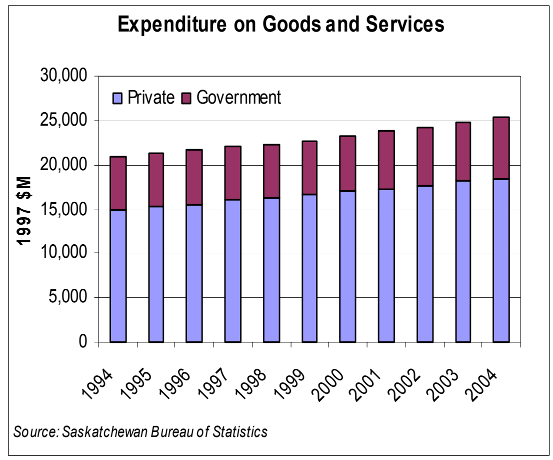


Figure 1.16



Public and private spending on goods and services in Saskatchewan has steadily grown during the period 1994 to 2004. Private expenditures increased at a much faster rate than public expenditures (Figure 1.16). Private expenditures on goods and services grew at an annual average rate of 1.5%, while public expenditures on goods and services grew at an annual average rate of 1.3%. The proportion of private expenditures out of total expenditures was approximately 73% in 2004 compared to 71% in 1994.

In 2004, new capital investment in Saskatchewan increased by 4.0%, to $7.5B compared to 2003. The private sector accounted for $6B or 80%, and the public sector contributed $1.5B or 20% of total expenditures. New capital investment in Saskatchewan is projected to increase to $8.5B in 2005, an increase of 12.6%. That would be the highest growth rate among the provinces and double the national growth rate.

Small business remains an important contributor to economic activity in the province, as the sector accounts for the majority of firms in the province. Businesses with less than 20 employees comprised 87.9% of all private sector enterprises in 2004 and an additional 8.1% of businesses in Saskatchewan had 20 to 49 employees (Table 1.1).

Table 1.1

Saskatchewan, Number of Businesses, 2004		
Business Size	**Number of Businesses**	**Percentage of Total**
Businesses with less than 5 employees	22,259	56.8%
Businesses with 5-19 employees	12,153	31.1%
Businesses with 20 or more employees	4,787	12.1%
Total Number of Businesses	39,199	100%

Source: Statistics Canada, Business Register, December 2004.

Section 2 – Demographics

Saskatchewan's population has hovered around the one million mark for the past two decades. Over the past three years, the population has stayed relatively constant, with declining net-out migration helping to stem the decline in population. In 2004, the population of Saskatchewan was 995,391, with a nearly equal distribution of men and women. Saskatchewan's population remains relatively stable, although significant structural changes are occurring such as an aging population and a declining number of school-age children.

Figure 2.1

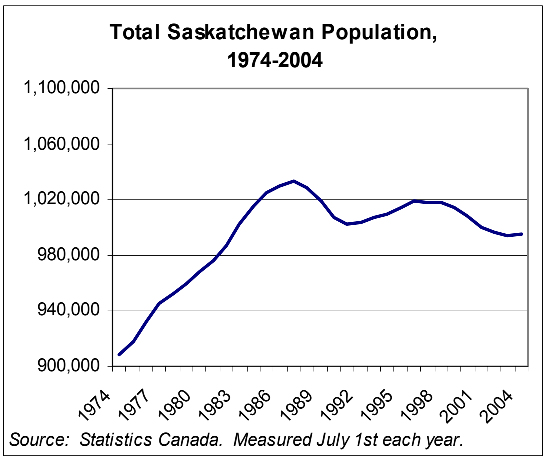
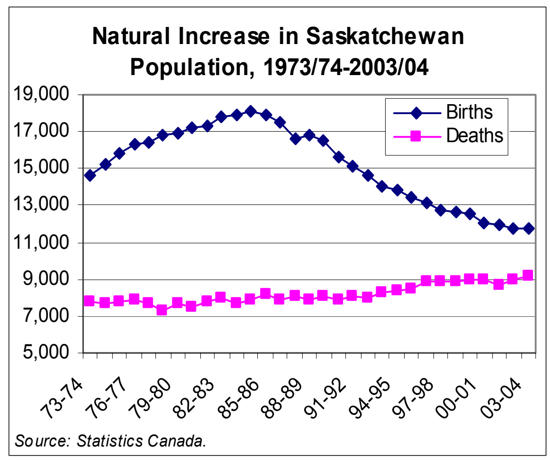


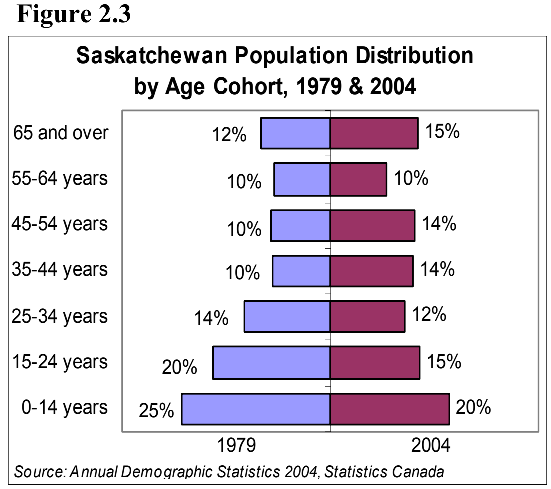
Figure 2.2



Saskatchewan's population has increased by nearly 87,000 from 1974 to 2004 (Figure 2.1). Over this thirty year period the average annual growth rate was 0.3%; however, over the past 10 years the average growth rate was -0.1%.

A major factor that affects the population levels is the natural rate of population change (births less deaths). For the past three decades in Saskatchewan, the number of births has exceeded the number of deaths each year, leading to a natural increase in the population levels. In 2003/04, there were 11, 754 people born in Saskatchewan and 9,190 deaths that contributed to a national increase in the population of 2,564 people.

Figure 2.3

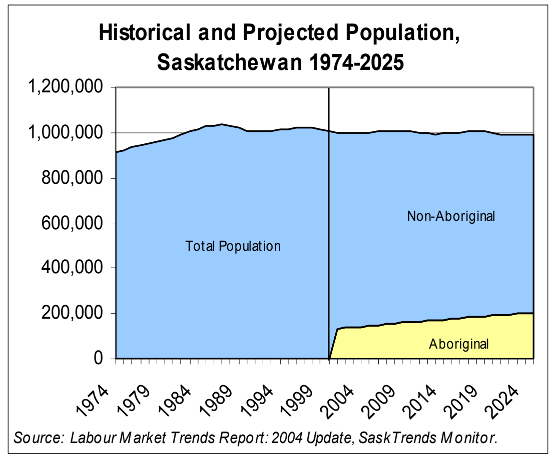


Between 1973/74 and 2003/04 the number of births exceeded the number of deaths each year; however, this trend has become less pronounced as birth rates continue to decline. The number of births peaked in 1984/85 and then steadily declined (Figure 2.2). This phenomenon has been referred to as the "baby-boom echo", a period during which a higher number of births occurred as the "baby-boomers" had their own children. Saskatchewan's population is aging (Figure 2.3). The number of people aged 65 and over increased from 12% (110,864) to 15% (147,451) over the past twenty-five years 1979 to 2004. The number of people aged 15 to 24 decreased by 20% and the total number of people under the age of 25 decreased from 45% of the population to 35%. This trend reflects a decrease in fertility rates, an increase in the average life expectancy, and the effects of inter-provincial migration. Aging in the population can also been seen at the national level.

Forecast Population

The *Saskatchewan Labour Market Trends: 2004 Update* provides an updated forecast of the provincial population and labour force over the next twenty years (Figure 2.4). The population is expected to continue to cycle around the one million mark, but with two noticeable demographic shifts. The first shift is the "baby boomers" moving into the retirement-age group and second is an increased number of Aboriginal people in the primary working age group (15 to 64 years of age). The Aboriginal population represented 14% of the provincial population in 2001, and their proportion is expected to increase to 21% by 2025.

Figure 2.4



Education Levels

Saskatchewan's population is becoming more educated over time and reflects a national trend. In Saskatchewan, the proportion of the population aged 15 and over with a completed post-secondary certificate, diploma and/or degree increased from 33% in 1994 to 41% in 2004. In Canada, 38% of the population had a post-secondary education in 1994 compared to 47% in 2004.

Table 2.1

Percentage of Saskatchewan & Canadian Population with Post-Secondary Education

	Canada		Saskatchewan	
	1994	**2004**	**1994**	**2004**
15-24 years	19%	20%	14%	16%
25-44 years	49%	62%	45%	55%
44-54 years	45%	54%	46%	52%
55-64 years	31%	48%	29%	49%
65 years and over	22%	29%	19%	26%
Aged 15+	**38%**	**47%**	**33%**	**41%**

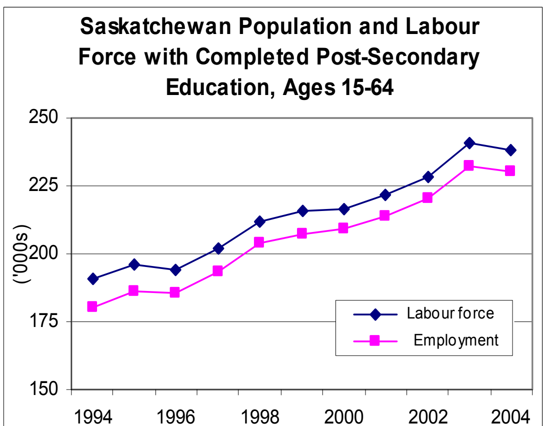
Source: 2004 Historical Labour Force Review, Statistics Canada.

The pursuit of higher education is becoming evident throughout the population, as levels of post-secondary education have increased for all age groups over the past decade; however, Saskatchewan remains below the national average in most age groups, with the exception of the 55 to 64 age cohort which has a slightly higher percentage with post-secondary education than the national average. Other age groups, including those 25 to 44 years of age, have made significant progress over the past ten years (Table 2.1).

There is a gap between the number of working age people with post-secondary education in the population and those who are participating in the labour force (Figure 2.5). This gap has increased by 31% over the past decade from 26,400 in 1994 to 34,600 people in 2004. Further analysis is required to determine the characteristics of this group and their potential to participate in the labour market.

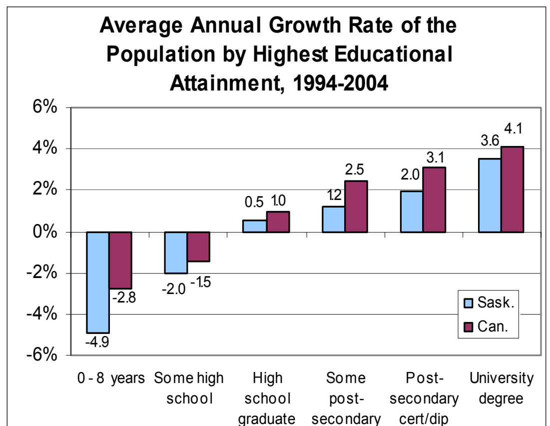
There has been a trend in rising educational attainment, partially a reflection of the growing demand for skilled workers in the labour force. Over the past decade, all growth in the population has been from people with a high school completion or higher level of education (Figure 2.6). Notably, the number of people with less than grade 12 completion has dropped significantly over the past decade. Overall, Saskatchewan has followed the same pattern as Canada, albeit, at a slightly slower rate.

Figure 2.5



Source: 2004 Historical Labour Force Review, Statistics Canada.

Figure 2.6



Source: 2004 Historical Labour Force Review, Statistics Canada.

Inter-Provincial Migration

During the late 1980's and early 1990's, the province experienced two recessions and a period of low economic growth. In 1989/90, the province had a net outflow of nearly 20,000 people to other provinces, with nearly half of them being youth ages 15 to 29 (Figure 2.7). As the economy improved, a reversal of this trend occurred with a significantly lower number of people leaving in the mid-1990's. Even though the gap significantly closed, youth continued to leave the province. The net outflow peaked again in 2001/02 and has been declining over the past two years. In 2003/04, 2,900 people were estimated to have left the province.

Historically, mobility of Canadian residents within the country and specifically Saskatchewan has been dynamic. Improvements to labour mobility regulations, including standard certifications and compatible labour regulations are making it easier for Canadians to move between provinces. In 2003/04, the majority of Saskatchewan's inter-provincial mobility was in Western Canada, primarily with Alberta (Figure 2.8). There was a large exchange of people between Alberta and Saskatchewan, with a net loss of 3,750 people to Alberta.

Figure 2.7

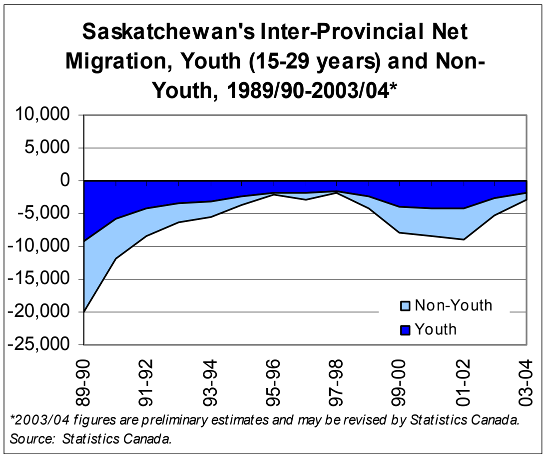
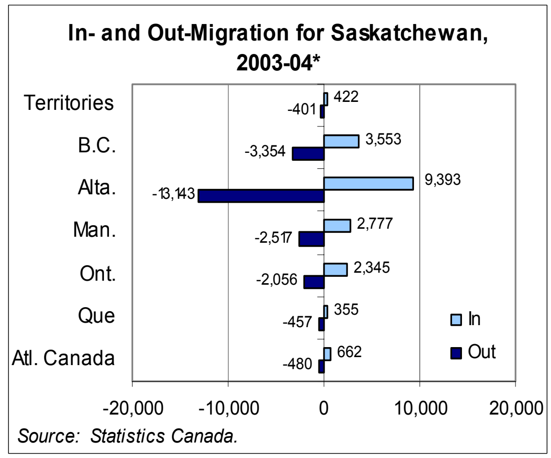
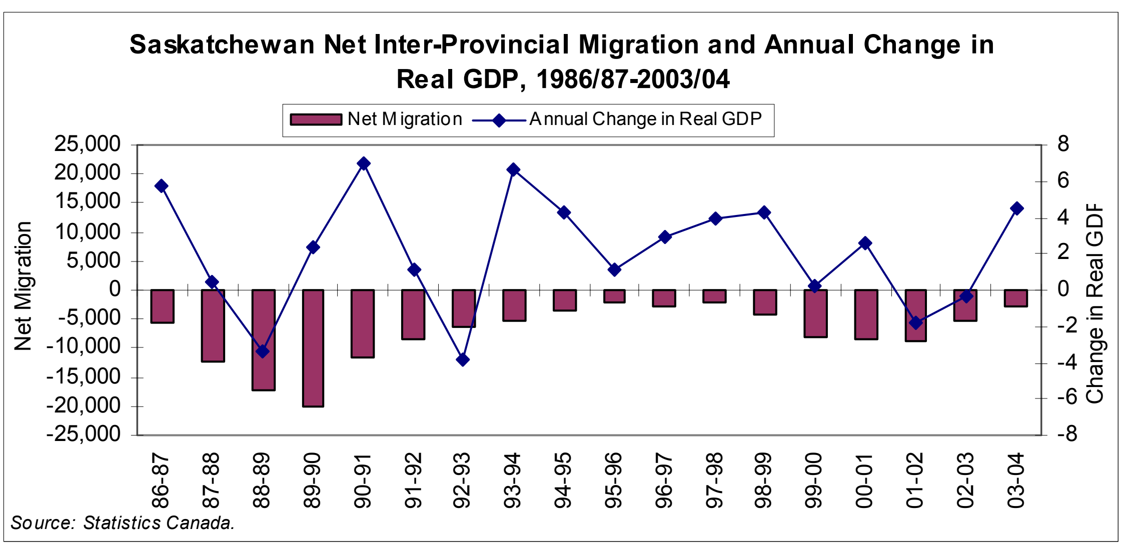


Figure 2.8



The economic prosperity and "pull" of job opportunities and lifestyle in neighbouring provinces and elsewhere will influence peoples' mobility decisions, particularly youth, regardless of opportunities here at home in Saskatchewan. On average, during times of economic growth in the province, the levels of net-out inter-provincial migration are lower than when the province's economy is not as strong. During period of sustained growth, such as the mid-1990's (Figure 2.9), the levels of net out migration were markedly low.

