

Spring 2010



2010 Saskatchewan Employment Forecast

Occupational Employment Outlook, 2009–2014

Saskatchewan is projected to have an estimated 77,000 employment opportunities, 70% due to attrition and 30% due to economic growth (expansion demand), during the period from 2009 to 2014.

Economic growth creates new employment opportunities because of economic activity. The provincial economy is expected to create an estimated 22,800 new opportunities over the next five years at an annual average growth rate of 0.9%.

Attrition creates employment opportunities because of workers permanently leaving the labour force because of death or retirement. Over the next five years, an estimated 54,200 people are expected to leave the Saskatchewan workforce due to attrition.

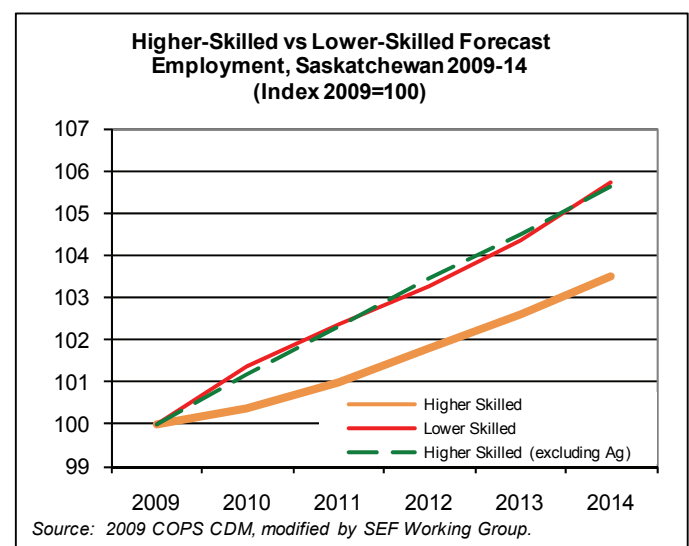
The Saskatchewan Employment Forecast projects employment growth by occupational group for the five-year period from 2009 to 2014. This forecast is based on Saskatchewan Finance's 2010-11 Budget Employment Outlook, the Canadian Occupational Projection System (COPS) employment trends, and consultations with key occupational-related groups. Changes in occupational employment levels are projected by applying occupational-industry shares to projected industrial employment. The forecast does not reflect current job vacancies or differentiate between full-time and part-time jobs. It includes employed and self-employed individuals. This forecast reflects employment opportunities that are expected to occur due to expansion demand and attrition. Current economic and labour market conditions should be considered when using forecasts and projections.

Demand for Workers at all Skill Levels

The demand for workers of all skill types due to economic growth is expected to remain strong throughout the forecast. Higher skilled occupations, excluding agriculture, are projected to grow at 1.1% per annum. Lower skilled occupations are also projected to grow at an annual average growth rate of 1.1% over the same period.

The average annual growth rates for the past 10 years and the forecast period are listed below.

- 1999-2004: 0.3% (*actual*)
- 2004-09: 1.6% (*actual*)
- 2009-14: 0.9% (*projected*)

