



STRATEGIC
MANAGEMENT

Recent Trends in Saskatchewan's Labour Market:
Implications for PSE

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Rob Cunningham
D.C. Strategic Management
Regina, Saskatchewan
306.585.0635
www.dcsm.ca



Tracking economic, social, and demographic trends from a Saskatchewan perspective.

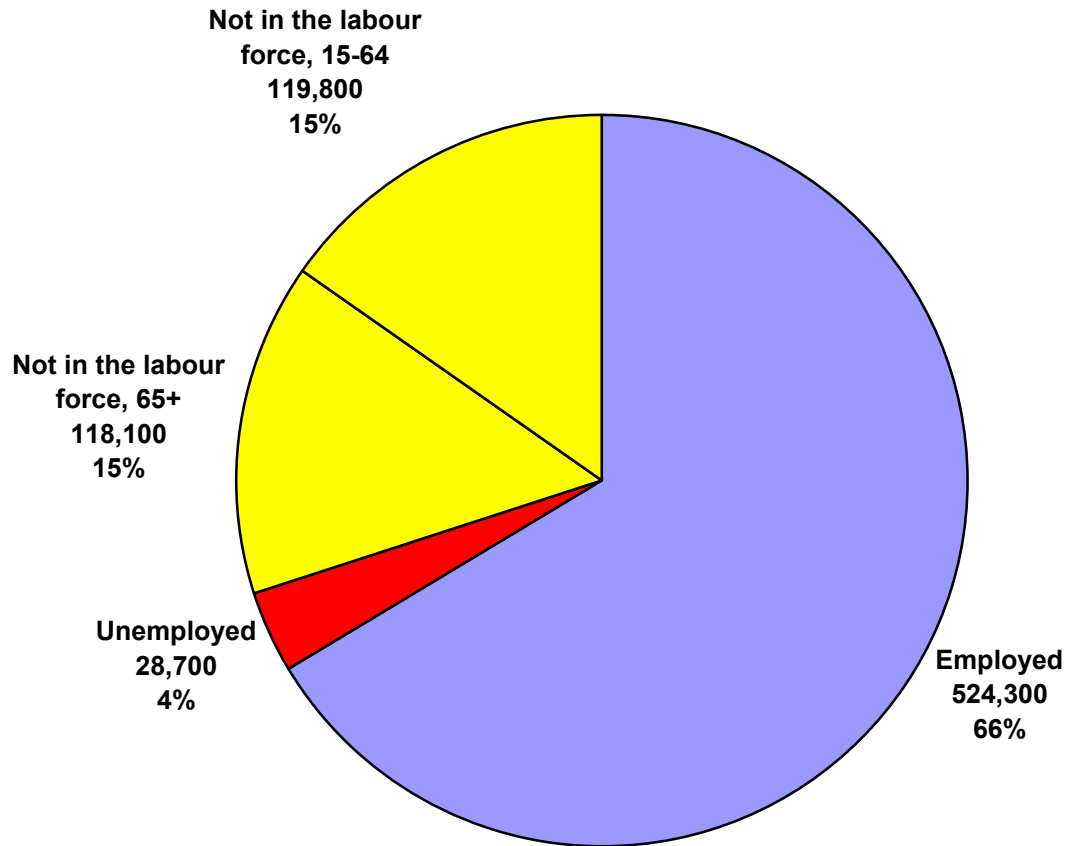
Outline

- DATA SOURCE: STATISTICS CANADA'S LABOUR FORCE SURVEY
- OVERVIEW OF SHORT AND LONG TERM EMPLOYMENT TRENDS
- THE REGINA AND SASKATOON METROPOLITAN AREAS
- CHARACTERISTICS OF THE EMPLOYED
- CHARACTERISTICS OF THE POSITIONS
- SUMMARY & IMPLICATIONS FOR PSE

Unless otherwise indicated, these data are from Statistics Canada; estimates and projections are the responsibility of Sask Trends Monitor

The Labour Force Survey

Labour Force Status, Annual Average for 2010, Saskatchewan (adult population = 790,900)