Figure 2.9

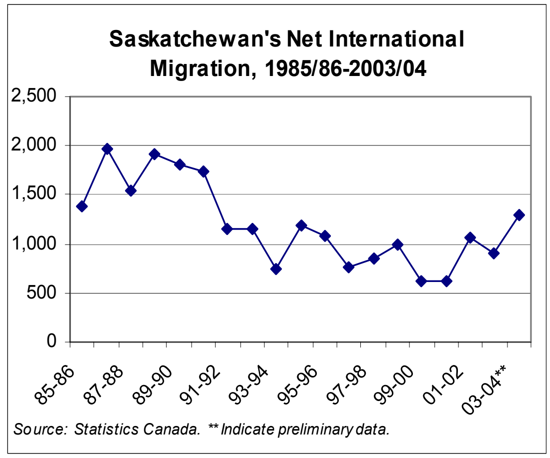


International Migration

Net international migration to Saskatchewan is relatively small and has been stable over various economic conditions. Preliminary estimates for 2003/04 show an increase in international migration, with a net in-migration of 1,300 people (Figure 2.10).

Saskatchewan does not receive as many international migrants as other provinces. In 2003/04, the province's share of the country's net international migration was 0.7%, whereas Saskatchewan made up 3.1% of Canada's population.

Figure 2.10



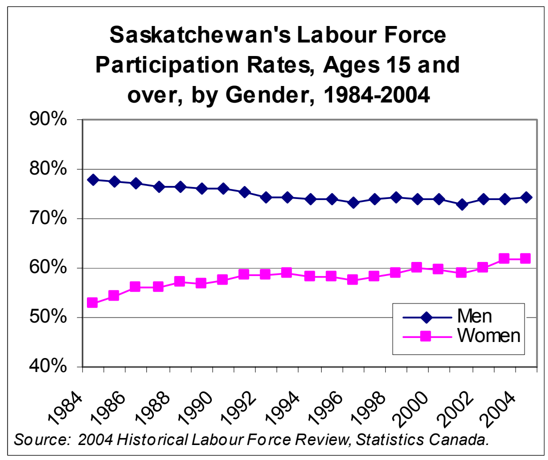
Section 3 – Labour Market Trends

Saskatchewan experienced a strong labour force in 2004, with record high employment and labour force participation rates. Employment gains occurred in manufacturing, service, transportation, construction, agriculture, and other primary industries. The province had the third lowest unemployment rate in the country at 5.3%. Future projections show a growth in the size of the Aboriginal labour force.

Saskatchewan's Labour Force

The Saskatchewan labour market includes people 15 years of age and older who are in the labour force and are either employed or unemployed and actively seeking work. In 2004, the provincial labour force hit record highs with 507,000 participants and a participation rate of 68.0%. It was higher than the national average of 67.6% and the third consecutive year of increase.

Figure 3.1



The participation rate of women in Saskatchewan's labour force increased during the 1980's and levelled off for most of the 1990's. There has been a renewed increase in the female participation rate in the past couple of years, although men continue to have a higher participation rate – 74.2% in 2004 compared to 61.9% for women (Figure 3.1). This trend has changed the gender composition of the labour force. Twenty years ago, men comprised 60% of Saskatchewan's workforce compared to 54% in 2004.

Table 3.1

Age Composition of Labour Force, by Age, 2004

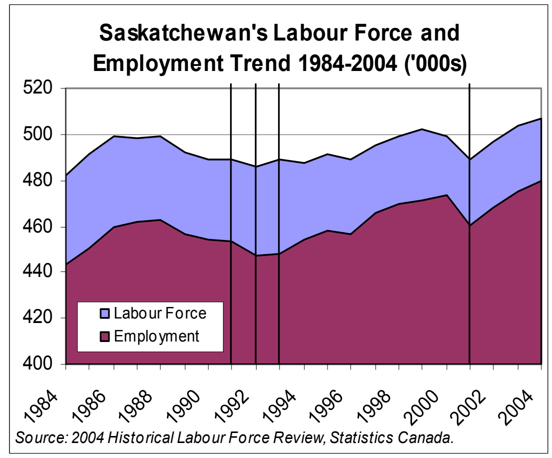
	Saskatchewan	Canada
15-24	18.7%	16.5%
25-34	19.4%	21.6%
35-44	23.3%	25.7%
45-54	23.8%	23.4%
55-64	11.5%	11.1%
65 and over	3.3%	1.7%
Total	**100%**	**100%**

Source: 2004 Historical Labour Force Review, Statistics Canada.

The age composition of the Saskatchewan labour force differs somewhat from the national average (Table 3.1). The province has a smaller proportion of its labour force in the 25 to 34 and 35 to 44 age groups and a larger proportion in the younger age cohort (15 to 24) and older age cohort (65 and older). As a result, Saskatchewan's dependency ratio is higher than any other province in the country. The dependency ratio measures the number of those under the age of 15 and over the age of 65 relative to the rest of the population. In 2004, 34.8% of Saskatchewan's population was either under the age of 15 or over the age of 65, compared to the national average of 30.9%.

Labour force trends reflect trends in employment. When the province undergoes an economic slowdown as it did in the early 1990's and in 2001, the diverging lines reflect increased levels of unemployment (the difference between labour force and employment). For example, the dip in the number of labour force participants during the early 1990's coincides with the economic slowdown during that period. Even as the employment figures increased in 1993, the labour force still increased at a faster rate (Figure 3.2).

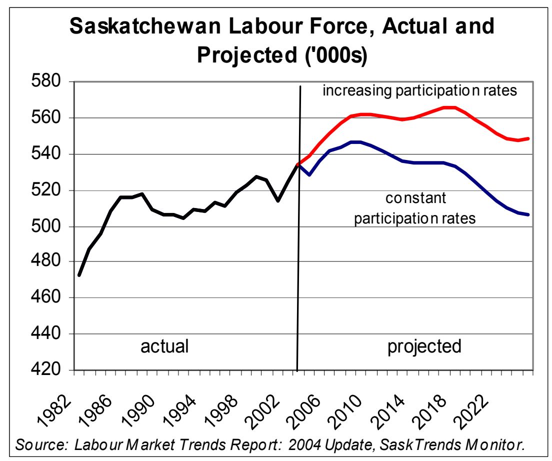
Figure 3.2



Projected Labour Force

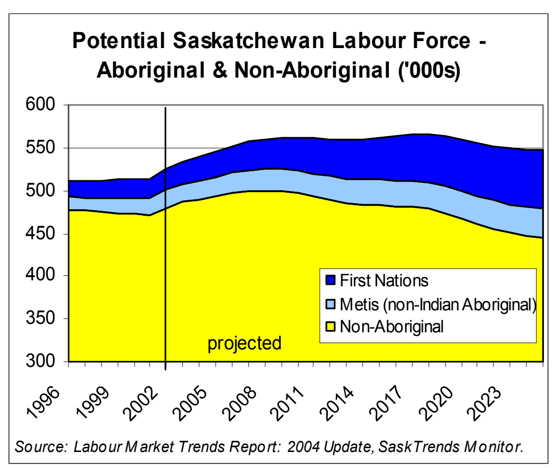
Projections for Saskatchewan's labour force were developed in the *Saskatchewan Labour Market Trends: 2004 Update* report by Sask Trends Monitor. The provincial labour force is forecast to steadily increase to 2010 and remain relatively stable between 560,000 and 570,000 for several years before gradually declining (Figure 3.3). An underlining assumption is the continuation of recent patterns in fertility and inter-provincial migration. The participation rates will increase, particularly for women and the Aboriginal population, in response to tightening of the labour market and competing demand for fewer available workers. An alternative scenario was developed based on constant or unchanged participation rates to demonstrate the importance of increased participation rates to ensure an adequate future labour supply.

Figure 3.3



A significant change will occur in the age composition of the provincial labour force. In the short term, there is a projected decline in the proportion of those 30 to 44 years of age and increases in the other age groups. In the medium to long term, the proportion of those under 30, and of those 45 to 59years of age, will decline and the proportion of those 30 to 44, and of those 60 years of age or older will increase. The aging of the labour force is evident in the projected increase in the proportion of those 60 or older from 7% to 11% by 2018, and the decline in the proportion of those under 45 years of age from 63% to 59%. The other significant change in the labour force is the growing proportion of the Aboriginal population. The non-Aboriginal labour force peaks in 2008 and steadily declines thereafter (Figure 3.4).

Figure 3.4



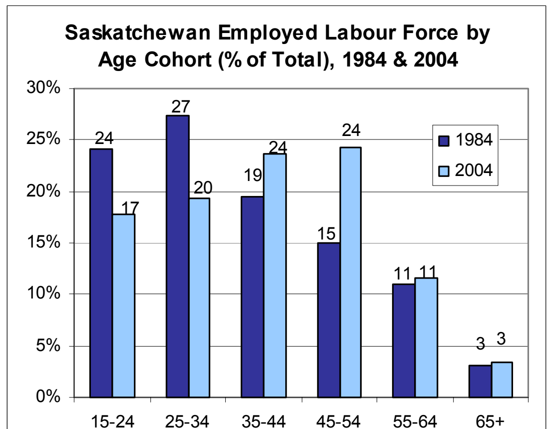
The potential Aboriginal labour force increases by 138% over the forecast period, with a notable 200% increase in the First Nations portion from an estimated 23,000 in 2001 to 68,500 by 2025. The Métis portion of the labour force is expected to increase 68%, from an estimated 20,400 in 2001 to 34,200 by 2025.

The Aboriginal youth population (15 to 29 years of age) is the age group that will have a significant impact on the Aboriginal labour force. In 2001, an estimated 11% of the youth population in the labour force was Aboriginal. With a growing population and increasing labour force participation rates, their portion of the overall labour force more than doubles to 28% by 2025. This equates to more than one in four new entrants to the labour market being Aboriginal compared with one in ten new entrants in 2001.

Employed Labour Force

The employed labour force consists of individuals who have done work for pay or profit, and includes private and public sector employees and the self-employed. In 2004, the Saskatchewan employed labour force consisted of 479,900 people, with 54% being male and 46% female. The demographics of the employed labour force reflect the aging trend in the population (Figure 3.5). The proportion of the employed labour force that is under the age of 35 declined from 51% in 1984 to 37% in 2004 as the baby boomers shifted into the 35 to 44 and 45 to 54 age group.

Figure 3.5



Source: 2004 Historical Labour Force Review, Statistics Canada.

Saskatchewan's employment rate, the proportion of the population that is employed, has increased over the past twenty years from 59.9% in 1984 to 64.4% in 2004 (Table 3.2). The national rate has increased from 57.7% to 62.7% over the same time period. In 2004, women had an employment rate of 59.1%, which was higher than the national average of 57.8%. Men also had an employment rate which was higher than the national average (69.9% versus 67.8 %).

There have been increased employment rates for all age groups, particularly those 25 to 64 years of age. These increases reflect increased participation of women in the workplace, tightening of the labour market and a growing demand for workers due to economic activity.

Table 3.2

Saskatchewan Employment Rate by Age Cohort, 1984 & 2004

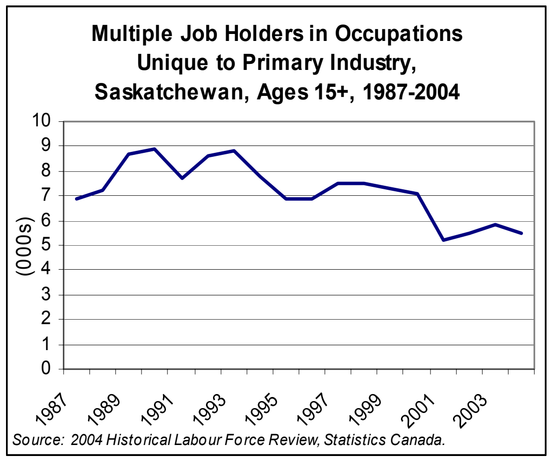
	1984	2004
15-24 years	60.8%	61.3%
25-34 years	74.7%	81.3%
35-44 years	79.3%	86.7%
45-54 years	75.1%	85.7%
55-64 years	54.0%	61.3%
65 years and over	11.9%	12.1%
15+	**59.9%**	**64.4%**

Source: 2004 Historical Labour Force Review, Statistics Canada.

The changing nature of work has altered the make-up of Saskatchewan's labour force. Employment in the private sector has increased 25% over the past two decades. Public employment increased by 7% and self-employed decreased by 20%. The large decline in the number of people who are self-employed is strongly influenced by the declining number of people in the agricultural industry.

In 2004, 38,900 or 8% of Saskatchewan's employed labour force were multiple job holders, composed of slightly more females than males (52% versus 48%). Nearly three in every ten (28%) of these multiple job holders identified their main job as a sales and services occupation. Other occupational groups that make up a high percentage of multiple job holders include business, finance and real estate (16%) and occupations unique to primary industry (14%) including agriculture, fishing, forestry, oil and gas. A worker's main job is considered to be the job with the highest number of usual hours worked.

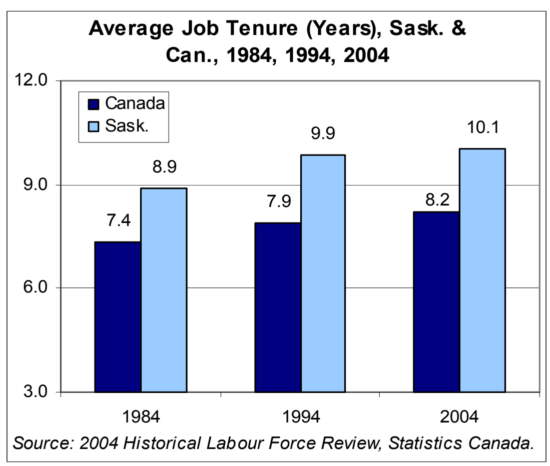
Figure 3.6



Multiple job holders, in the agricultural industry have experienced a significant declining trend over the past decade – a reflection of the overall decrease in agricultural employment (Figure 3.6). An increasing number of farmers are working full-time off the farm and may report their main job to be outside the agricultural sector.

Since the Labour Force Survey began measuring job permanence in 1987, the percentage of Saskatchewan's employed work force that is permanent has remained relatively stable. In 2004, 88% of total employees in Saskatchewan (excluding self-employed) were permanent employees, with the rest classified as temporary employees. This differs only slightly from the national average for the same year (87%). A large majority (78%) of all temporary workers were in the service-producing sector, with 42% of these temporary workers being term or contract employees, 37% casual and 20% seasonal (see Glossary for further description). The goods-producing sector accounts for the remaining 22% of temporary workers with 29% of these temporary workers being term or contract employees, 8% casual and 62% seasonal workers. Agriculture had 28% of its workers as temporary employees. Temporary agricultural workers are mainly seasonal workers, and temporary construction workers are seasonal and contract workers.

Figure 3.7



In 2004, Saskatchewan workers were employed for an average of 33.8 hours per week, half an hour more a week than the average Canadian worker (33.3 hrs/week). The average job tenure in Saskatchewan has increased from 8.9 to 10.1 years over the past 20 years (Figure 3.7).

This is substantially longer than the national average of approximately 8.2 years. In Saskatchewan, men have an average job tenure which is two-and-a-half years longer than women's. The length of an employee's time spent with a single employer varies greatly, depending on the industry. Job tenure ranges from an average of 24.4 years for those working in Agriculture to 3.8 years in Accommodation and Food Services (Table 3.3). Occupations in government-employment areas such as public administration and utilities also have higher tenure.

Average tenure for employees in the goods-producing sector has declined, however, tenure in individual industries within this sector have increased. The decline can be explained at least in part, by the number of people with high levels of job tenure leaving the agricultural industry.

Table 3.3

Average Job Tenure in Saskatchewan (Years)

	1994	2004
Total employed	9.9	10.1
Goods-producing sector	15.9	14.6
Agriculture	22.5	24.4
Forestry, fishing, mining, oil and gas	8.6	8.6
Utilities	11.8	13.9
Construction	7.5	8.2
Manufacturing	7.7	8.1
Services-producing sector	7.3	8.5
Trade	6.4	6.7
Transportation and warehousing	8.3	9.8
Finance, insurance, real estate and leasing	8.0	10.0
Professional, scientific and technical services	6.3	8.1
Business, building and other support services	5.5	5.6
Educational services	9.6	10.9
Health care and social assistance	7.8	10.1
Information, culture and recreation	7.6	9.5
Accommodation and food services	3.5	3.8
Other services	6.1	6.9
Public administration	9.9	12.3

Source: 2004 Historical Labour Force Review, Statistics Canada

Net job growth in the past decade has been in full-time employment. Over the past decade, Saskatchewan had an average annual full-time employment growth rate of 0.9%, which was below the national average of 2.1%. In 2004, full-time employment accounted for 80% of total employment (386, 300) compared to the national average of 82% (Figure 3.8). The trend in full-time employment has risen quite steadily since 1994, with a slight dip in 2001.