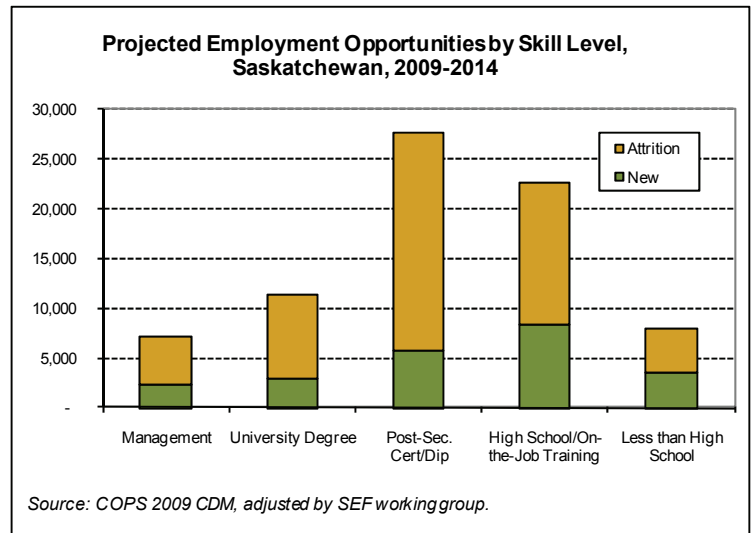


Job Opportunities by Skill Level

Nearly nine out of every ten employment opportunities (89.6%) over the forecast period will require at least a high school diploma. Demand from economic growth and attrition is expected to be greatest for higher-skilled occupations that require management or post-secondary education or training, representing 60.0% of all job openings. Despite the prevalence of higher-skilled job opportunities, there will also be demand for lower-skilled occupations that require high school completion and on-the-job training (29.5% of all openings). Only one in ten opportunities (10.4%) will require less than a high school completion.

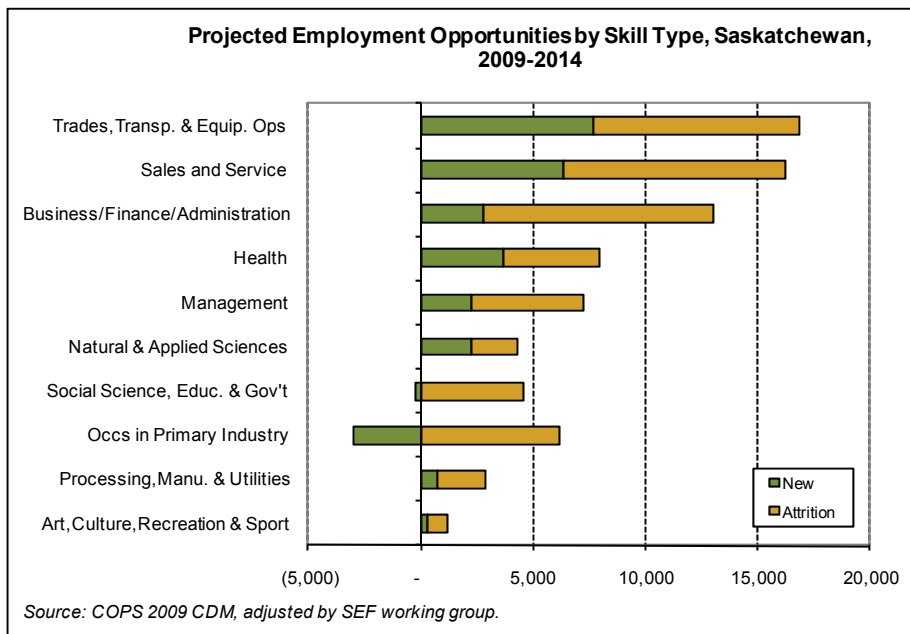
For employment opportunities expected to occur due to **economic growth**, nearly half (47.7%) will require management or post-secondary education or training. Over one-third (37.0%) of openings will require high school completion or on-the-job training, and the remaining 15.3% will require less than high school completion.

For opportunities arising from **attrition**, almost two-thirds (65.2%) are expected to require management or post-secondary education or training, just over one quarter (26.4%) will require high school completion, and only 8.4% will need less than high school completion.



Job Opportunities by Skill Type

Over the next five years, the largest number of employment opportunities are projected to occur in trades, transportation and equipment operators (21.9% of all openings), sales and service (21.1%), and business, finance, and administration occupations (16.9%). The smallest number of opportunities (1,100) is forecast for art, culture, recreation and sport related occupations.



