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# MODULE 7: LABOUR MARKET INFORMATION

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# 1. LABOUR MARKET OVERVIEW

## 1.1 Introduction

The labour market is dynamic and changes rapidly. It is shaped by the country and province's demographic make-up and economic, political, and social climate. Labour market information (LMI) includes topics such as wage rates, employment trends, unemployment rates, the supply and demand for skilled workers, and the outlook for various industries.

Knowledge of LMI will help you become and/or remain competitive. You can use this information to help you:

- Develop strategic HR and business plans;
- Succeed at recruitment and hiring;
- Forecast demand for your product or service.

Because labour market trends influence our world of work so greatly, it is critical that you keep abreast of the most current labour market trends. It is worthwhile to make an effort to continually update the information contained in this module. Some excellent online sources for Saskatchewan labour market, demographic, and occupation information are:

**It is critical that you keep abreast of the most current labour market trends.**

### LABOUR MARKET INFORMATION

- **Human Resources and Social Development Canada**  
<http://www.hrsdc.gc.ca/en/home.shtml>  
SK specific:  
[www.sasknetwork.ca/html/Home/lmi/regsasklmi.htm](http://www.sasknetwork.ca/html/Home/lmi/regsasklmi.htm)
- **Saskatchewan Job Futures**  
[www.saskjobfutures.ca/](http://www.saskjobfutures.ca/)
- **Sask Trends Monitor**  
[www.sasktrends.ca/](http://www.sasktrends.ca/)
- **Statistics Canada**  
[www.statcan.ca/](http://www.statcan.ca/)

## 1.2 Labour Shortage

When it comes to measuring economic performance, the issues of job creation and low unemployment are often the focus of politicians, the media, and the public in general. Research shows, however, that today the key issue facing Saskatchewan employers is a shortage of labour. A snapshot of SaskJobs in May, 2008 demonstrates how significant the demand for labour in Saskatchewan is.

**Employers will need to tap into new pools of labour.**

<b>A Snapshot of Jobs Available in Saskatchewan (as of May 1, 2008)</b>	
<b>Type of Employment</b>	<b>Total Employment Opportunities</b>
Management	328
Business, Finance and Administration	1,011
Natural and Applied Sciences	465
Health Occupations	615
Social Science, Education and Government	261
Art, Culture and Recreation	191
Sales and Service	3,264
Trades, Transport and Equipment Operators	2,585
Oil, Gas, Mining and Agriculture	345
Processing, Manufacturing & Utilities	338
Source: SaskJobs Website, <a href="http://www.SaskJobs.ca">www.SaskJobs.ca</a>	

In order to overcome a labour shortage, employers will need to tap into new sources of labour. Saskatchewan's Aboriginal population is one potential group. Other possible sources for labour force participants include: older adults, persons with disabilities, social assistance recipients, foreign workers, and youth. By looking at employment from a fresh perspective, employers can start benefiting from these potential employees today.

<b>A Snapshot of Jobs Available in Saskatchewan Regions (as of May 1, 2008)</b>	
<b>City/Region</b>	<b>Total Employment Opportunities</b>
Estevan	575
Fort Qu'Appelle	211
Humboldt	78
Isle-A-La-Crosse	15
Kindersley	156
La Ronge	118
Lloydminster	181
Meadow Lake	70
Melfort	101
Moose Jaw	458
Nipawin	82
North Battleford	381
Prince Albert	315
Regina	2,432
Saskatoon	2,640
Swift Current	429
Weyburn	325
Wynyard	68
Yorkton	768

Source: SaskJobs Website, [www.SaskJobs.ca](http://www.SaskJobs.ca)

There are several organizations in across Saskatchewan available to help you employ these non-traditional groups. More details on these and other organizations, in addition to full contact information, can be found in Module 8: Contact Information. For a listing of province-wide organizations, visit the Saskatchewan Employment Equity Diversity and Association website ([www.seeda.ca](http://www.seeda.ca)).