Figure 3.8

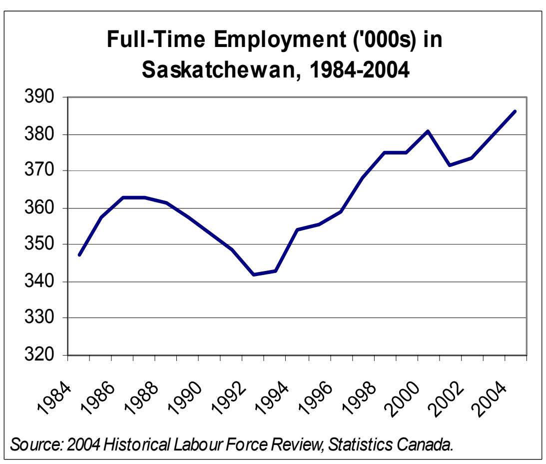
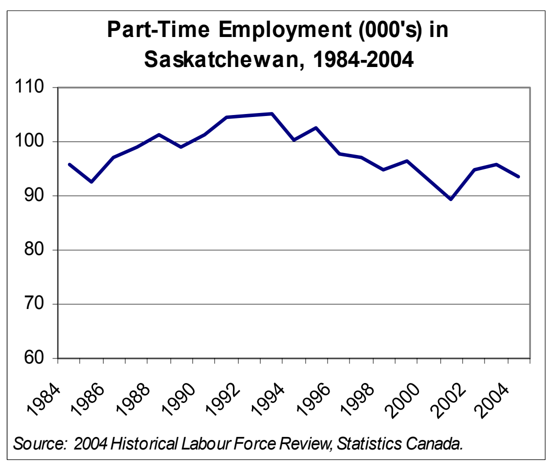


Figure 3.9



There has been a decline in part-time employment in the province, with an average annual part-time employment growth rate of -0.7% over the past decade (Figure 3.9). The national average annual growth rate of part-time employment over the same time span was +1.8%.

The decline in Saskatchewan's part-time employment was partially due to part-time jobs being converted to full-time opportunities in response to the growing economy. There was a gradual but steady, decline in part-time employment during the 1990's.

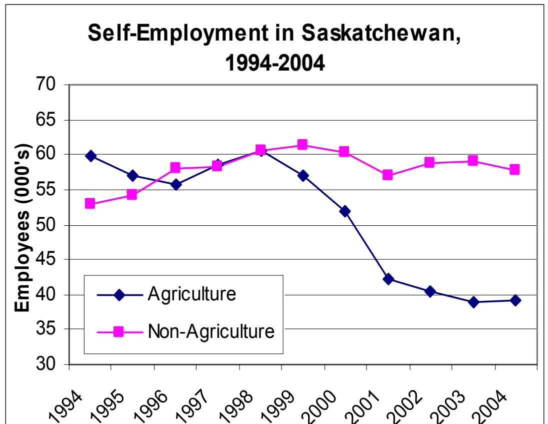
In 2004, 72% of workers stated they were doing so voluntarily. The proportion of part-time employment that was involuntary (28%) increased from a low of 22% in 2000. Involuntary part-time employment is the result of business conditions or the inability to find full-time employment. Slightly more Saskatchewan workers were involuntarily working part-time in comparison to their national counterparts (28% versus 27%). Historically, Saskatchewan has had a lower percentage of involuntary part-time employment when compared to the national average.

In 2004, youth aged 15 to 24 represented 36% of all part-time employees, which is twice as high as their 18% share of the employed labour force. This is due to several factors, including attendance at educational institutions, lack of work experience and personal preference. Women accounted for nearly 7 in every 10 part-time workers in the province. In the 35 to 44 age group, women accounted for 86% of all part-time workers.

In 2004, 56% of Saskatchewan's labour force was employed in the private sector, 24% was employed in the public sector and 20% was self-employed. In the past ten years, the largest percentage increase in employment has been in the public sector, increasing by 18%. Although the public sector had the largest percentage increase, the private sector created the largest number of jobs (23,700 jobs). Nationally, private industry has the largest percentage and number of job growth in the past decade.

In the past decade, self-employment has fluctuated in the province. It peaked in 1998 and has declined since that time, mostly attributable to declining employment in the agricultural industry (Figure 3.10). There has been a trend toward off-farm work and difficult conditions have led to fewer people being employed in the industry. Non-Agricultural self-employment has remained relatively stable over the ten-year period. Nationally, the proportion of all employees who are self-employed has remained stable, but the absolute number has increased.

Figure 3.10



Source: 2004 Historical Labour Force Review, Statistics Canada.

Unemployment

Saskatchewan's unemployment rate has historically been lower than the national rate, although it tends to follow the national trend. Saskatchewan's low unemployment rate is an indicator of the province's self-regulating environment, which is affected by inter-provincial migration and by the high proportion of farmers (Figure 3.11 on the following page). During the late 1980's and early 1990's when the province was in an economic slowdown, the unemployment rate rose to 8.3%. As the economy recovered, the rate began to decline reaching 5.3% in 2004.

Figure 3.11

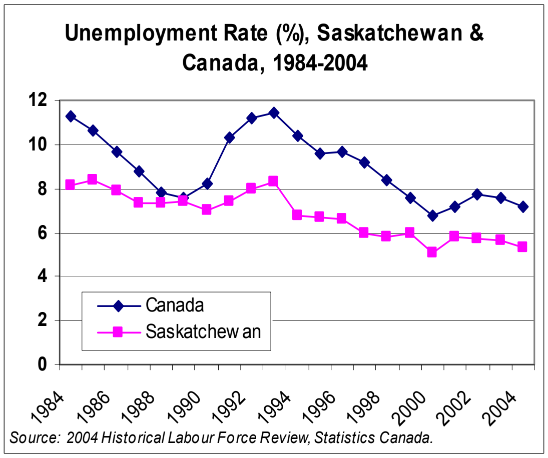
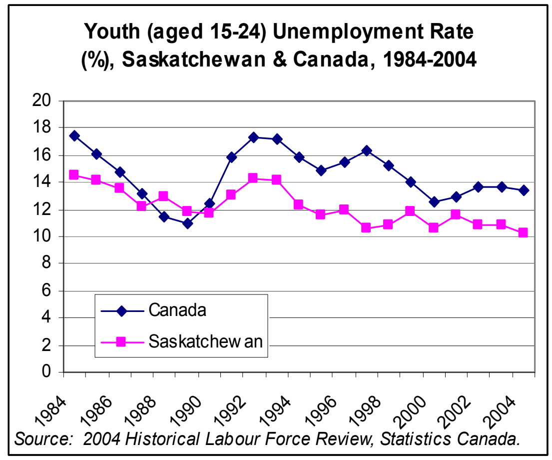


Figure 3.12



This was lower than the national average of 7.2%. The province had 27,000 people unemployed in 2004, with 36% of the unemployed between the ages of 15 and 24. Traditionally Saskatchewan's youth population (ages 15 to 24) has had a lower unemployment rate than the national average (Figure 3.12). However, within the province youth had the highest unemployment rate among the various age groups. Factors which contribute to a higher youth unemployment rate include: weaker attachment to the labour force, lack of experience, and the likelihood of having just completed some form of schooling and looking for permanent work.

Wages

In 2004, the average hourly wage for a worker aged 15 and over in Saskatchewan was $16.93. Full-time employees received an average $18.12 per hour and part-time employees an average of $11.97. National wage rates were 8% higher than the provincial averages for both full-time employees and part-time employees. However, the average hourly wage for Saskatchewan people has increased 26% over the past seven years, compared to 19% nationally. Overall the average hourly wage for women was 16% lower than the rate for men in the province. Over the past seven years, women's average wage has increased faster than men's, starting to close the wage disparity.

Age plays a considerable factor in the distribution of wages. Youth aged 15-24 have the lowest wages with a full-time average of $11.16 or 38% less than the population aged 15 years and older. Wages rise throughout peoples lives, with the highest hourly wage paid to those aged 55 and over at $20.14.

Education and skill levels and extent of responsibility significantly influence the financial compensation of a job. On average, the higher the skill level required for a job, the higher the wages. In 2004, management occupations continued to be the top paid occupations in the labour force, 49% higher than the average wage. Occupations in social science, education, government service and religion have the highest non-management full-time wage rate at $23.52 or 30% higher than the provincial average.

Wage rates vary considerably depending on the industry, ranging from $9.16 in Accommodation and Food Services to $25.78 in Utilities. The average hourly wage in the goods-producing sector is 10% higher than that in the service-producing sector (Table 3.4). In all major industry groupings, males earn higher wages than females.

Table 3.4

Average Hourly Wage Rate by Industry, Saskatchewan, 2004, Ages 15+, by Gender				
	Both sexes	**Men**	**Women**	**Difference in Men and Women's Wages**
Total employees	$ 16.93	$18.43	$ 15.42	16%
Goods-producing sector	**$ 18.46**	**$19.13**	**$ 14.96**	**22%**
Agriculture	$ 12.98	$13.47	$ 11.62	14%
Forestry, fishing, mining, oil and gas	$ 22.37	$22.84	$ 17.86	22%
Utilities	$ 25.78	$26.45	$ 23.78	10%
Construction	$ 16.52	$16.83	$ 13.31	21%
Manufacturing	$ 17.59	$18.50	$ 14.06	24%
Services-producing sector	**$ 16.57**	**$18.10**	**$ 15.45**	**15%**
Trade	$ 13.21	$15.19	$ 11.07	27%
Transportation and warehousing	$ 17.23	$17.77	$ 15.07	15%
Finance, insurance, real estate and leasing	$ 18.06	$21.64	$ 16.30	25%
Professional, scientific and technical services	$ 18.36	$21.25	$ 15.40	28%
Business, building and other support services	$ 11.96	$12.58	$ 11.15	11%
Educational services	$ 21.47	$24.53	$ 19.92	19%
Health care and social assistance	$ 18.52	$19.26	$ 18.39	5%
Information, culture and recreation	$ 17.57	$19.37	$ 15.61	19%
Accommodation and food services	$ 9.16	$ 9.73	$ 8.85	9%
Other services	$ 14.14	$15.97	$ 12.27	23%
Public administration	$ 22.45	$24.70	$ 19.82	20%
Source: 2004 Historical Labour Force Review, Statistics Canada.				

Aboriginal Labour Market Outcomes

Statistics Canada recently released data on selected labour force characteristics of off-reserve Aboriginal people including employment, unemployment and participation rates for the four western provinces. A question on Aboriginal identity was added to the regular monthly Labour Force Survey on a trial basis between April 2004 and March 2005, which enables off-reserve labour market activity to be broken down by Aboriginal identity including North American Indian, Métis and Inuit. The annual average data from the Labour Force Survey allows for comparisons between the Aboriginal and non-Aboriginal populations (15 years of age and older) and with the 2001 Census data.

The labour market outcomes of off-reserve Aboriginal people in Saskatchewan have generally improved since the 2001 Census. The employment rate of off-reserve Aboriginal people 15 years and older was 50.7%, an increase of almost 2 percentage points. Their unemployment rate was 16%, a drop of more than 3 percentage points and their labour force participation rate remained relatively constant at just over 60%. The labour market outcomes for North American Indians have improved the most within Saskatchewan's off-reserve Aboriginal population, with nearly a 6 percentage point decline in their unemployment rate, a 4.5 percentage point increase in their employment rate and a 2 percentage point increase in their participation rate. The employment rate for the Métis population has decreased by 0.6 percentage points since 2001. Their unemployment rate has decreased by 1.7 percentage points, and their participation rate has decreased by 2 percentage points.

There are still significant differences in the labour market outcomes of Aboriginal and non-Aboriginal people in the province, although the differences have decreased since 2001. The employment rate gap is the difference between the employment rate for non-Aboriginal people and the employment rate for Aboriginal people. In 2001, the employment rate for non-Aboriginal people was 66% and 48.9% for Aboriginal people resulting in a 17.1% gap. In 2004/05, the employment rate gap narrowed by two percentage points to 15%.

In comparing the 2004/05 labour market outcomes of the off-reserve Aboriginal population among the four western provinces, Saskatchewan generally had the poorest labour market performance and Alberta had the best labour market performance (Table 3.5). Saskatchewan's employment rate for off-reserve Aboriginal people was 50.7% compared to 62.6% in Alberta, and Saskatchewan's unemployment rate of 16% was one of the highest (British Columbia had the highest at 17.3%) compared to 10.2% in Alberta.

Table 3.5

Rates of Employment, Unemployment and Participation, 15+ Years by Aboriginal Identity, Western Canadian Provinces (off-reserve only), 2004/05 Annual Average (April/04 to March/05)

Labour Force Characteristic (%)	Province	Non-Aboriginal	Aboriginal	North-American Indian	Métis
Employment rate	Manitoba	65.9	58.9	48.6	65.6
	Saskatchewan	65.7	50.7	42.1	57.9
	Alberta	70.4	62.6	57.4	66.4
	British Columbia	61.2	54.5	49.8	62.5
	Total	**65.2**	**57.2**	**50.1**	**63.7**
Unemployment rate	Manitoba	4.8	11.6	14.9	10.0
	Saskatchewan	4.5	16.0	21.0	12.6
	Alberta	4.2	10.2	12.9	8.6
	British Columbia	6.6	17.3	20.9	12.2
	Total	**5.3**	**13.6**	**17.7**	**10.5**
Participation rate	Manitoba	69.2	66.6	57.0	72.9
	Saskatchewan	68.7	60.3	53.3	66.2
	Alberta	73.5	69.7	65.8	72.7
	British Columbia	65.5	65.9	62.9	71.2
	Total	**68.9**	**66.2**	**60.9**	**71.2**

Source: Labour Force Survey, Statistics Canada
Note: The total has been calculated for the four western provinces.
The percentages are calculated as annual averages over the period April/04 to March/05.

Education and Labour Market Outcomes

Statistics Canada's Labour Force Survey data for the off-reserve Aboriginal population is also broken down by educational attainment for those aged 25 to 64 years of age. Persons with some post-secondary education or less as well as those with completed post-secondary education have experienced improved labour market outcomes since 2001. The Aboriginal population with some post-secondary education or less had higher employment (53.7%) and participation (64.8%) rates and a lower unemployment rate (15%). Those with completed post-secondary education also had higher employment (80%) and participation (87.7%) rates and a lower unemployment rate (8.8%) compared to 2001. Improvements in the labour market gaps between the non-Aboriginal and the Aboriginal population were the most significant for those with some post-secondary education or less. The employment rate gap decreased by almost 7 percentage points, the unemployment rate gap decreased by 8 percentage points and the participation rate gap decreased by 4 percentage points between 2001 and 2004-05 (Table 3.6).

Table 3.6

Gaps in the Employment Rate, Unemployment Rate and Participation Rate for the Non-Aboriginal and the Off-Reserve Aboriginal Population, 25-64 Years, Saskatchewan, 2004/05 (April/04 to March/05) and 2001 Census Annual Average

Education	Labour Force Characteristic (%)	Non-Aboriginal		Aboriginal		Non-Aboriginal/ Aboriginal Gap		
		2001	2004/05	2001	2004/05	2001	2004/05	Difference (% points)
Some Post-Secondary Education or less	Employment rate	78.2	78.4	46.6	53.7	31.6	24.7	-6.9
	Unemployment rate	4.1	4.4	22.7	15.0	18.6	10.6	-8.0
	Participation rate	81.6	82.0	60.4	64.8	21.2	17.2	-4.0
Completed post-secondary education	Employment rate	85.7	86.1	73.4	80.0	12.3	6.1	-6.2
	Unemployment rate	3.2	3.0	12.3	8.8	9.1	5.8	-3.3
	Participation rate	88.5	88.7	83.4	87.7	5.1	1.0	-4.1

Source: Statistics Canada, 2001 Census, Labour Force Survey

Increased levels of education positively affect labour market outcomes, as the Aboriginal population with completed post-secondary education more closely resembled the labour market outcomes of the non-Aboriginal population. The gap in the employment, unemployment and participation rates, for those with completed post-secondary education, all narrowed by more than 3% since 2001.

Aboriginal Youth

From 2001 to 2004/05, off-reserve Aboriginal youth 15 to 24 years of age have not fared as well in the Saskatchewan labour market as non-Aboriginal youth. Overall, the labour market activity gap has widened due to improved labour market activity for non-Aboriginal youth and less favourable labour market outcomes for Aboriginal youth. The employment rate for non-Aboriginal youth increased by 2 percentage points and the unemployment rate declined more than 2 percentage points. For Aboriginal youth, the employment and participation rates declined more than 2 percentage points and their unemployment rate increased a percentage point (Table 3.7 on the following page). This has resulted in a widening of the employment gap by 4.4 percentage points, the unemployment rate gap by 3.4 percentage points and the participation rate gap by 2.8 percentage points.