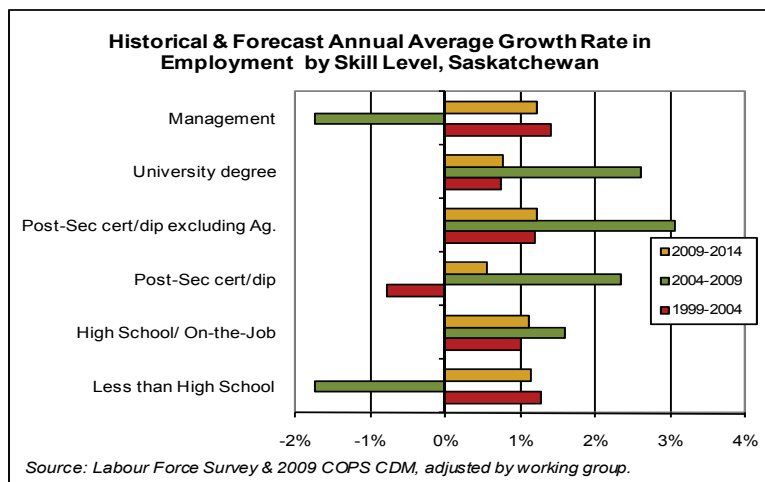
Attrition will have an impact on all occupational groupings, although more considerable on some than on others. All opportunities forecast in primary industry occupations and social science, education, government and religion occupations are due to attrition. In terms of the magnitude of attrition opportunities, the largest number will occur in business, finance, and administration occupations (10,190 of 54,170 total opportunities).

Economic growth will generate the largest number of opportunities in occupations related to trades, transportation and equipment operators (7,700 of 22,820 total opportunities).

Opportunities Due to Expansion Demand

Over time, fluctuations have occurred in the skill level required for new jobs. These skill level comparisons are based on the educational requirements of jobs according to the NOC code (see page 4), and are not necessarily the same education levels of the people employed in them.

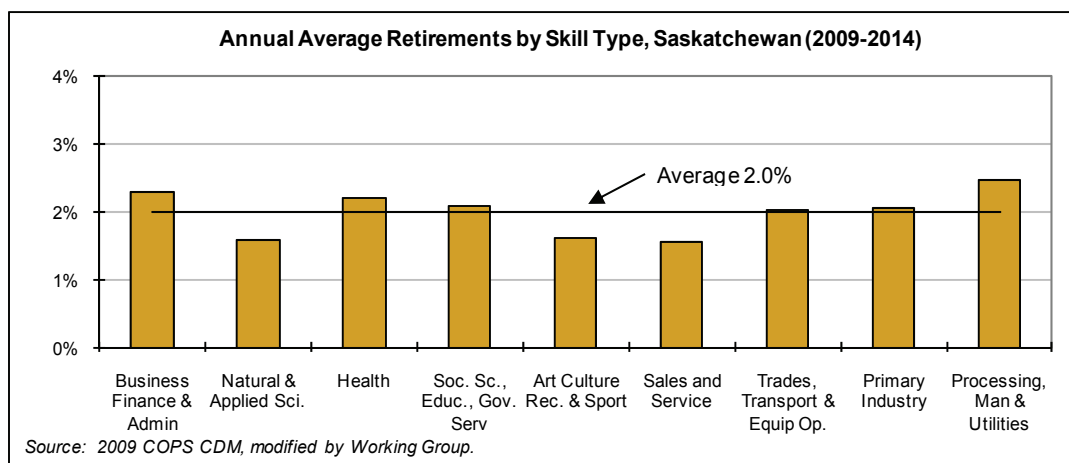
During the forecast period (light orange bars), the fastest growth is expected to occur in occupations requiring a post-secondary certificate or diploma and those requiring management skills. Occupations requiring high school or on-the-job training, or less than high school have a growth rate close to the provincial average. There will be slower growth for occupations requiring a university degree.



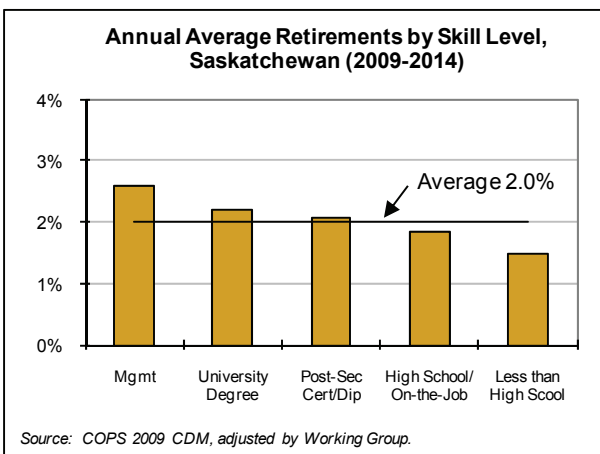
Note: The decline in management occupations during the 2004-2009 period is largely due to a coding change at Statistics Canada.