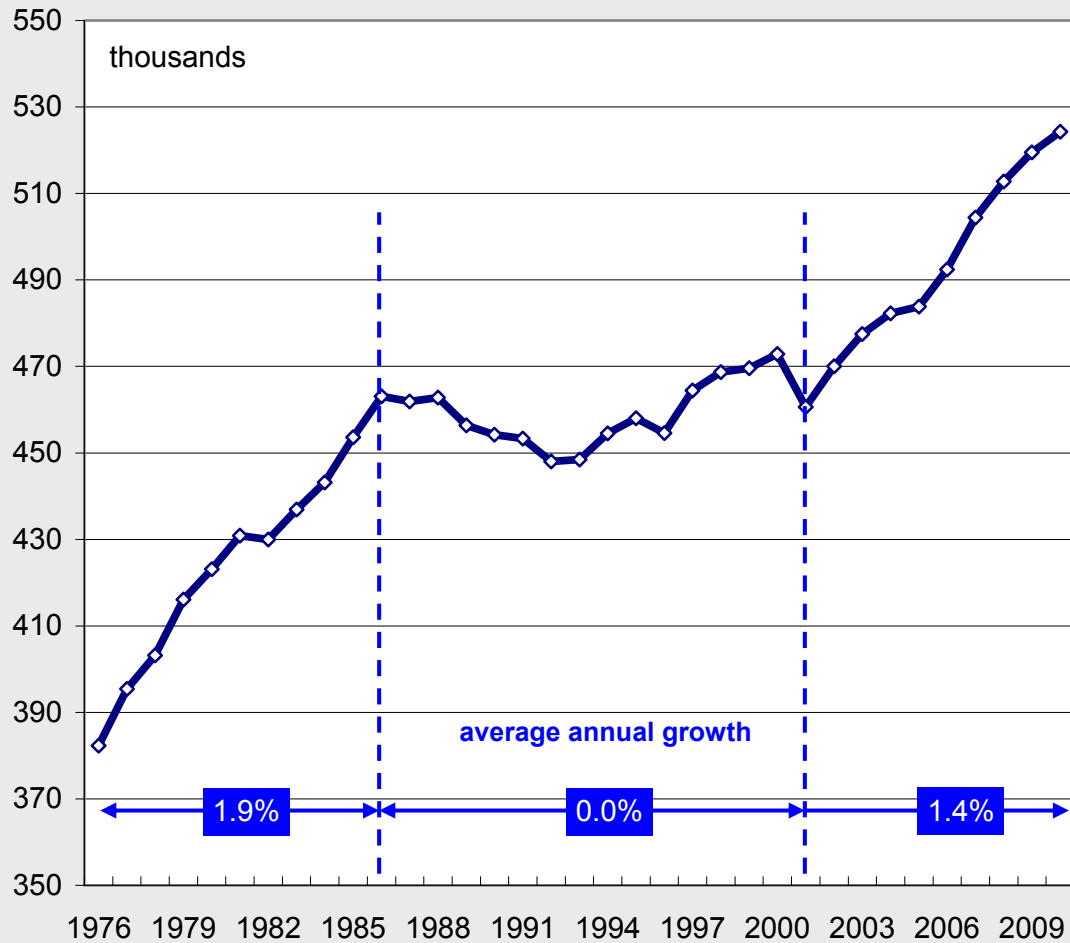


employment rate = 66.3% unemployment rate = 5.2% participation rate = 69.9%

- The Statistics Canada Labour Force Survey (LFS) is a monthly survey that provides almost all of the current information about the labour market in Canada.
- The sample size in Canada is over 50,000 households with about 4,000 in Saskatchewan. Depending on the number of individuals in the households, this yields labour market information for approximately 7,000 Saskatchewan adults per month.
- From Saskatchewan's point of view, the main weakness of the LFS is the exclusion of the on-Reserve population from the sample.