Table 3.7

Gaps in the Employment Rate, Unemployment Rate and Participation Rate for the Non-Aboriginal and the Off-Reserve Aboriginal Population, 15-24 Years, Saskatchewan, 2004/05 (April/04 to March/05) and 2001 Census Annual Average							
Labour Force Characteristic (%)	**Non-Aboriginal**		**Aboriginal**		**Non-Aboriginal/Aboriginal Gap**		
	2001	**2004/05**	**2001**	**2004/05**	**2001**	**2004/05**	**Difference (% points)**
Employment rate	63.3	65.4	37.5	35.2	25.8	30.2	4.4
Unemployment rate	10.8	8.4	23.7	24.7	12.9	16.3	3.4
Participation Rate	71.0	71.4	49.1	46.7	21.9	24.7	2.8
Source: Statistics Canada, 2001 Census, Labour Force Survey							

As shown in the following two graphs, off-reserve North American Indian youth have had improved labour market outcomes since 2001, whereas Métis youth have experienced poorer labour market outcomes. The North American Indian youth have had higher employment and participation rates, and a lower unemployment rate; however, these have been more than offset by the decreased employment and participation rates, and increased unemployment rate for Métis youth (Figure 3.13 and Figure 3.14).

Figure 3.13

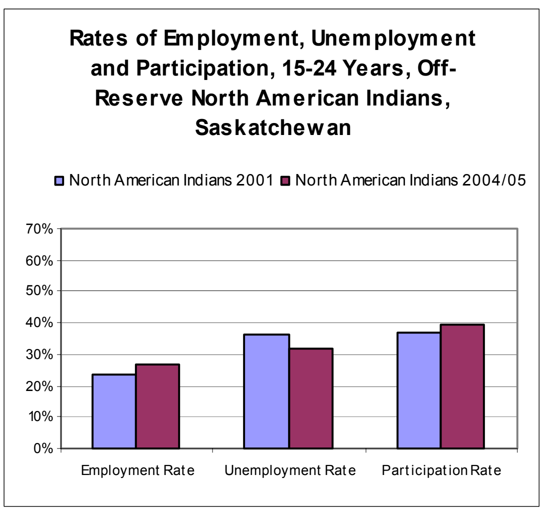
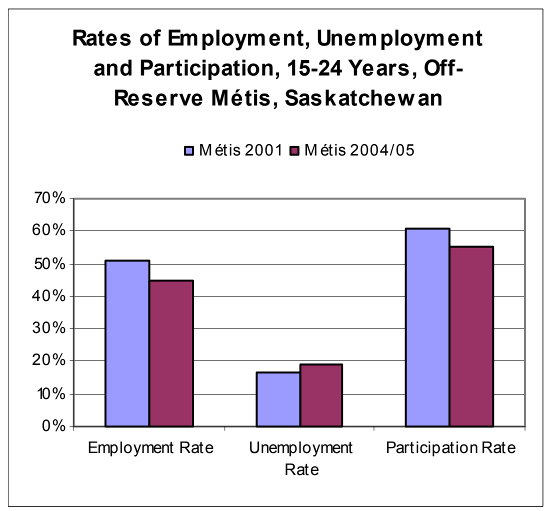


Figure 3.14



Source: Statistics Canada, 2001 Census, Labour Force Survey.

The labour market outcomes for Aboriginal youth in Saskatchewan are lower in comparison to the other three western provinces. Saskatchewan's Aboriginal youth had the lowest employment rate of 35.2% compared to Alberta's 49.3%, the highest in Western Canada (Table 3.8 on the following page). Their unemployment rate was the highest at 24.7%, compared to Alberta's lowest rate of 16%. The participation rate of Saskatchewan's Aboriginal youth was the lowest at 46.7% compared to Alberta's 58.6%, again the highest of the four western provinces.

Table 3.8

Rates of Employment, Unemployment and Participation, 15-24 Years by Aboriginal Identity, Western Canadian Provinces (off-reserve only), 2004/05 Annual Average (April/04 to March/05)			
Labour Force Characteristic (%)	**Province**	**Non-Aboriginal**	**Aboriginal**
Employment rate	Manitoba	65.1	45.1
	Saskatchewan	65.4	35.2
	Alberta	66.9	49.3
	British Columbia	55.8	41.9
	Total	**61.7**	**43.6**
Unemployment rate	Manitoba	10.5	21.3
	Saskatchewan	8.4	24.7
	Alberta	7.7	16.0
	British Columbia	12.5	23.6
	Total	**10.0**	**20.8**
Participation rate	Manitoba	72.7	57.4
	Saskatchewan	71.4	46.7
	Alberta	72.5	58.6
	British Columbia	63.7	54.8
	Total	**68.6**	**55.0**

Source: Labour Force Survey
Note: The total has been calculated for the four western provinces.
The percentages are calculated as annual averages over the period April/04 to March/05.

On-Reserve Aboriginal People

Similar information about selected labour force characteristics, such as the employment, unemployment and participation rates of the on-reserve Aboriginal population in Saskatchewan is not available from the Labour Force Survey. The most recent data on the labour market activity of on-reserve Aboriginal persons can be found in the 2001 Census. In 2001, the on-reserve Aboriginal population aged 15 and over had an employment rate of 29.2%, unemployment rate of 33%, and participation rate of 43.5%.

The employment rate of those aged 25-64 was 40.9%, their unemployment rate was 29.8%, and their participation rate was 58.2%. The data reveal that educational attainment plays an important role in labour market outcomes. In the same age cohort, the employment rate of on-reserve Aboriginal persons with some post-secondary education or less was 32%, their unemployment rate was 34.8%, and their participation rate was 49.3%. On-reserve Aboriginal people with completed post-secondary education had better labour market outcomes. Their employment rate was 60.9%, their unemployment rate was 22.2%, and their participation rate was 79.5%.

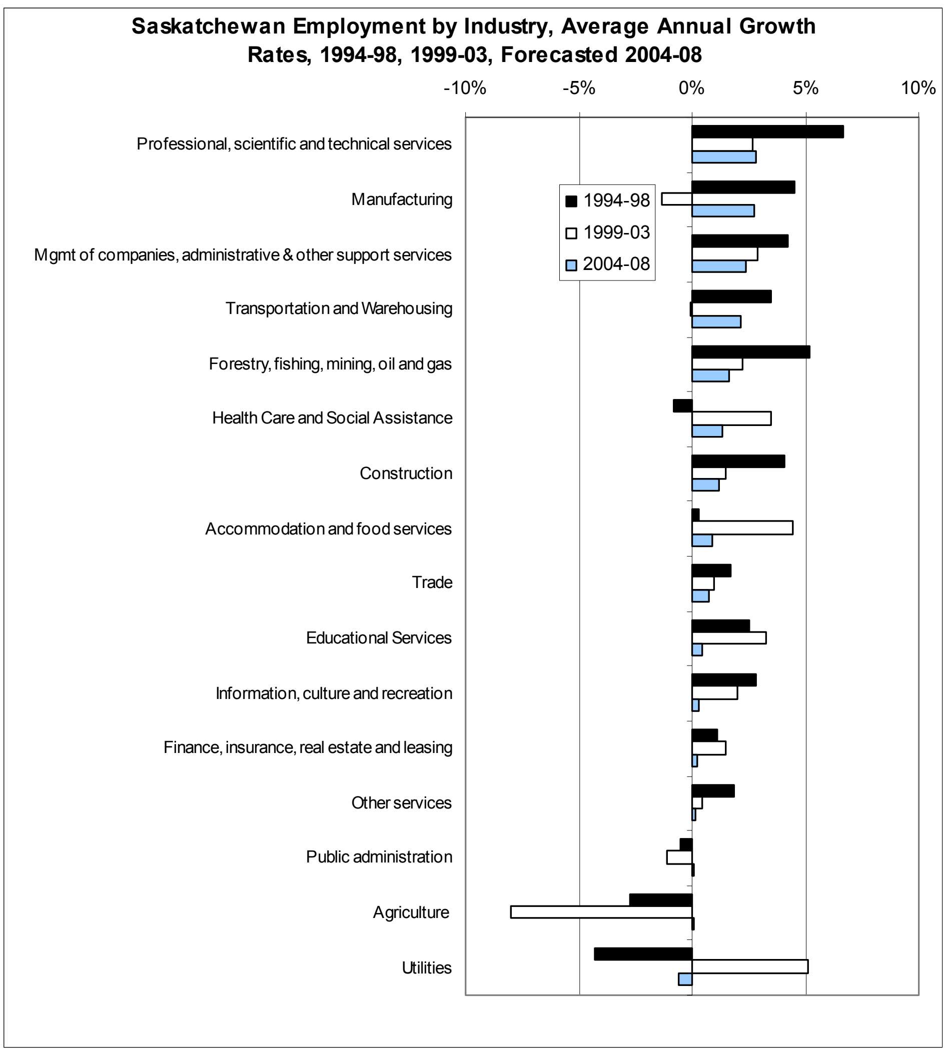
On-reserve Aboriginal youth (15-24 years) have lower levels of labour market attachment. According to 2001 Census data, their employment rate was 10.8%, their unemployment rate was 50.9%, and their participation rate was 22%.

Section 4 – Employment by Industry

All data in the Employment by Industry section is based on the 2003 Historical Labour Force Review and the COPS Demand Model. Numbers have **not** been adjusted to reflect the rebasing on the Labour Force Survey which occurred in February 2005. The Canadian Occupational Projection System Demand Model provides a base forecast for industry trends over the next five years (2004-08), which is then adjusted based on the industry consultations and analysis by a working group.

Saskatchewan's overall employment growth has fluctuated between an average annual growth rate of 1.1% from 1993-98 to 0.4% from 1998-2003. The forecast annual growth rate for 2003-08 is 1.0%. The province has a diverse labour market and employment growth has fluctuated within industries. The highest consistent employment growth that has occurred over the past ten years, and that is expected to occur over the next five years, is in the Professional, Scientific and Technical services industry. Agriculture has had the largest decline in the past decade.

Figure 4.1



Source: Labour Force Survey and COPS 2004 CDM, Adjusted by Working Group.

Industries are grouped into sixteen major groupings, based on the North American Industry Classification System (NAICS). This industry classification system was created against the background of the North American Free Trade Agreement by the statistical agencies of Canada, Mexico and the United States.

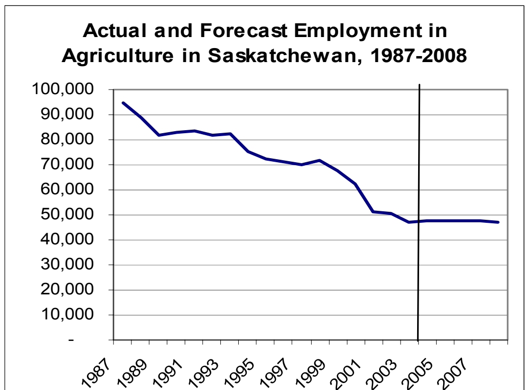
Agriculture

The agriculture industry is primarily involved in crop and livestock production and marketing. The two basic activities within this industry are agricultural production and agricultural support activities. Agricultural production includes the complete farm or ranch operation. Agricultural support activities include businesses that perform, on a contract or fee basis, one or more of the activities associated with farm operations, such as soil preparation, planting, harvesting or management.

Over the past few years, the agricultural industry has been plagued by drought and adverse weather conditions, low prices, trade embargoes and international trade disputes. Subsidies in other parts of the world, especially in the United States, will continue to affect the ability of Saskatchewan's farmers to compete internationally. The United States border closure to all Canadian beef due to BSE hurt the cattle industry in Western Canada. The recent reopening of the border will be reflected in future forecasts.

Economies of scale will continue to affect employment in this industry due to improvements in technology and productivity gains; however, this effect will be at a decreasing rate in comparison to the past decade. The agriculture industry will continue to diversify into alternative crops and move into more value-added agri-business activities. The rising demand for organically-grown products may also provide opportunities in the province.

Figure 4.2



Source: 2004 COPS CDM, adjusted by SED working group.

In 2003, agriculture employed 47,200 people across the province, a 43% drop from a decade earlier. Employment is expected to remain unchanged over the next five years, with a projected 0.1% average annual growth rate.

Forestry, Fishing, Mining, Oil and Gas

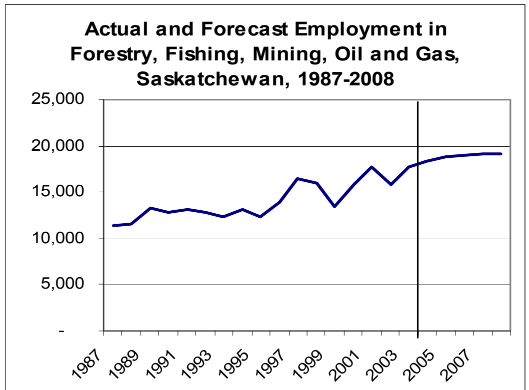
Mining, oil and gas are the three largest components in this industry grouping, accounting for 9 out of every 10 jobs. Forestry includes timber tract operations, forest nurseries and gathering of forest products, logging, and support activities. Fishing includes fishing, hunting and trapping, and is a very small portion of this industry grouping. The mining, oil and gas sector includes oil and gas extraction, coal mining, metal ore mining, non-metallic mineral mining and quarrying support activities for mining, oil and gas extraction.

The softwood lumber dispute with the United States is hindering employment in the forestry sector and will continue to have a negative impact until it is resolved. Productivity improvements will continue to put a downward pressure on employment and the forestry industry will continue to fluctuate according to its position in the business cycle.

The current high prices of oil and natural gas and new projects such as the new uranium mine at Cigar Lake will help increase employment in this industry. Diamond exploration is still in early stages and any major developments are likely beyond the current five-year outlook.

In 2003, 17,700 people were employed in this identity grouping in the province. Employment is forecast to have an average annual growth rate of 1.6%, which is above the provincial average.

Figure 4.3



Source: 2004 COPS CDM, adjusted by SED working group.

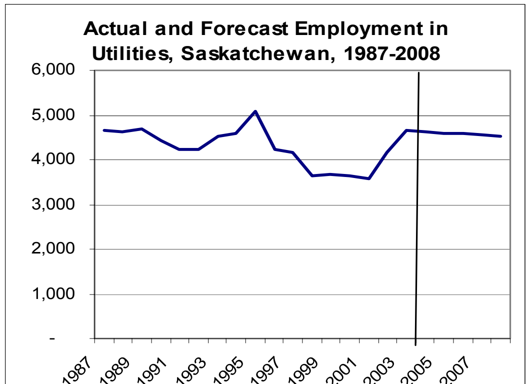
Utilities

The utilities industry consists of businesses involved with providing electricity, natural gas, steam supply, water supply and sewage removal services. Utilities employed 4,700 people in 2003 and employment has expanded 4% over the past decade.

In the electrical sector, the Kyoto Protocol could generate an increase in activity related to pursuing alternative sources of energy and clean-coal technologies. Employment in the energy sector may have slight increases given increased maintenance requirements associated with an aging infrastructure as well as an increase in capital projects to satisfy energy demand.

The employment outlook is limited, with a slight contraction in the forecast period of 0.6% per annum.

Figure 4.4



Source: 2004 COPS CDM, adjusted by SED working group.

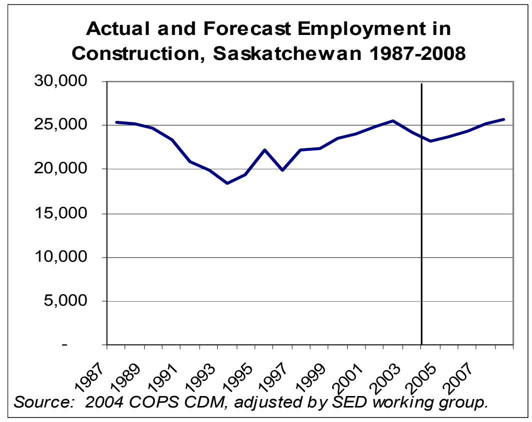
Construction

The primary focus of the construction industry is in constructing buildings or engineering projects. Construction work may include new work, additions, alterations, maintenance and repairs. This sector covers industrial, commercial and residential construction.

The *2004 Saskatchewan Major Projects Inventory* published by Saskatchewan Industry and Resources indicates a robust level of construction in the short to medium term. There are a number of medium-sized projects in ethanol, forestry, mining, agri-value, etc., and a number of larger, more capital-intensive projects in the medium term such as wind power generation, expansion of the Husky upgrader, and projects in the potash and uranium sectors.

The construction industry employed 24,200 people in 2003 and employment has expanded 32% in the past decade. The employment outlook or the construction industry is slightly above average with a projected 1.2% average annual growth rate.

Figure 4.5

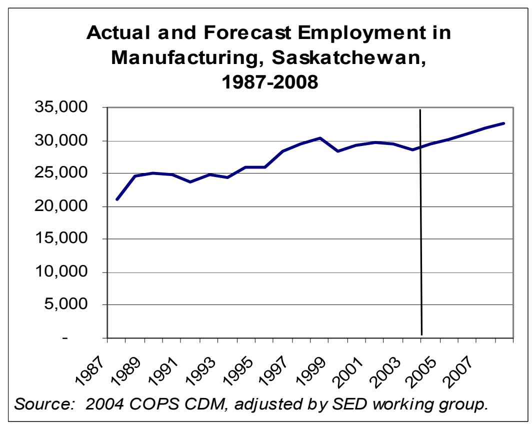


Manufacturing

The manufacturing industry is made up of businesses engaged in the mechanical, physical or chemical transformation of materials, substances or components into new products. Manufacturing plants, factories or mills process materials or may contract with other businesses to process their materials for them. Both types of businesses are included in this industry.