Opportunities Due to Attrition

Employment opportunities also occur when workers leave the workforce. Attrition rates vary across skill types, from a high of 2.5% in processing, manufacturing and utilities to a low of 1.5% of the sales and service occupations in the province. The annual average attrition rate for all occupations is 2.0% over the forecast period.



Attrition rates vary by occupation, depending on the age distribution of an occupation's workforce and the age that workers tend to retire. For example, attrition pressures are expected in the health sector occupations. Workers in the public health sector, such as nurses, tend to retire earlier than their counterparts in the private sector. Attrition is less of a concern for occupational groups with a younger workforce, such as sales and services.



Attrition rates also vary by the skill level. Workers in occupations requiring management skills have the highest projected attrition rates, with 2.6% of the current workforce expected to leave annually over the forecast period. An above average attrition rate is also expected for occupations requiring a university degree or post-secondary certificate or diploma. Attrition pressures are below average for occupations that generally require a high school education or less than high school completion.

Job Opportunities by Skill Level & Skill Type

	AAGR*	Employment Opportunities, 2009-2014		
		New	Attrition	Total
By Skill Level				
Management	1.2%	2,270	4,970	7,240
University Degree	0.8%	2,880	8,500	11,380
Post-Secondary Certificate/Diploma	0.6%	5,730	21,870	27,600
High School/On-the-Job	1.1%	8,450	14,290	22,740
Less than High School	1.1%	3,480	4,530	8,010
By Skill Type				
Management	1.2%	2,270	4,970	7,240
Business/Finance/Administration	0.6%	2,790	10,190	12,980
Natural/Applied Sciences & Related	1.7%	2,250	2,050	4,300
Health Occupations	1.9%	3,700	4,240	7,940
Social Science/Education/Gov't Service/Religion	-0.1%	-250	4,530	4,280
Art/Culture/Recreation/Sport	0.6%	300	840	1,140
Sales and Service Occupations	1.0%	6,370	9,850	16,220
Trades/Transport/Equipment Operation	1.7%	7,700	9,140	16,840
Primary Industry Occupations	-1.1%	-3,010	6,170	3,160
Processing/Manufacturing/Utilities	0.8%	700	2,190	2,890
All Occupations	0.9%	22,820	54,170	76,990

*AAGR - Annual Average Growth Rate for new opportunities
Numbers may not sum to totals due to rounding.

Occupational groups with the highest employment growth due to expansion demand will be Health; Trades, Transportation and Equipment Operations; Natural and Applied Sciences; Management; Sales and Service; and Processing, Manufacturing and Utilities. These occupational groups have an annual average growth rate of over 0.8%, with Health leading the way at 1.9%. Two occupational groupings - Primary Industry and Social Science, Education, Government Service and Religion - are forecast to experience slight declines on an annual average basis over the forecast period.

National Occupation Classification (NOC) Code

The National Occupational Classification (NOC) system provides a standardizing framework for organizing occupations 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 table provides a description of the skill levels used in this document.

Skill Levels Based on the NOC System	
Skill Level	Level of Education or Training Usually Required
A – university degree	<ul style="list-style-type: none"> University degree
B – post-secondary certificate/diploma/apprenticeship training	<ul style="list-style-type: none"> 2 to 3 years of post-secondary education at a community college, institute or technology; <i>or</i> 2 to 4 years of apprenticeship training; <i>or</i> 3 to 4 years of secondary school and more than 2 years of on-the-job training, training courses of specific work experience; <i>or</i> Occupations with supervisory responsibilities; <i>or</i> Occupations with significant health and safety responsibilities
C – high school/occupation-specific training	<ul style="list-style-type: none"> 1 to 4 years of secondary school education; <i>or</i> Up to 2 years of on-the-job training, training courses or specific work experience
D – less than high school completion/on-the-job training	<ul style="list-style-type: none"> Up to 2 years of secondary school and short work demonstration or on-the-job training