Long Term Trends in Saskatchewan Employment

Total Employment in Saskatchewan, 1976 to 2010



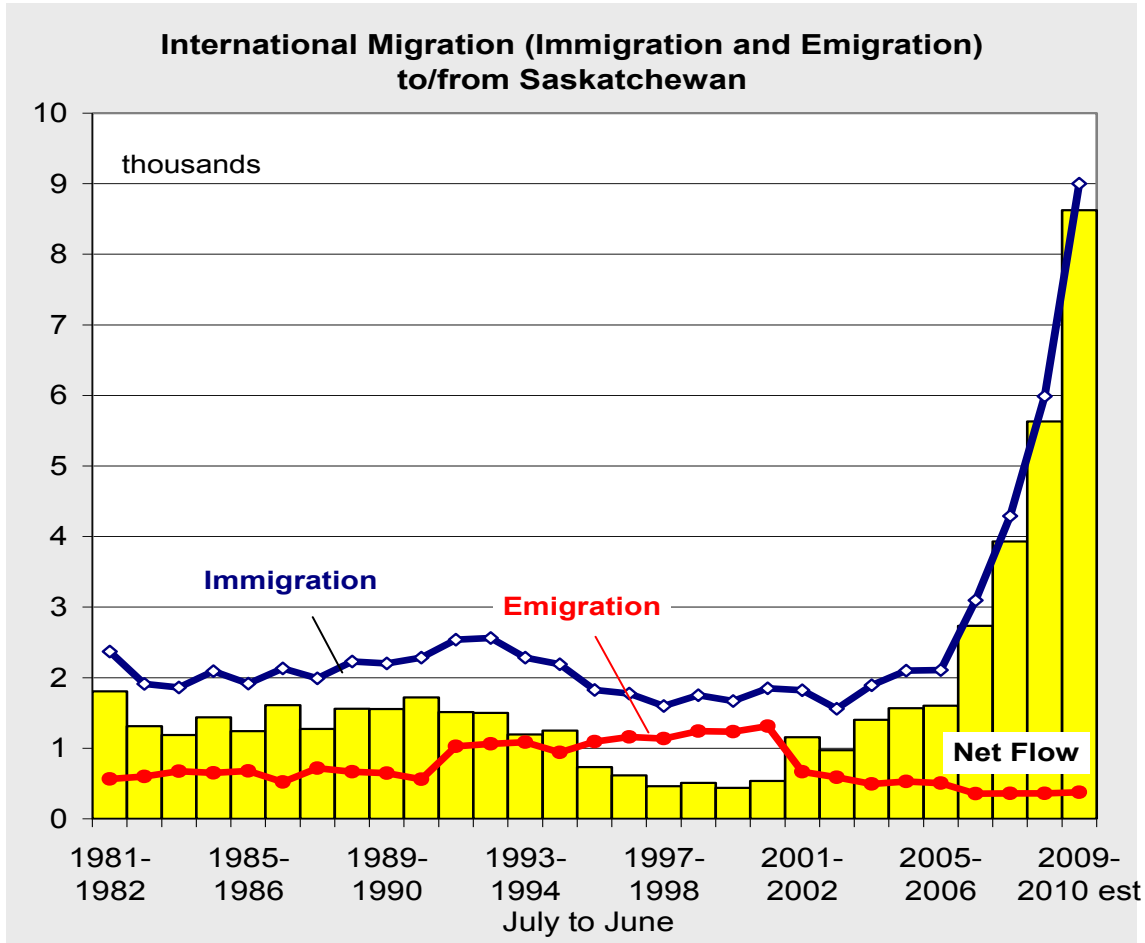
- After dropping sharply in 2001, employment has been growing in recent years at an average annual rate of 1.5%.
- This follows a period of about fifteen years with virtually no growth at all.
- From 2006 to 2008, the average annual increase was 2.0%. Growth slowed to 1.3% in 2009 and to 0.9% in 2010.

More People than Jobs

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More Jobs than People

Immigration



- Sharp increase in immigration starting around 2005
- Significant investment in the Saskatchewan Immigrant Nominee Program

Monthly Employment Trends in Saskatchewan

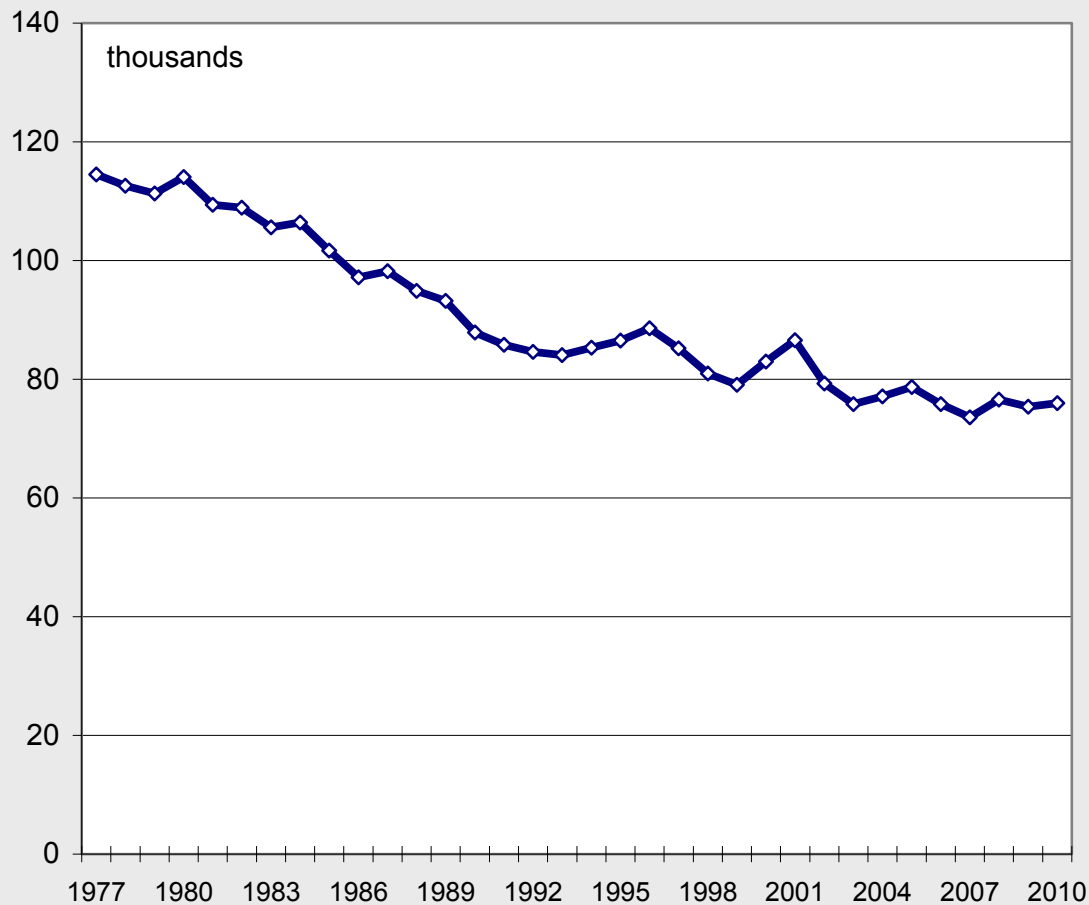
Monthly Employment in Saskatchewan, Seasonally Adjusted