The manufacturing industry employed 28,300 people in 2003 and employment in this industry has risen by 16% in the past decade. The employment outlook is above the provincial average with a projected 2.7% average annual growth rate.

Figure 4.6

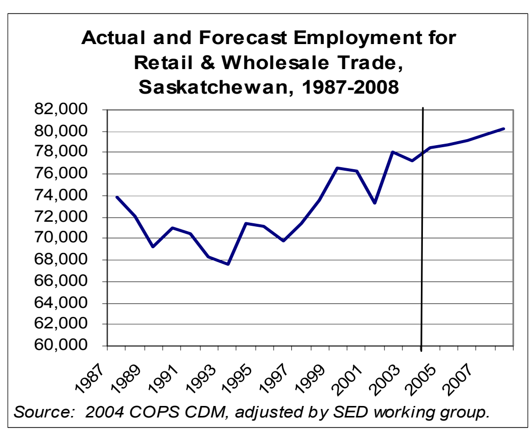


Retail and Wholesale Trade

This industry group includes both retail and wholesale trade. Retail trade consists of businesses engaged in selling products directly to the public and providing services that accompany the sale of products. It includes food, beverages, drug production, shoes, clothing, household furniture and appliances, automobile sales and servicing, department store merchandise, after sales services such as repair and installation, and other retailing activities.

The wholesale industry is engaged in the purchase of merchandise for resale to retailers, or to commercial, industrial, institutional, farm and professional users. The wholesaling process is an intermediate step in distributing

Figure 4.7



merchandise. This industry includes wholesale distributors, agents and brokers of goods such as farm products, petroleum products, food, beverage and tobacco products, personal and household goods, motor vehicles and parts, building materials and supplies, machinery and equipment.

Technology has had an impact on both retail and wholesale trade. In the area of retail trade, technology is enabling more direct selling and the elimination of some wholesale and intermediary functions. In the larger centres, there is also a trend towards growth in large chain or 'box' stores that often expand to include a wider selection of products. At the same time, there is a trend towards smaller speciality stores that compete on a niche market with larger retailers. Technology will also continue to change the marketing, promotion and delivery of merchandise through the Internet, catalogues and telephone.

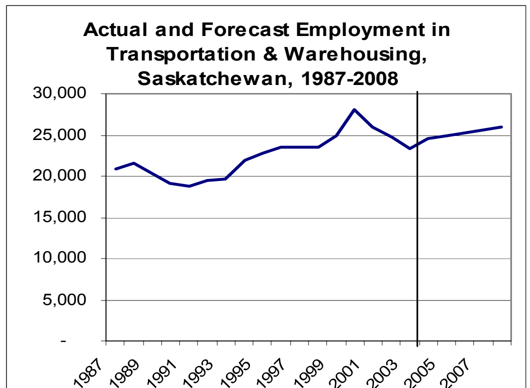
Employment in the retail and wholesale trade has expanded by 14% in the past decade and employed 77,200 people in 2003. The employment outlook is around the provincial average with a 0.8% average annual growth rate.

Transportation and Warehousing

The transportation and warehousing industry includes businesses that transport passengers and cargo, warehouse and store goods, and provide support activities related to modes of transportation. This industry uses transportation equipment or transportation related facilities as productive assets. The type of equipment depends on the mode of transportation.

Recent trends, such as 'just in time' manufacturing practices have converted trucks into moving warehouses. Goods are produced and shipped on demand to reduce warehousing needs. Restrictions on the number of driver hours have been legislated to increase worker and public safety. Agricultural producers are also using large trucks to haul crops longer distances to more centrally located grain terminals. This industry is also affected by exports, the travel industry, output in accommodation and food, wholesale trade and construction.

Figure 4.8



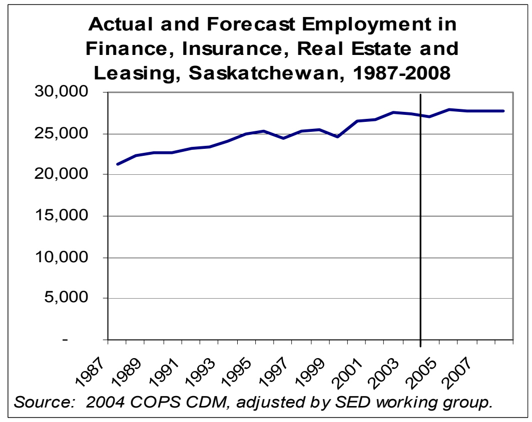
Source: 2004 COPS CDM, adjusted by SED working group.

The employment outlook is positive with an above-average annual growth rate of 2.1%. In 2003, there were 23,300 people employed in the transportation and warehouse industry. There was an increase in employment of 18.3% from 1993.

Finance, Insurance, Real Estate and Leasing

The finance and insurance component of this industry consists of businesses primarily engaged in financial transactions that involve the creation, liquidation or change in ownership of financial assets, or in facilitating financial transactions. The real estate, rental and leasing part is made up of businesses that rent, lease or otherwise allow the use of their assets by others. The assets may be tangible (e.g. real estate and equipment) or intangible (e.g. patents and trademarks).

Figure 4.9



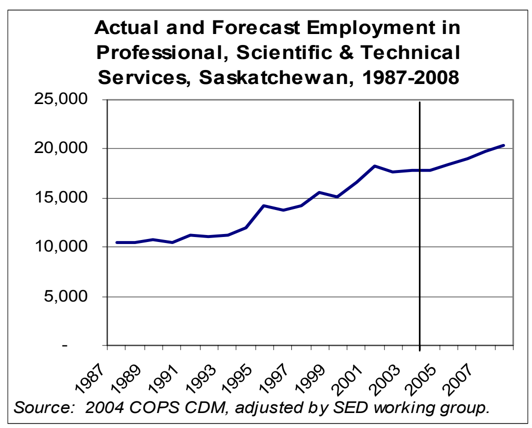
High productivity gains are expected due to rapid technological changes such as automated banking and house listings on the Internet, which will limit employment opportunities over the forecast period.

In 2003, this industry grouping employed 27,400 people in the province, an increase of 14% over the past decade. The employment outlook is below the provincial average, with an average annual growth rate of 0.3% over the next five years.

Professional, Scientific and Technical Services

This industry is made up of businesses that specialize in performing professional, scientific and technical activities for others that generally require a high degree of expertise and training. Businesses provide these services to client businesses in a variety of other industries as well as directly to households. Activities include legal advice and representation; accounting, bookkeeping, and payroll services; architectural, engineering and specialized design services; computer, consulting; and research services; advertising and photographic services; translation and interpretation services; and veterinary services.

Figure 4.10



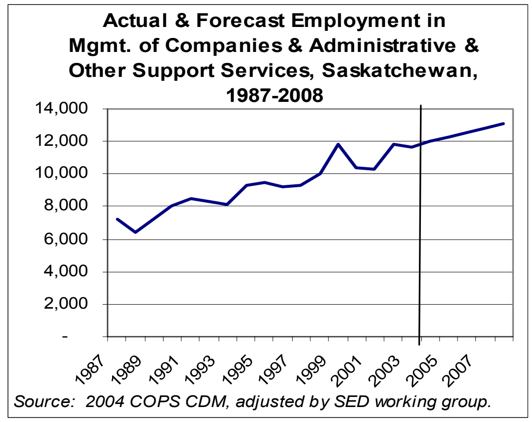
In 2003, 17,700 people were employed in this industry in Saskatchewan. Sizeable employment growth of 57% occurred over the past decade. With an increasingly complex and competitive business environment, there is a trend to outsource and use consulting firms to obtain specialized knowledge. The employment outlook for this industry exceeds the provincial average and has the fastest average annual growth rate of all industries in the province (2.8% over the next five years).

Management of Companies, Administrative and Other Support Services

The management portion of this industry includes companies primarily engaged in managing companies and enterprises and/or holding the securities or financial assets of companies and enterprises, for the purpose of owning a controlling interest in them and/or influencing their management decisions.

The administrative and other support industry consists of companies that perform routine support activities for the 'day to day' operations of other organizations. Activities may include office administration, hiring and placing of personnel, document preparation, clerical services, solicitation, collection, security and surveillance services, and cleaning and waste disposal services.
Travel agencies are also part of this industry.

Figure 4.11



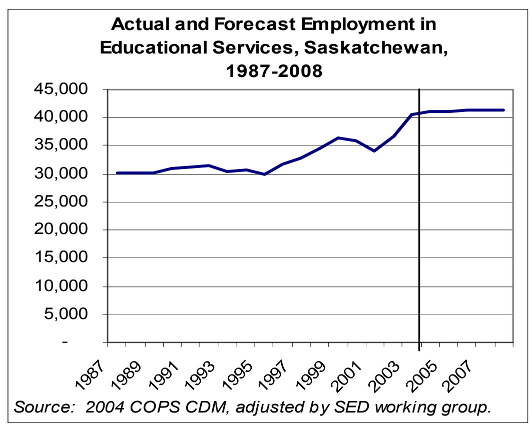
In 2003, there were 11,600 employed in this industry in the province, an increase of 41% over the past decade. The employment outlook is above the provincial average, with an average annual growth rate of 2.4% over the next five years.

Educational Services

This industry includes instruction and training provided in a wide variety of subjects by schools, colleges, universities and training centres. These establishments may be privately or publicly owned and may also offer food and accommodation services to their students.

In 2003, 40,500 were employed in educational services in Saskatchewan, an increase of 33% over the past decade. The employment outlook is below the provincial average, with an average annual growth rate of 0.5% over the next five years.

Figure 4.12



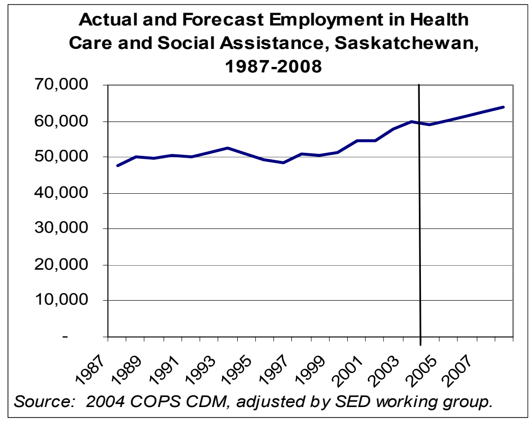
Decreasing enrolments in the elementary and secondary schools will have an effect on the number of new opportunities in these institutions. However, as the 'echo' generation moves into the post-secondary education age, there will be opportunities within these institutions (technical-vocational schools, regional colleges and universities). There has been increased capacity for some post-secondary programs in response to high labour market demand (e.g. nursing).

Health Care and Social Assistance

Health care and social assistance consists of organizations and institutions primarily involved in providing health care and social assistance services to individuals. Health care services are provided at hospitals, nursing homes and residential care facilities, out-patient care centres, medical and diagnostic laboratories and the offices of health practitioners such as dentists, doctors, optometrists and chiropractors. Home healthcare services and ambulance services are also part of this industry. Social assistance services include individual and family services for children, youth and the elderly, community food, housing, emergency and relief services, vocational rehabilitation services and day-care services.

Recent occupational studies and needs assessments identify numerous health-related shortages and hard-to-fill occupations, such as licenced practical nurses, registered nurses, general physicians, technologists and technicians. The rising age of the labour force in some occupations within this industry will add human resource pressures in recruiting new employees and/or adjusting working conditions to maintain the current labour force for an extended time period.

Figure 4.13



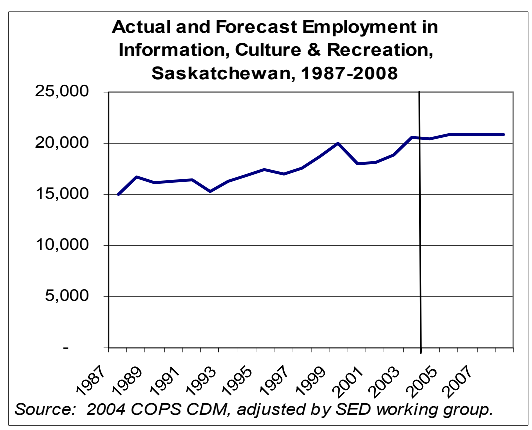
There are multiple pressures on the health care system in the province including the sustainability of the current system, recruitment and retention of health care providers, access to services for a geographically dispersed population, and changing demographics. Saskatchewan Health has implemented an "*Action Plan for Saskatchewan Health Care*" to address these issues.

In 2003, this industry employed 59,900 people in the province, an increase of 14% over the past decade. The employment outlook is above the provincial average, with an average annual growth rate of 1.3% over the next five years.

Information, Culture and Recreation

The main components of this industry are publishing, broadcasting, motion picture and sound recording, telecommunications, Internet service providers and web search portals, data processing and information services. The recreation portion of this group includes a wide range of businesses and organizations that operate facilities or provide services to meet the varied cultural, entertainment and recreational interests of their patrons.

Figure 4.14

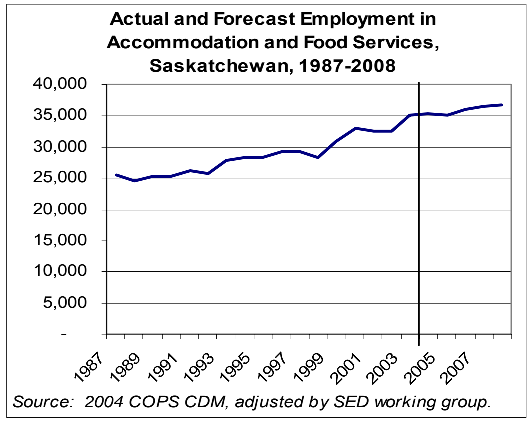


In 2003, information, culture and recreation employed 20,600 people in the province, an increase of 26% over the past decade. The employment outlook is below the provincial average, with an average annual growth rate of 0.3% over the next five years.

Accommodation and Food Services

Accommodation and food services includes businesses that provide customers with lodging or prepare meals, snacks and beverages for immediate consumption. In 2003, this industry employed 35,100 people in the province, an increase of 26% over the past decade. The employment outlook is around the provincial average, with an average annual growth rate of 0.9% over the next five years.

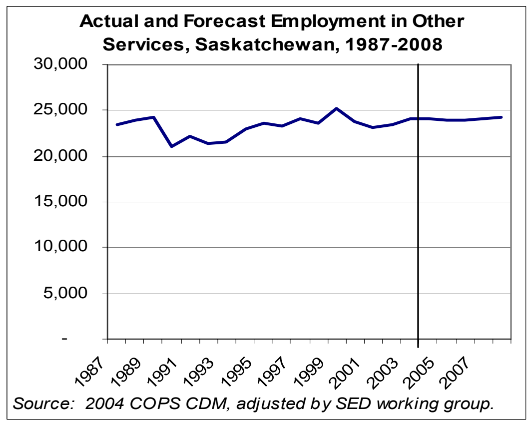
Figure 4.15



Other Services

Other services consist of businesses that provide services not specifically provided by other industry groups for elsewhere in the NAICS. Activities include: equipment and machinery repair; promotion or administration of religious activities; provision of dry-cleaning and laundry services; personal care services; death care services; pet care services; photo finishing services; temporary parking services; and dating services.

Figure 4.16

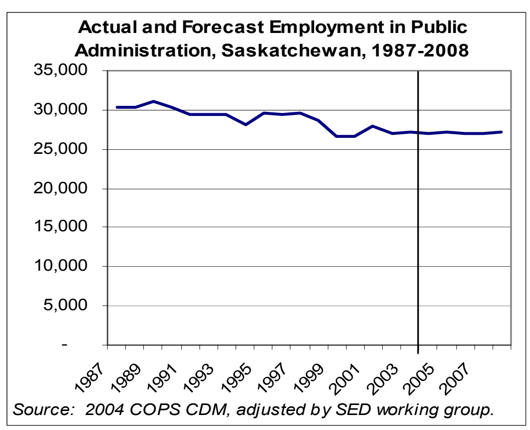


In 2003, the other services employed 24,100 people in the province, an increase of 12% over the past decade. The employment outlook is below the provincial average, with an average annual growth rate of 0.2% over the next five years.

Public Administration

This industry includes federal, provincial and local government agencies that administer, oversee and manage public programs and have executive, legislative or judicial authority over other institutions within a given area. These agencies also set policy, create laws, adjudicate civil and criminal legal cases, and provide for public safety and national defence. This industry typically organizes and finances the production of public goods and services.