<b>Designated Group:</b>	<b>Organization Name:</b>
All Designated Groups	AEEL Career & Employment Services Regional Economic Development Authorities
Aboriginal peoples (Métis)	Métis Nation Regional Offices Tribal Councils of Saskatchewan
Persons with Disabilities	Saskatchewan Abilities Council
Visible Minorities	Regina Open Door Society Saskatoon Open Door Society

### 1.3 Employment Trends

Sask Trends Monitor tracks social, economic, and demographic trends in Saskatchewan. Sask Trends Monitor's publication *Regional Employment Trends in Saskatchewan* has made the following province-wide forecasts:

- Employment in agriculture will continue to decline but at a slower rate than in the past.
- In terms of absolute numbers, the fastest growing industry groups will be construction, transportation, and the "health and social services" group.
- In percentage terms, the fastest growing industry groups are resources, transportation, and construction.
- Employment is expected to decline in public administration, education services, trade, "other services," and agriculture (as previously noted).

For more information on Saskatchewan's labour market and employment trends, please read Sask Trends Monitor's *Recent Trends in the Saskatchewan Labour Market*. Copies are available at your local AEEL Career & Employment Services office or online at [www.sasktrends.ca](http://www.sasktrends.ca).

The table on the following page outlines the number of people employed in Saskatchewan by industry group.

<b>Employment by Industry, Saskatchewan <sup>1</sup></b>			
<b>Industry group</b>	<b>Total</b>	<b>Male</b>	<b>Female</b>
<b>Total employment</b>	<b>517,475</b>	<b>274,140</b>	<b>243,340</b>
Management occupations	41,595	25,460	16,135
Business, finance and administrative occupations	80,525	19,090	61,440
Natural and applied sciences and related occupations	21,765	16,960	4,805
Health occupations	32,205	5,055	27,155
Social science, education, government service and religious occupations	42,840	13,325	29,515
Art, culture, recreation and sport occupations	10,960	4,400	6,560
Sales and service occupations	120,600	46,795	73,805
Trades, transport, equipment operators and related occupations	83,245	77,815	5,430
Occupations unique to primary industry	67,660	52,755	14,900
Occupations unique to processing, manufacturing and utilities	16,075	12,485	3,595

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<sup>1</sup> Statistics Canada 2007. Saskatchewan. 2006 Community Profiles. 2006 Census.

## 2. COMMUNITY PROFILES

The following section includes information on population, company size, and occupational surpluses and shortages within Saskatchewan. All community profile information has been provided by Saskatchewan Job Futures website: [www.saskjobfutures.ca](http://www.saskjobfutures.ca).

### 2.1 Saskatchewan

#### POPULATION BY AGE & GENDER

Saskatchewan Population Profile <sup>2</sup>		
<b>Total Population</b>	<b>1,013,901</b>	<b>100%</b>
Male	503,833	49.6%
Female	510,068	50.3%
<b>Population 15 to 64</b>	<b>674,164</b>	<b>66.4%</b>
Male	341,060	33.6%
Female	333,104	32.8%
<b>Population 0 to 14</b>	<b>191,573</b>	<b>18.8%</b>
Male	97,942	9.65%
Female	93,631	9.23%
<b>Population 15 to 29</b>	<b>221,970</b>	<b>21.8%</b>
Male	113,693	11.2%
Female	108,277	10.6%
<b>Population 30 to 64</b>	<b>452,194</b>	<b>44.5%</b>
Male	227,367	22.4%
Female	224,827	22.1%
<b>Population 65 plus</b>	<b>148,191</b>	<b>14.6%</b>
Male	64,843	6.39%
Female	83,348	8.22%
<b>EI Claims <sup>3</sup></b>	<b>13,376</b>	
<b>Employable SARS <sup>4</sup></b>	<b>9,318</b>	
<b>Number of Employers <sup>5</sup></b>	<b>38,942</b>	

<sup>2</sup> Saskatchewan Job Futures

<http://saskjobfutures.ca/community/community.cfm?id=askatc&lang=en&site=graphic&print=True#two>

<sup>3</sup> Employment Insurance Claimants - Regular, Service Canada Admin Data, August 2007.

<sup>4</sup> Social Services Fully Employable Social Assistance Recipients, September 2007.

<sup>5</sup> Statistics Canada, Business Registry, December 2006.

EMPLOYER PROFILE

<b>Saskatchewan Employer Profile <sup>6</sup></b>						
<b>Number of Employers by Employee Size Range</b>						
<b>Number of Employees</b>	<b>1-4</b>	<b>5-19</b>	<b>20-49</b>	<b>50-199</b>	<b>200+</b>	<b>Total</b>
<b>Industry</b>						
Primary Industries & Utilities	5,346	1137	248	69	29	6,829
Construction	2,010	902	253	118	15	3,298
Manufacturing	532	396	162	117	26	1,233
Trade	2,830	3,001	721	239	30	6,821
Transportation & Warehousing	1,210	511	155	63	17	1,956
Information, Culture & Recreation	507	327	107	46	16	1,003
Finance, Insurance, Real Estate & Leasing	1,795	809	240	83	33	2,960
Professional, Scientific & Technical Services	1,488	624	170	59	6	2,347
Management, Admin. & Other Support	1,379	652	174	73	15	2,293
Educational Services	159	111	45	40	36	391
Health Care & Social Assistance	1,285	935	310	172	40	2,742
Accommodation & Food Services	795	852	430	194	8	2,279
Other Services	2,337	1,047	168	49	0	3,601
Public Administration	532	456	120	55	26	1,189
<b>Number of Employers in Saskatchewan</b>	<b>22,205</b>	<b>11,760</b>	<b>3303</b>	<b>1377</b>	<b>297</b>	<b>38,942</b>

<sup>6</sup> Saskatchewan Job Futures  
<http://saskjobfutures.ca/community/community.cfm?id=askatc&lang=en&site=graphic&print=True#two>

## 2.2 Saskatoon Area

### POPULATION BY AGE & GENDER

<b>Saskatoon Area Population Profile <sup>7</sup></b>		
<b>Total Population</b>	<b>213,654</b>	<b>100.0%</b>
Male	104,587	48.9%
Female	109,067	51.0%
<b>Population 15 to 64</b>	<b>148,645</b>	<b>69.5%</b>
Male	74,127	34.6%
Female	74,518	34.8%
<b>Population 0 to 14</b>	<b>38,201</b>	<b>17.8%</b>
Male	19,541	9.14%
Female	18,660	8.73%
<b>Population 15 to 29</b>	<b>50,131</b>	<b>23.4%</b>
Male	25,125	11.7%
Female	25,006	11.7%
<b>Population 30 to 64</b>	<b>98,514</b>	<b>46.1%</b>
Male	49,002	22.9%
Female	49,512	23.1%
<b>Population 65 plus</b>	<b>26,808</b>	<b>12.5%</b>
Male	10,919	5.11%
Female	15,889	7.43%
<b>EI Claims <sup>8</sup></b>	<b>4,538</b>	
<b>Employable SARS <sup>9</sup></b>	<b>2,340</b>	
<b>Number of Employers <sup>10</sup></b>	<b>7,643</b>	

<sup>7</sup> Saskatchewan Job Futures  
<http://saskjobfutures.ca/community/community.cfm?id=saskr&lang=en&site=graphic&print=True>

<sup>8</sup> Employment Insurance Claimants - Regular, Service Canada Admin Data, August 2007.

<sup>9</sup> Social Services Fully Employable Social Assistance Recipients, September 2007.

<sup>10</sup> Statistics Canada, Business Registry, December 2006.