Figure 4.17



In 2003, the public administration employed 27,200 people in the province, a decrease of 8% over the past decade. The employment outlook is below the provincial average, with an average annual growth rate of 0.1% over the next five years.

Section 5 – Occupational Employment

Key influences on trends in occupational employment growth (or decline) include: growth in the industries that an occupation is concentrated in; structural or technological factors, e.g. increased office automation such as computers, electronic mail, and voice messaging systems has resulted in declining employment for secretaries and changed the nature of their work; and supply of qualified workers in the occupation, e.g. limited availability of qualified candidates has limited employment growth for some health care occupations.

Historical and future trends in occupational employment and related educational requirements are examined in this section, based on Statistics Canada's National Occupational Classification (NOC) Code system according to skill level and skill type. **Skill level** classifies occupations by the level of education or training that is usually required for a given occupation, and **Skill type** classifies occupations based on the type of work performed. The following table provides a description of the four skill levels based on the NOC system:

Table 5.1

Skill Levels Based on the NOC System	
Skill Level	**Level of Education or Training Usually Required**
A – university degree	• University degree
B – post-secondary certificate/diploma	• 2 to 3 years of post-secondary education at a community college, institute or technology; *or* • 2 to 4 years of apprenticeship training; *or* • 3 to 4 years of secondary school and more than 2 years of on-the-job training, training courses of specific work experience; *or* • Occupations with supervisory responsibilities; *or* • Occupations with significant health and safety responsibilities
C – high school/ on-the-job training	• 1 to 4 years of secondary school education; *or* • Up to 2 years of on-the-job training, training courses or specific work experience
D – less than high school completion	• Up to 2 years of secondary school and short work demonstration or on-the-job training

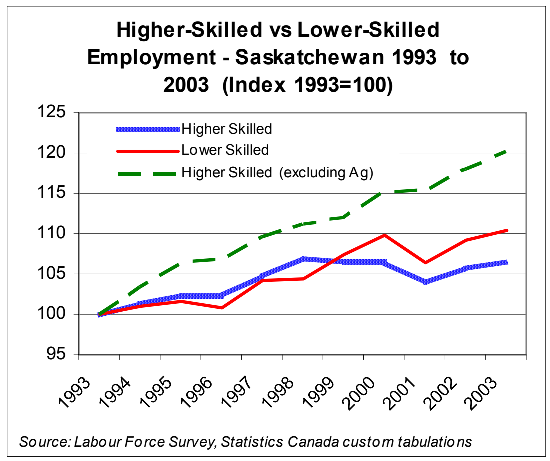
It should be noted that use of the NOC system to examine occupational employment considers the level of education that is usually required of an occupation, which differs from information on the actual educational attainment of workers in the labour force. All data in the Occupational Employment section is based on Statistics Canada's 2003 Historical Labour Force Review and the Canadian Occupational Projection System (COPS) Demand Model, and has **not** been adjusted to reflect the rebasing on the Labour Force Survey that occurred in February 2005.

The COPS Demand Model provides a base forecast for occupational trends over the next five years (2004-08), which is then adjusted based on consultations and analysis by a working group[5].

Historical Occupational Employment by Skill Level

In 2003, 58% of Saskatchewan workers were employed in higher-skilled occupations and 42% in lower-skilled jobs. Higher skilled occupations are those occupations that usually require post-secondary education including university education (skill level A), college education or apprenticeship training (skill level B) and/or occupations in management. Lower-skilled jobs usually require secondary school and/or occupation-specific training (skill level C) or on-the-job training (skill level D).

Figure 5.1



Over the last decade, employment growth in lower-skilled occupations has outpaced growth in higher-skilled occupations, largely due to farmers being included in higher-skilled occupations and growth being constrained by declining agricultural employment. Since 1993, lower-skilled occupations grew at an average annual rate of 1.0% compared to 0.7% for higher-skilled occupations. However, higher skilled occupations, excluding farmers, grew at an annual rate of 1.9% (Figure 5.1). The strongest job growth in the province occurred in occupations requiring management experience or post-secondary education, and accounted for 60% of all jobs in 2003.

Occupations requiring a university degree had the largest gains over the past ten years, growing by 2.0% annually (Table 5.2 on the following page). Perhaps somewhat surprising, employment in occupations requiring at least a college certificate/diploma or apprenticeship training experienced only marginal annual growth of 0.2% over the past decade. This slow growth is attributed to the sharp employment decline for farmers (i.e. -4.6% annually or 23,100 from 1993 to 2003). If farmers are excluded from this skill level grouping, employment in occupations requiring college education or apprenticeship training grew 2.2% annually.

[5] The COPS Demand Model projects occupational requirements by applying projected occupational shares to industry employment levels. Industry groupings are based on the 2000 North American Industrial Classification Code System. The COPS Demand Model projections provide the basis for the Saskatchewan Employment Forecast that is prepared by a Working Group comprised of Saskatchewan Learning, Service Canada (formerly Human Resources and Skills Development Canada) Saskatchewan Region, Saskatchewan Finance, Saskatchewan Industry and Resources and Saskatchewan Labour.

Table 5.2

Table 5.2: Saskatchewan Occupational Employment by Skill Level				
	Employment (000's)		Change (%) AAGR[1]	Share (%)
	1993	2003	1994-2003	2003
Total Employment	450.8	486.8	0.8	100.0
Employment by Skill level: [2]				
Management Occupations	38.2	40.8	0.7	8.4
Occ's requiring at least a university degree	55.5	67.4	2.0	13.8
Occ's requiring at least a college diploma	170.7	173.9	0.2	35.7
excluding Agricultural Occupations	108.8	135.1	2.2	27.8
Agricultural Occupations	61.9	38.8	-4.6	8.0
Occ's requiring at least a high school diploma	132.3	146.3	1.0	30.1
Occ's requiring less than a high school diploma	51.3	56.3	0.9	11.6

Source: Labour Force Survey, Statistics Canada custom tabulations

1 AAGR: Annual Average Growth Rate

2 Skill Levels don't sum to provincial employment total due to data suppression and rounding.

Historical Occupational Employment by Skill Type

Similar to the situation in Canada, sales and service occupations continue to represent the largest occupational group in the province, accounting for one in four workers in 2003. Business, finance and administrative occupations accounted for 15.6% of total employment and the trades, transport and equipment operators accounted for 13.7%.

Table 5.3

Saskatchewan Occupational Employment by Skill Type				
	Employment (000's)		Change (%) AAGR[1]	Share (%)
	1993	2003	1994-2003	2003
Total Employment	450.8	486.8	0.8	100.0
Skill Type:				
Management Occupations	38.2	40.8	0.7	8.4
Business, finance and administration	70.9	75.7	0.7	15.6
Natural and applied sciences	13.4	18.5	3.3	3.8
Health	27.9	31.2	1.1	6.4
Social science, education and govt services	27.4	35.8	2.7	7.4
Art, culture, recreation and sport	9.5	10.8	1.3	2.2
Sales and service	105.4	129.4	2.1	26.6
Trades, transport and equipment operators	58.2	66.6	1.4	13.7
Primary industry	86.7	57.8	-4.0	11.9
Processing, manufacturing and utilities	13.2	20.2	4.3	4.1

Source: Labour Force Survey, Statistics Canada custom tabulations

1 AAGR: Annual Average Growth Rate

The fastest employment growth over the 1993-2003 period occurred in processing, manufacturing and utilities occupations (4.3% annually), followed by natural and applied sciences (3.3% annually). At the other end of the scale, occupations unique to primary industry experienced an annual decline of 4.0% between 1993 and 2004. This occupational group accounted for 12% of all employment in 2003, significantly down from its 19% share in 1993 (Table 5.3).

Occupational and Skill Outlook (2004 to 2008)

This section provides a five-year forecast of occupational employment for 2004 to 2008, with 2003 as the base year. The forecast represents one possible path for occupational requirements. It is difficult to accurately predict how many of what types of jobs will be in demand and when that demand will occur. However, potential areas for future job openings can be speculated, based on historical economic and labour market trends and assumptions for expansion demand (i.e. new job creation) and attrition (i.e. retirement, death).

The employment forecast is generated by econometric models, which take into account many variables such as consumption, investment, interest rates, commodity prices and taxes. These projections do not take into consideration the number of workers actually available to fill the demand; therefore, they are only occupational demand projections and not surplus or shortage projections. Job openings represent opportunities and there is no distinction of the type of work such as full-time, part-time or temporary work, or full-year or part-year work.

Over the next five years, Saskatchewan is projected to have an estimated 61,000 employment opportunities, 40% from new job openings and 60% occurring due to attrition.

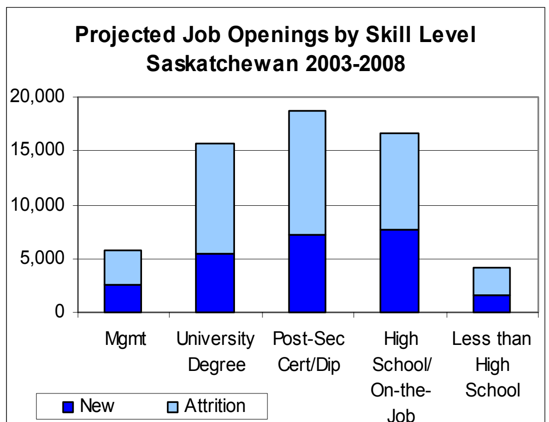
Expansion demand creates new job openings due to economic activity, and represents the number of workers needed to produce projected output at a given rate of labour productivity growth. The provincial economy is expected to create an estimated 24,500 new jobs over the next five years at an annual average growth rate of 1.0%. This is a stronger growth rate than the previous five-year period (1998 to 2003) that averaged 0.4% per year. Contributing to the stronger rate of employment growth is an expected slowing rate of decline in agricultural employment.

Attrition creates job openings due to workers permanently leaving the labour force, primarily because of death or retirement. There are other reasons for leaving a job (such as discouragement and family responsibilities) that were considered when assessing future outlook; however, they have been excluded from the analysis. Over the next five years, approximately 36,500 people are expected to retire at an average rate of 1.5% of the workforce per year.

Job Openings by Skill Level

Ninety-three percent of all job openings due to economic expansion or attrition, will require high school completion or higher. Demand is expected to be greatest for occupations that require management or post-secondary education or training (skill levels A and B), representing 66% of all job openings. Jobs requiring high school completion or on-the-job training (skill level C) represent 27% of all job openings, and jobs with less than high school completion (skill level D) account for only 7% of all job openings (Figure 5.2).

Figure 5.2



Source: 2004 COPS CDM, modified by SED Working Group.

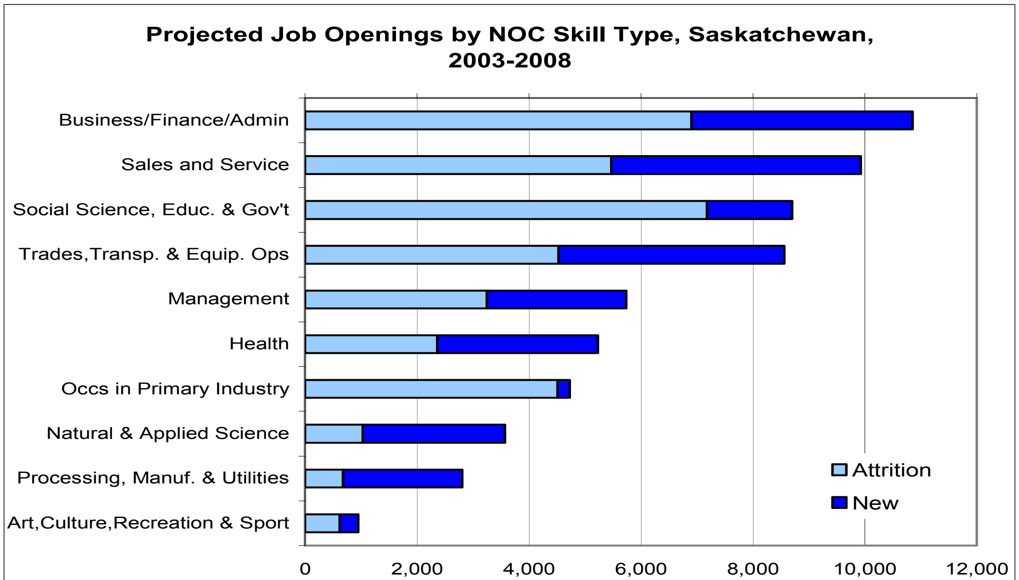
For job openings that only occur due to economic or expansion demand, 62% will require management or post-secondary education or training. Almost a third of new job openings (31%) occurring due to expansion demand will require high school completion or on-the-job training, and only 7% are expected to require less than high school completion or occupational-specific training.

For job openings that are expected to occur due to attrition only, 68% will require management or post-secondary education or training, 25% high school completion or on-the-job training, and 7% less than high school completion.

Job Openings by Skill Type

Over the next five years, the largest number of employment opportunities are projected to occur in business, finance and administration occupations (18% of all job openings), followed closely by sales and services occupations (16% of all job openings). The smallest number of opportunities will be in occupations related to art, culture, recreation and sport (2% of all job openings) (Figure 5.3).

Figure 5.3



Source: 2004 COPS CDM, modified by SEF Working Group.

There is considerable variance in the impact of attrition on projected job openings by occupational grouping. Attrition is expected to have the most effect on occupations in primary industries, particularly agriculture, with an estimated 95% of job openings expected due to attrition. Attrition also has a significant impact on occupations in social science, education and government with 83% of job openings expected due to attrition.

Economic growth will have the most overall impact on occupations related to processing, manufacturing and utilities, with 75% of job openings due to expansion demand. Similarly, 71% of future job openings in occupations in the natural or applied sciences will be due to economic growth.

Job Openings Due to Expansion Demand

The following provides a comparative skills analysis of historical and future occupational employment due to economic growth or expansion demand only and excludes the effects of attrition on employment.

Employment Growth by Skill Level

A shift in the skill levels required for occupations becomes apparent when comparing the 1993-98 period to the forecast period of 2003-08 (Figure 5.4). These employment comparisons are based on the education levels that are required of jobs according to the NOC code, and are not necessarily the same education levels of those employed in them.

Multiple factors affect this shift including movement towards a more knowledge-based economy, such as a drop in the number of job opportunities that require less than a high school education and an increased emphasis on skills acquisition. The economic conditions at the time also had an effect. During the 1993-98 period, the province was recovering from a recession and the types of occupations that were first to recover were those requiring higher levels of education.

Skilled workers are expected to remain in high demand over the forecast period, as shown in Figure 5.5. Over the next five years, the fastest growing occupational group will be the higher skilled occupations, excluding agriculture (1.3% per annum). Lower skilled occupations will grow at an annual growth rate of 0.9% over the same time period.

Figure 5.4

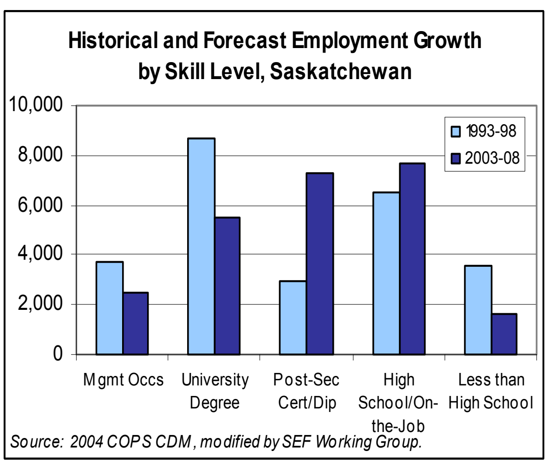


Figure 5.5

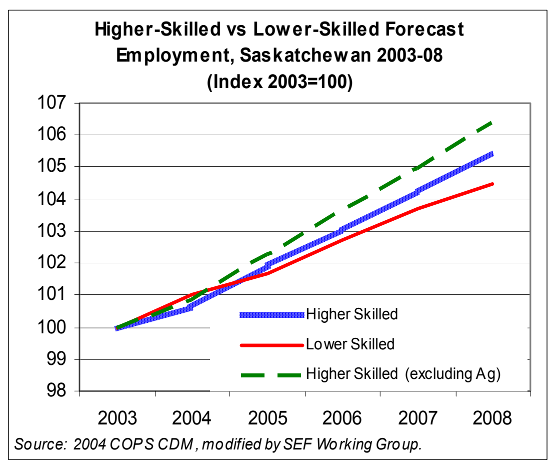


Table 5.4 provides the historical and projected annual average growth rates for occupational employment by skill level. The more highly skilled occupations that generally require a university degree are expected to have the highest employment growth rate at 1.4% per year over the 2004-08 period. These occupations are also expected to experience the largest increase in share of total employment from 13.8% in 2003 to 16.1% in 2008.

Management occupations and occupations that generally require a college or technical/ vocational education (excluding farmers) are projected to have an annual average growth rate of 1.2%. Occupational employment that requires less than high school or occupational-specific job training is projected to have the weakest demand with a 0.6% annual growth rate.