EMPLOYER PROFILE

<b>Saskatoon Employer Profile <sup>11</sup></b>						
<b>Number of Employers by Employee Size Range</b>						
<b>Number of Employees</b>	<b>1-4</b>	<b>5-19</b>	<b>20-49</b>	<b>50-199</b>	<b>200+</b>	<b>Total</b>
<b>Industry</b>						
Primary Industries & Utilities	137	45	10	8	2	202
Construction	356	217	90	37	10	710
Manufacturing	104	121	68	37	13	343
Trade	571	712	194	81	12	1,570
Transportation & Warehousing	193	89	39	24	6	351
Information, Culture & Recreation	91	71	26	14	3	205
Finance, Insurance, Real Estate & Leasing	425	234	75	33	13	780
Professional, Scientific & Technical Services	430	213	72	19	2	736
Management, Admin. & Other Support	377	209	51	30	9	676
Educational Services	40	34	13	4	4	95
Health Care & Social Assistance	387	257	64	20	13	741
Accommodation & Food Services	119	172	119	72	4	485
Other Services	383	281	58	15	0	737
Public Administration	2	5	2	2	1	12
<b>Number of Employers in Saskatoon</b>	<b>3,615</b>	<b>2,660</b>	<b>881</b>	<b>395</b>	<b>92</b>	<b>7,643</b>

<sup>11</sup> Saskatchewan Job Futures  
<http://saskjobfutures.ca/community/community.cfm?id=saskr&lang=en&site=graphic&print=True>

## 2.3 Regina Area

### POPULATION BY AGE & GENDER

<b>Regina Area Population Profile <sup>12</sup></b>		
<b>Total Population</b>	<b>188,065</b>	<b>100.0%</b>
Male	91,938	48.8%
Female	96,127	51.1%
<b>Population 15 to 64</b>	<b>130,687</b>	<b>69.4%</b>
Male	65,110	34.6%
Female	65,577	34.8%
<b>Population 0 to 14</b>	<b>32,842</b>	<b>17.4%</b>
Male	16,749	8.9%
Female	16,093	8.55%
<b>Population 15 to 29</b>	<b>42,930</b>	<b>22.8%</b>
Male	21,652	11.5%
Female	21,278	11.3%
<b>Population 30 to 64</b>	<b>87,757</b>	<b>46.6%</b>
Male	43,458	23.1%
Female	44,299	23.5%
<b>Population 65 plus</b>	<b>24,536</b>	<b>13.0%</b>
Male	10,079	5.35%
Female	14,457	7.68%
<b>EI Claims <sup>13</sup></b>	<b>3,286</b>	
<b>Employable SARS <sup>14</sup></b>	<b>2,128</b>	
<b>Number of Employers <sup>15</sup></b>	<b>6,139</b>	

<sup>12</sup> Saskatchewan Job Futures  
<http://saskjobfutures.ca/community/community.cfm?id=regip&lang=en&site=graphic&print=True>

<sup>13</sup> Employment Insurance Claimants - Regular, Service Canada Admin Data, August 2007.

<sup>14</sup> Social Services Fully Employable Social Assistance Recipients, September 2007.

<sup>15</sup> Statistics Canada, Business Registry, December 2006.

EMPLOYER PROFILE

<b>Regina Employer Profile <sup>16</sup></b>						
<b>Number of Employers by Employee Size Range</b>						
<b>Number of Employees</b>	<b>1-4</b>	<b>5-19</b>	<b>20-49</b>	<b>50-199</b>	<b>200+</b>	<b>Total</b>
<b>Industry</b>						
Primary Industries & Utilities	95	29	10	1	7	142
Construction	308	202	70	33	0	613
Manufacturing	85	73	27	24	4	213
Trade	382	529	158	66	10	1,145
Transportation & Warehousing	123	69	37	16	6	251
Information, Culture & Recreation	71	56	27	13	11	178
Finance, Insurance, Real Estate & Leasing	315	165	63	28	13	584
Professional, Scientific & Technical Services	344	155	41	22	4	566
Management, Admin. & Other Support	245	139	49	25	5	463
Educational Services	38	26	10	6	5	85
Health Care & Social Assistance	272	219	64	19	8	582
Accommodation & Food Services	72	162	96	58	3	391
Other Services	367	232	49	21	0	669
Public Administration	72	68	61	37	19	257
<b>Number of Employers in Regina</b>	<b>2,789</b>	<b>2,124</b>	<b>762</b>	<b>369</b>	<b>95</b>	<b>6,139</b>

<sup>16</sup> Saskatchewan Job Futures  
<http://saskjobfutures.ca/community/community.cfm?id=regip&lang=en&site=graphic&print=True>