Table 5.4

Saskatchewan Employment by Skill Level								
	AAGR (%) [1]				Share of Employment (%)			
	1994-1998	1999-2003	2004-2008		1993	1998	2003	2008
Total Employment	1.1	0.4	1.0		100	100	100	100
Skill Level:								
Management occupations	1.3	0.0	1.2		8.5	8.5	8.4	8.3
Occs requiring at least a university degree	1.9	2.0	1.4		12.3	12.8	13.8	16.1
Occs requiring at least a college diploma	1.2	-0.8	0.9		37.9	38.0	35.7	33.0
Excluding Agricultural Occupations	2.6	1.8	1.2		24.1	25.9	27.8	27.0
Agricultural Occupations	-1.4	-7.6	-0.5		13.7	12.1	8.0	6.0
Occs requiring at least a high school diploma	0.4	1.6	1.0		29.3	28.3	30.1	31.5
Occs requiring less than a high school diploma	2.1	-0.2	0.6		11.4	11.9	11.6	11.1

Source: Labour Force Survey, Statistics Canada, custom tabulations and 2004 COPS CDM, modified by working group
1 AAGR: Annual Average Growth Rate

Employment Growth by Skill Type

Over the past decade, employment growth has occurred in diverse occupational groups across the province. The occupational grouping to have the largest increase in total share of employment is sales and service. The largest decline has been in primary industry-related occupation (Table 5.5).

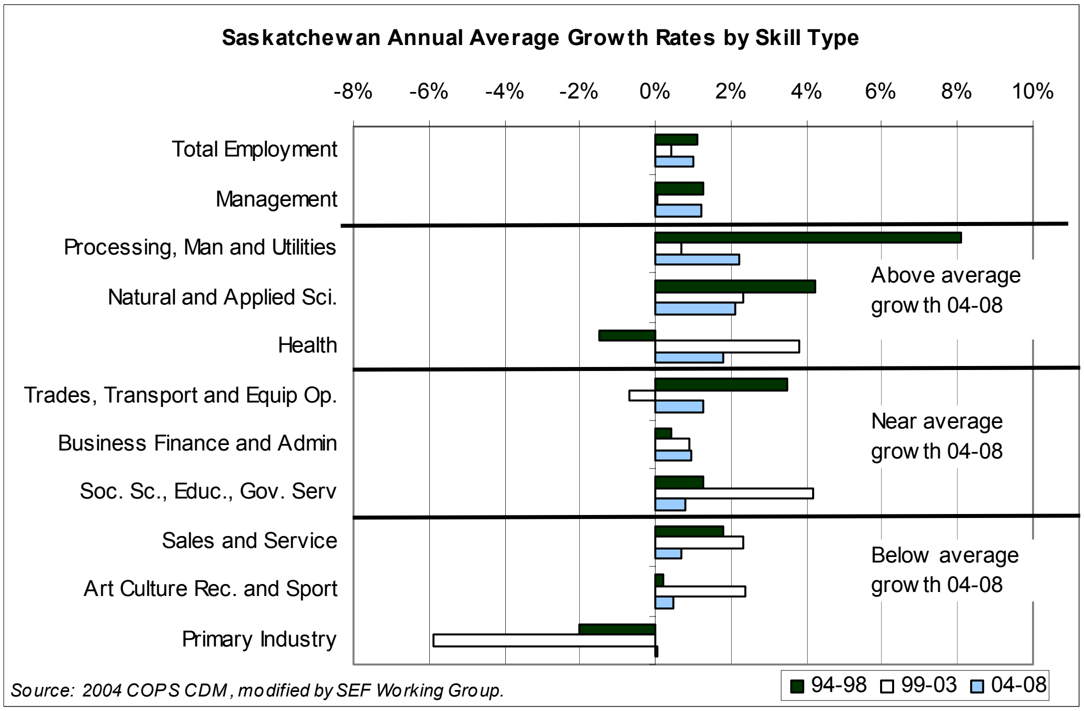
Table 5.5

Saskatchewan Employment by Skill Type								
	AAGR (%) [1]				Share of Employment			
	1994-1998	1999-2003	2004-2008		1993	1998	2003	2008
Total Employment	1.1	0.4	1.0		100	100	100	100%
Skill Type:								
Management Occupations	1.3	0.0	1.2		8.5	8.5	8.4	8.3
Business, finance and administration	0.4	0.9	1.0		15.7	15.2	15.6	16.3
Natural and applied sciences	4.2	2.3	2.1		3.0	3.5	3.8	5.2
Health	-1.5	3.8	1.8		6.2	5.4	6.4	6.6
Social science, education and govt services	1.3	4.2	0.8		6.1	6.1	7.4	7.6
Art, culture, recreation and sport	0.2	2.4	0.5		2.1	2.0	2.2	2.6
Sales and service	1.8	2.3	0.7		23.4	24.2	26.6	25.6
Trades, transport and equipment operators	3.5	-0.7	1.3		12.9	14.5	13.7	13.0
Primary industry	-2.0	-5.9	0.1		19.2	16.4	11.9	10.8
Processing, manufacturing and utilities	8.1	0.7	2.2		2.9	4.1	4.1	4.0

Source: Labour Force Survey, Statistics Canada custom tabulations & 2004 COPS CDM, modified by working group.
(1) AAGR: Annual Average Growth Rate

The historical and projected growth rates by skill type are presented, based on whether they are above, near or below the average annual growth rates for total employment during the five-year periods for 1994-1998, 1999-2003 and 2004-2008 (Figure 5.6).

Figure 5.6



Occupations with Above Average Growth in Demand

- Employment growth is expected to be strongest for occupations in processing, manufacturing and utilities; natural and applied sciences; and health.
- Occupations *unique to processing, manufacturing and utilities* benefit from healthy growth in manufacturing and are projected to grow at an annual rate of 2.2%. This assumes recovery in the farm implement machinery sector and meat packing plants resuming historical levels of production with the resolution of the BSE issue.
- Occupations in *natural and applied sciences* are expected to have annual growth of 2.1%, due to growth in the professional, scientific and technical services and manufacturing industries.
- Occupations in *health* are projected to increase by 1.8% annually with the aging of the population and increased federal funding benefiting special care homes in particular.

Occupations with Near Average Growth in Demand

- Occupations that are expected to have more moderate employment growth include the trades, transport and equipment operations; business, finance and administration; and social science, education and government service occupations.
- Occupations in *trades, transport and equipment operations* are projected to grow at an annual rate of 1.3% based on the outlook for the construction and transportation industries.

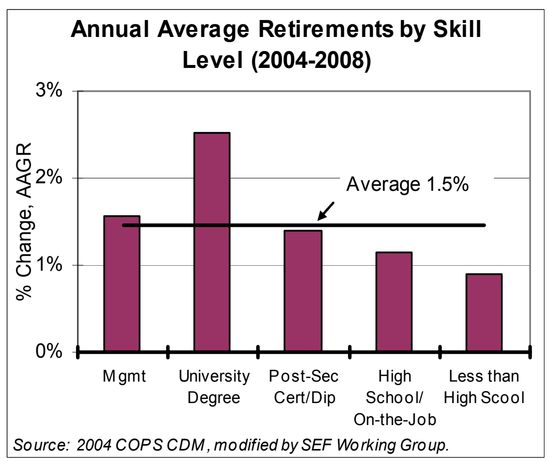
- Employment in *business, finance and administration* occupations is projected to grow at the provincial average of 1.0% as slower growth in the finance, insurance, real estate and leasing industry is partially offset by strong growth in the professional, scientific and technical services industry.
- *Social science, education and government services* occupations are projected to grow at 0.8%, just under the provincial average with no increase in public administration employment and slowing education employment in the K-12 sector.

Occupations with Below Average Growth in Demand

- Occupations that are expected to have below average employment growth, although not necessarily low employment gains, include the sales and service; arts, culture, recreation and sport; and occupations unique to primary industry.
- *Sales and service* occupations are expected to register the largest employment gains over the five-year period (2004-2008) with an estimated 4,400 new jobs, although the growth rate is expected to be below average at 0.7%.
- Stronger employment growth is expected in the more skilled sales and service occupations such as sales and service supervisors compared to lower skilled sales and service occupations that require a high school diploma or on-the-job training. A weak outlook for the information, culture and recreation industry will result in weak employment growth of 0.5% in *arts, culture, recreation, and sport* occupations.
- Occupations *unique to primary industry* are expected to have the lowest growth, with an annual growth rate of only 0.1% due to slowing, but continued declines in agricultural employment.

<u>Job Openings Due to Attrition</u>

Figure 5.7

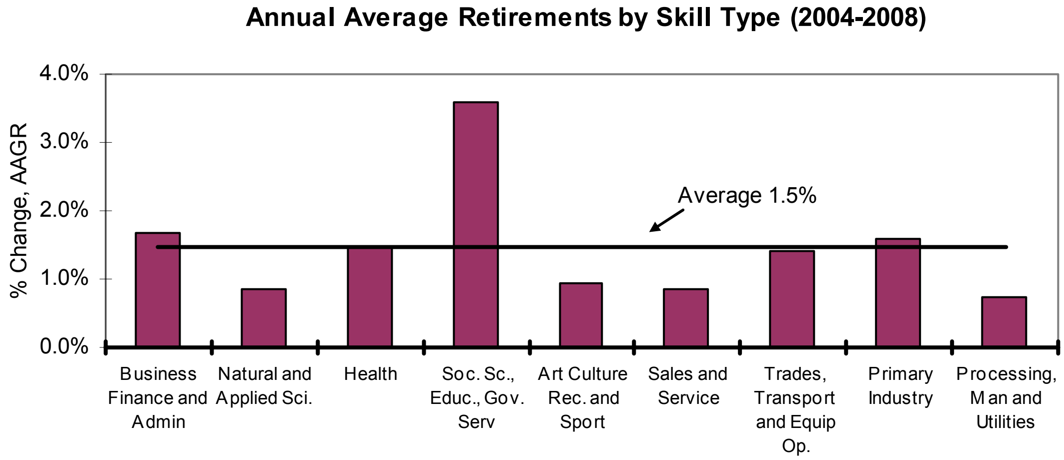


Job openings occur when workers leave the workforce. Retirement rates vary across occupations depending on the age distribution of the occupation's workforce and the age at which workers in that occupation tend to retire. For example, retirements are expected to put pressure on occupations in social science, education and government service, as workers in the public sector, such as elementary and secondary school teachers and policy and program officers, tend to retire earlier than their counterparts in the private sector. Retirement is less of a concern for occupational groups with a younger age distribution, such as manufacturing occupations.

Workers in occupations which normally require a university degree have the highest projected retirement rates, with 2.5% of the current workforce expected to retire annually over the 2004-2008 period (Figure 5.7). Retirement pressures are also expected to be above average for the management occupations (1.6%). Alternatively, retirement pressures are below average for occupations where the workforce tends to be younger such as occupations that generally require less than high school graduation.

A large variation exists between retirement trends across skill types, from a high in social science, education and government service occupations to less than 1% of the manufacturing and sales and service occupations in the province (Figure 5.8).

Figure 5.8



Source: 2004 COPS CDM, modified by SEF Working Group.

Most Affected Occupations

- Retirements are expected to exert the most pressure in the social science, education and government service; and business, finance and administration occupations.
- Over the 2004-08 periods an annual average of approximately 3.6% of the current social science, education, government service, and religion workforce is expected to retire. This is due to above average retirement rates for college and vocational instructors, university professors, judges/lawyers and, elementary/secondary school teachers and counsellors.
- Over the next five years approximately 1.7% of the business, finance and administration workforce is expected to retire on an annual basis. Key occupational groups affecting this rate include clerical supervisors, finance and insurance administrative occupations and administrative and regulatory occupations.

Least Affected Occupations

- Occupations in manufacturing processing and utilities (0.7%) followed by occupations in sales and services (0.9%) have the lowest projected retirement rates.

Overall Labour Market Pressures

Labour market pressures will be greatest for those occupational groups that are expected to have above average retirement rates. At the top of this list are occupations in social science, education and government service followed by occupations in trades, transport and equipment operations. Health occupations are also facing labour market pressures that are caused by several factors including current occupational shortages, aging of the existing workforce and the increasing health demands of an aging population.

Labour market pressures are expected to be the weakest in sales and services and in the primary sector occupations. Excess labour market supply, especially in lower-skilled occupations, reduces market pressures and declining employment in agriculture limits job openings in the primary sector.

Promising Occupations

Job openings by occupation are only one indication of occupational labour market conditions. An assessment of current and labour market conditions needs to include other labour market indicators. In this section other indicators were used to assess occupational employment prospects over the next five years. In addition to projected job openings other labour market indicators including employment growth, increases in wages and hours worked, levels of unemployment and administrative data were used to gauge the employment prospects.

Pressures will remain high in many of the occupations where shortages have already been identified. Table 5.6 provides a list of Saskatchewan's most promising occupations. More detailed information on promising occupations is available online on the Sask Job Futures website at http://www.saskjobfutures.ca/jobchart/jobchart_index.cfm?lang=en&site=graphic under the Sask Job Chart section.

Detailed Occupational Outlook (2004 to 2008)

Table 5.7 provides a more detailed occupational outlook for 2004 to 2008, including the type of training that is usually required, average income (based on working full-time, full-year) and the provincial employment outlook. The average annual employment income is derived by Sask Trends Monitor based on the Statistics Canada Census and Labour Force Survey.

The Job Chart Indicator ranks occupations in the NOC classification code using a "good, fair, or limited" scale. The original indicators are based on a weighted average of current (55%) and future indicators (45%). Current labour market indicators include: recent employment growth, employment growth from the Census, share of recent total employment growth, recent wage rate increases, recent increase in average hours worked, regular EI claimants average over the past few years relative to the "normal" number, and unemployment rate average from the past few years. The future labour market indicators include: Saskatchewan Employment Forecast (SEF) forecasted five-year growth rate, SEF forecasted five-year attrition rate, and share of SEF forecasted growth. Other data was analyzed to assist in determining the employment prospects such as foreign worker activity, occupations identified in Regional Needs Assessments, Employment Insurance claims, and vacancy and LMIA shortages.

Table 5.6

Saskatchewan's Most Promising Occupations		
Skill Type	**Occupation**	**Skill Level**
0 – Management Occupations	031 Managers in health, education, social and community services 041 Managers in public administration 063 Managers in food service and accommodation 065 Managers in other services 072 Facility operation and maintenance managers 091 Managers in manufacturing and utilities	management management management management management management
1 – Business, Finance & Administration	111 Auditors, accountants and investment professionals 112 Human resources and business service professionals	university degree university degree
2 – Natural & Applied Sciences	221 Technical occupations in physical sciences	college/apprenticeship
3 – Health	311 Physicians, dentists and veterinarians 313 Pharmacists, dieticians and nutritionists 314 Therapy and assessment professionals 315 Nurse supervisors and registered nurses 321 Medical technologists and technicians (except dental health) 323 Other technical occupations in health care (except dental) 341 Assisting occupations in support of health services	university degree university degree university degree university degree college/apprenticeship college/apprenticeship high school diploma
4 – Social Science, Education, Government Service & Religion	411 Judges, lawyers and Quebec notaries 412 University professors and assistants 413 College and other vocational instructors 415 Psychologists, social workers, counsellors, clergy and probation officers 416 Policy and program officers, researchers and consultants	university degree university degree university degree university degree university degree
6 – Sales & Service	621 Sales and service supervisors 624 Chefs and cooks 626 Police officers and fire-fighters 644 Tour and recreational guides and amusement occupations 645 Occupations in food and beverage service 647 Childcare and home support workers 665 Security guards and related occupations 667 Other attendants in travel, accommodation and recreation	college/apprenticeship college/apprenticeship college/apprenticeship high school diploma high school diploma high school diploma less than high school less than high school
7 – Trades, Transport & Equipment Operators	724 Electrical trades and telecommunications occupations 725 Plumbers, pipefitters and gas fitters 727 Carpenters and cabinetmakers 731 Machinery and transportation equipment mechanics (except motor vehicle) 742 Heavy equipment operators	college/apprenticeship college/apprenticeship college/apprenticeship college/apprenticeship high school diploma
8 – Primary Industry	822 Supervisors, mining, oil and gas 823 Underground miners, oil and gas drillers and related workers 841 Mine service workers and operators in oil and gas drilling	college/apprenticeship college/apprenticeship high school diploma
9 – Processing, Manufacturing & Utilities	921 Supervisors, processing occupations 923 Central control and process operators in manufacturing and processing	college/apprenticeship college/apprenticeship

For more detail on promising occupations go to Sask Job Charts at
http://www.saskjobfutures.ca/jobchart/jobchart_index.cfm?lang=en&site=graphic

Table 5.7

NOC	Title	Type of Training Usually Required	2003$ Avg Income (FY-FT)	2004-08 Job Chart Indicator
Detailed Occupational Outlook for 2004-08, Saskatchewan (First order of ranking based on Job Chart Indicators and second order of ranking based on Type of Training usually required)				
111	Auditors, accountants and investment professionals	University Degree	$57,700	good
112	Human resources and business service professionals	University Degree	$58,300	good
311	Physicians, dentists and veterinarians	University Degree	$141,500	good
313	Pharmacists, dieticians and nutritionists	University Degree	$60,400	good
314	Therapy and assessment professionals	University Degree	$51,500	good
315	Nurse supervisors and registered nurses	University Degree	$51,500	good
411	Judges, lawyers and Quebec notaries	University Degree	$98,600	good
412	University professors and assistants	University Degree	$65,500	good
413	College and other vocational instructors	University Degree	$49,700	good
415	Psychologists, social workers, counsellors, clergy and probation officers	University Degree	$42,200	good
416	Policy and program officers, researchers and consultants	University Degree	$49,800	good
221	Technical occupations in physical sciences	P-S Certificate/Diploma	$50,100	good
321	Medical technologists and technicians (except dental health)	P-S Certificate/Diploma	$43,100	good
323	Other technical occ's in health care (except dental)	P-S Certificate/Diploma	$35,200	good
621	Sales and service supervisors	P-S Certificate/Diploma	$29,000	good
624	Chefs and cooks	P-S Certificate/Diploma	$21,000	good
626	Police officers and fire-fighters	P-S Certificate/Diploma		good
724	Electrical trades and telecommunications occupations	P-S Certificate/Diploma		good
725	Plumbers, pipe fitters and gas fitters	P-S Certificate/Diploma		good
727	Carpenters and cabinetmakers	P-S Certificate/Diploma		good
731	Machinery and transportation equipment mechanics (except motor vehicle)	P-S Certificate/Diploma		good
822	Supervisors, mining, oil and gas	P-S Certificate/Diploma		good
823	Underground miners, oil and gas drillers and related workers	P-S Certificate/Diploma		good
921	Supervisors, processing occupations	P-S Certificate/Diploma	$58,000	good
923	Central control and process operators in manufacturing and processing	P-S Certificate/Diploma	$61,000	good
341	Assisting occupations in support of health services	High School Diploma	$28,500	good
644	Tour and recreational guides and casino occupations	High School Diploma		good
645	Occupations in food and beverage service	High School Diploma		good
647	Childcare and home support workers	High School Diploma		good
742	Heavy equipment operators	High School Diploma		good
841	Mine service workers and operators in oil and gas drilling	High School Diploma		good
665	Security guards and related occupations	< High School Diploma		good
667	Other occupations in travel, accommodation, amusement and recreation	< High School Diploma		good
031	Managers in health, education, social and community services	Management	$60,200	good
041	Managers in public administration	Management	$59,100	good
063	Managers in food service and accommodation	Management	$27,800	good
065	Managers in other services	Management	$35,300	good
072	Facility operation and maintenance managers	Management	$52,900	good
091	Managers in manufacturing and utilities	Management	$71,900	good
211	Physical science professionals	University Degree	$60,200	fair
212	Life science professionals	University Degree	$52,700	fair
213	Civil, mechanical, electrical and chemical engineers	University Degree	$63,800	fair
214	Other engineers	University Degree	$69,200	fair
215	Architects, urban planners and land surveyors	University Degree	$63,500	fair
217	Computer and information systems professionals	University Degree	$54,000	fair
312	Optometrists, chiropractors and other health diagnosing	University Degree	$94,300	fair

Detailed Occupational Outlook for 2004-08, Saskatchewan (First order of ranking based on Job Chart Indicators and second order of ranking based on Type of Training usually required)				
NOC	Title	Type of Training Usually Required	2003$ Avg Income (FY-FT)	2004-08 Job Chart Indicator
	and treating professionals			
511	Librarians, archivists, conservators and curators	University Degree	$45,100	fair
121	Clerical supervisors	P-S Certificate/Diploma	$40,200	fair
122	Administrative and regulatory occupations	P-S Certificate/Diploma	$42,800	fair
123	Finance and insurance administrative occupations	P-S Certificate/Diploma	$35,000	fair
124	Secretaries, recorders and transcriptionists	P-S Certificate/Diploma	$30,800	fair
222	Technical occupations in life sciences	P-S Certificate/Diploma	$47,300	fair
223	Technical occupations in civil, mechanical and industrial engineering	P-S Certificate/Diploma	$54,300	fair
224	Technical occupations in electronics and electrical engineering	P-S Certificate/Diploma	$49,600	fair
225	Technical occupations in architecture, drafting, surveying and mapping	P-S Certificate/Diploma	$44,300	fair
226	Other technical inspectors and regulatory officers	P-S Certificate/Diploma	$54,500	fair
227	Transportation officers and controllers	P-S Certificate/Diploma	$64,300	fair
228	Technical occupations in computer and information systems	P-S Certificate/Diploma	$48,200	fair
322	Technical occupations in dental health care	P-S Certificate/Diploma	$42,300	fair
421	Paralegals, social services workers and occupations in education and religion, n.e.c.	P-S Certificate/Diploma	$28,600	fair
522	Photographers, graphic arts technicians and technical and co-ordinating occupations in motion pictures, broadcasting and the performing arts	P-S Certificate/Diploma	$33,400	fair
523	Announcers and other performers	P-S Certificate/Diploma	$44,100	fair
524	Creative designers and craftspersons	P-S Certificate/Diploma	$29,500	fair
525	Athletes, coaches, referees and related occupations	P-S Certificate/Diploma	$30,600	fair
627	Technical occupations in personal service	P-S Certificate/Diploma		fair
721	Contractors and supervisors, trades and related workers	P-S Certificate/Diploma		fair
722	Supervisors, railway and motor transportation occupations	P-S Certificate/Diploma		fair
723	Machinists and related occupations	P-S Certificate/Diploma		fair
726	Metal forming, shaping and erecting trades	P-S Certificate/Diploma		fair
728	Masonry and plastering trades	P-S Certificate/Diploma		fair
729	Other construction trades	P-S Certificate/Diploma		fair
732	Automotive service technicians	P-S Certificate/Diploma		fair
735	Stationary engineers and power station and system operators	P-S Certificate/Diploma		fair
737	Crane operators, drillers and blasters	P-S Certificate/Diploma		fair
738	Printing press operators, commercial divers and other trades and related occupations, n.e.c.	P-S Certificate/Diploma		fair
824	Logging machinery operators	P-S Certificate/Diploma		fair
922	Supervisors, assembly and fabrication	P-S Certificate/Diploma	$39,300	fair
141	Clerical occupations, general office skills	High School Diploma	$30,200	fair
143	Finance and insurance clerks	High School Diploma	$31,600	fair
144	Administrative support clerks	High School Diploma	$33,200	fair
145	Library, correspondence and related information clerks	High School Diploma	$31,800	fair
146	Mail and message distribution occupations	High School Diploma	$37,100	fair
147	Recording, scheduling and distributing occupations	High School Diploma	$32,300	fair
642	Retail salespersons and sales clerks	High School Diploma	$28,200	fair
643	Occupations in travel and accommodation	High School Diploma		fair
648	Other occupations in personal service	High School Diploma		fair
741	Motor vehicle and transit drivers	High School Diploma		fair
743	Other transport equipment operators and related workers	High School Diploma		fair
744	Other installers, repairers and servicers	High School Diploma		fair
745	Longshore workers and material handlers	High School Diploma		fair

NOC	Title	Type of Training Usually Required	2003$ Avg Income (FY-FT)	2004-08 Job Chart Indicator
Detailed Occupational Outlook for 2004-08, Saskatchewan (First order of ranking based on Job Chart Indicators and second order of ranking based on Type of Training usually required)				
842	Logging and forestry workers	High School Diploma		fair
942	Machine operators and related workers in chemical, plastic and rubber processing	High School Diploma	$40,100	fair
943	Machine operators and related workers in pulp and paper production and wood processing	High School Diploma	$48,500	fair
945	Machine operators and related workers in fabric, fur and leather products manufacturing	High School Diploma	$23,700	fair
946	Machine operators and related workers in food, beverage and tobacco processing	High School Diploma	$31,300	fair
948	Mechanical, electrical and electronics assemblers	High School Diploma	$31,200	fair
949	Other assembly and related occupations	High School Diploma	$29,400	fair
951	Machining, metalworking, woodworking and related machine operators	High School Diploma	$36,900	fair
662	Other sales and related occupations	< High School Diploma		fair
664	Food counter attendants, kitchen helpers and related occupations	< High School Diploma		fair
666	Cleaners	< High School Diploma		fair
961	Labourers in processing, manufacturing and utilities	< High School Diploma	$31,700	fair
001	Legislators and senior management	Management	$73,100	fair
011	Administrative services managers	Management	$63,200	fair
012	Managers in financial and business services	Management	$65,100	fair
013	Managers in communication (except broadcasting)	Management	$62,300	fair
021	Managers in engineering, architecture, science and information systems	Management	$84,900	fair
051	Managers in art, culture, recreation and sport	Management	$45,400	fair
061	Sales, marketing and advertising managers	Management	$56,800	fair
062	Managers in retail trade	Management	$41,000	fair
064	Managers in protective service	Management	$66,100	fair
071	Managers in construction and transportation	Management	$58,000	fair
081	Managers in primary production (except agriculture)	Management	$81,400	fair
414	Secondary and elementary school teachers and educational counsellors	University Degree	$50,300	limited
512	Writing, translating and public relations professionals	University Degree	$40,100	limited
513	Creative and performing artists	University Degree	$28,100	limited
521	Technical occupations in libraries, archives, museums and art galleries	P-S Certificate/Diploma	$27,600	limited
622	Technical sales specialists, wholesale trade	P-S Certificate/Diploma	$56,900	limited
623	Insurance and real estate sales occupations and buyers	P-S Certificate/Diploma	$45,200	limited
625	Butchers and bakers, retail and wholesale	P-S Certificate/Diploma	$24,300	limited
733	Other mechanics	P-S Certificate/Diploma		limited
734	Upholsterers, tailors, shoe repairers, jewellers and related occupations	P-S Certificate/Diploma		limited
736	Train crew operating occupations	P-S Certificate/Diploma		limited
825	Contractors, operators and supervisors in agriculture, horticulture and aquaculture	P-S Certificate/Diploma		limited
142	Office equipment operators	High School Diploma	$31,200	limited
641	Sales representatives, wholesale trade	High School Diploma		limited
646	Other occupations in protective service	High School Diploma		limited
843	Agriculture and horticulture workers	High School Diploma		limited
941	Machine operators and related workers in metal and mineral products processing	High School Diploma	$44,800	limited
947	Printing machine operators and related occupations	High School Diploma	$26,600	limited
661	Cashiers	< High School Diploma	$20,400	limited
668	Other elemental service occupations	< High School Diploma		limited
761	Trades helpers and labourers	< High School Diploma		limited

Detailed Occupational Outlook for 2004-08, Saskatchewan (First order of ranking based on Job Chart Indicators and second order of ranking based on Type of Training usually required)				
NOC	Title	Type of Training Usually Required	2003$ Avg Income (FY-FT)	2004-08 Job Chart Indicator
762	Public works and other labourers, n.e.c.	< High School Diploma		limited
861	Primary production labourers	< High School Diploma		limited
216	Mathematicians, statisticians and actuaries	University Degree	$58,600	…
821	Supervisors, logging and forestry	P-S Certificate/Diploma		…
826	Fishing vessel masters and skippers and fishermen	P-S Certificate/Diploma		…
844	Other fishing and trapping occupations	High School Diploma		…
944	Machine operators and related workers in textile processing	High School Diploma	$26,300	…

Average Annual Employment Income is derived by Sask Trends Monitor based on Statistics Canada Census and Labour Force Survey.

The Job Chart Indicator ranks occupations in the NOC classification code using a "good, fair, or limited" scale. The original indicators are based on a weighted average of current (55%) and future indicators (45%). Current labour market indicators include: Recent employment growth, Employment growth from the Census, Share of recent total employment growth, Recent wage rate increases, Recent increase in average hours worked, Regular EI claimants average over the past few years relative to the "normal" number; and Unemployment rate average from the past few years. The future labour market indicators include: Saskatchewan Employment Forecast (SEF) forecasted five-year growth rate, SEF forecasted five-year attrition rate, and share of SEFD forecasted growth. Other data analyzed to assist in determining the employment prospects includes: Foreign worker activity, occupations identified in Regional Needs Assessments, Employment Insurance Claims, Vacancy and LMIA shortages etc. A small working group then reviews this info and using their working knowledge to adjust the indicators appropriately.

Glossary

Aboriginals	Those who identified themselves as North American Indian, Métis or Inuit during Census periods and all those who did not identify with such a group, but reported that they were Registered/Treaty Indians or Band/First Nation members.
Attrition	Those leaving the labour force due to retirement or death.
Baby Boom Generation	Individuals born between 1946 and 1964.
Earnings	Also known as **employment income**. Money received by persons 15 years of age and over from wages and salaries; net farm self-employment income; and net non-farm self-employment income from unincorporated business or professional practice.
Educational Attainment	Highest level of schooling completed. Note that an incomplete post-secondary education is considered as “higher” than Grade 12 graduation even if the certificate holder has not completed high school.
Employment	Employed persons are those who, during the reference week did any work for pay or profit, or had a job and were absent from work. Persons working without pay in a family business or farm are still considered as employed.
Employment Rate	Number of employed persons expressed as a percentage of the population 15 years of age and over.
Full-Time Employment	Consists of people who usually work 30 hours or more per week at their main or only job.
Goods-Producing Industry	Includes agriculture; forestry, fishing, mining, and oil extraction; utilities (electric power, gas and water); construction; and manufacturing.
GDP	Gross Domestic Product is a measure of the total value of all final goods and services produced in an economy over a given period of time.
Real GDP	Real GDP refers to GDP adjusted for inflation. Real GDP provides the value of GDP in constant dollars in relation to a base period.

GDP at Factor Cost	The aggregate gross domestic product at market prices that has been re-valued to exclude indirect taxes, and add subsidies. The new valuation is called gross domestic product at factor cost and includes only the contribution to the economy from the three primary factors of production – land, labour and capital.
Income	Money received from the following sources by persons 15 years of age and over: wages and salaries; net farm self-employment; net non-farm self-employment income from unincorporated business and/or professional practice; federal Child Tax benefits; Old Age Security pension and Guaranteed Income Supplement; benefits from Canada or Quebec Pension Plan; benefits from Unemployment Insurance; other income from government sources; investment income; retirement pensions, and other money income.
Industry	The general nature of the business carried out by the employer for whom the respondent works (main job only).
Labour Force	Civilian non-institutional population 15 years of age and over who, during the survey reference week, were employed or unemployed (must be looking for work).
Labour Force Population	All persons aged 15 years and over residing in the provinces and territories of Canada, with the exception of the following: persons living on Indian reserves, full-time members of the regular Armed Forces, and persons living in institutions.
Multiple Job Holders	Persons, who during the Labour Force Survey reference week, were employed in two or more jobs simultaneously.
Participation Rate	Total labour force expressed as a percentage of the population aged 15 years and over.
Part-Time Employment	Consists of persons who usually work less than 30 hours a week at their main or only job.
Permanent Employment	A permanent job is one that is expected to last as long as the employee wants it, given that business conditions permit. That is, there is no pre-determined termination date.
Private Employees	Those who work as employees of a private firm or business.

Public Employees	Those who work for a local, provincial or federal government, for a government service or agency, a crown corporation, or a government funded public establishment such as a school (including universities) or a hospital.
Self-employed	**Working owners of incorporated businesses:** Working owners of an incorporated business, farm or professional practice. This group is further subdivided into "with paid help" and "without paid help". **Working owners of un-incorporated businesses and other self-employed:** Working owners of a business, farm or professional practice that is not incorporated and self-employed persons who do not have a business (for example, baby-sitters, newspaper carriers). This group is further subdivided into "with paid help" and "without paid help". **Unpaid family workers:** Persons who work without pay on a farm or in a business or professional practice owned and operated by another family member living in the same dwelling.
Service-Producing Industry	Includes trade; transportation and warehousing; finance, insurance, real estate and leasing; professional, scientific and technical services; management, administrative and other support; educational services; health care and social assistance; information, culture and recreation; accommodation and food services; other services and public administration.
Temporary Employment	A temporary job has a pre-determined end date, or will end as soon as a specified project is completed.
Unemployment	Unemployed persons who, during the Labour Force Survey reference week, were available for work and were either on temporary layoff, had looked for work in the past four weeks or had a job to start within the next four weeks.
Unemployment Rate	Number of unemployed persons expressed as a percentage of the labour force.
Unique to Primary Industry	Occupations in this broad occupational category are: primarily concerned with operating farms and supervising or doing farm work; operating fishing vessels and doing specialized fishing work; trapping; and in doing supervision and production work in oil and gas, forestry and logging production.

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