- Adjusted for normal seasonal variations, employment has been effectively flat since early in 2010.

Long Term Trends in the Labour Force

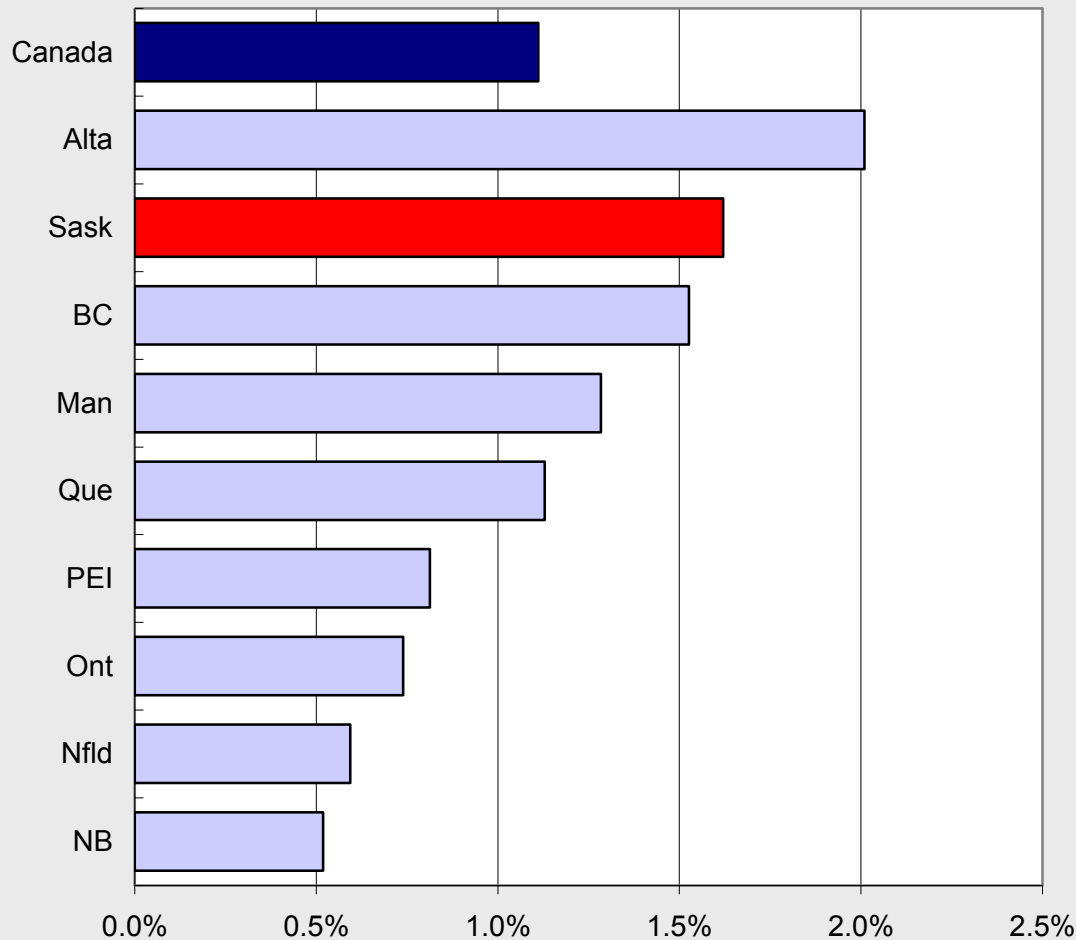
**Persons Not in the Labour Force
(25 to 64 Years of Age)**



- The other long term trend occurring in the province is the gradual but steady decline in the number of those who are neither working nor looking for work.
- Many of these are stay-at-home spouses, early retirees, those with a medical problem or those who live in remote areas.

Employment Growth from 2005 to 2010

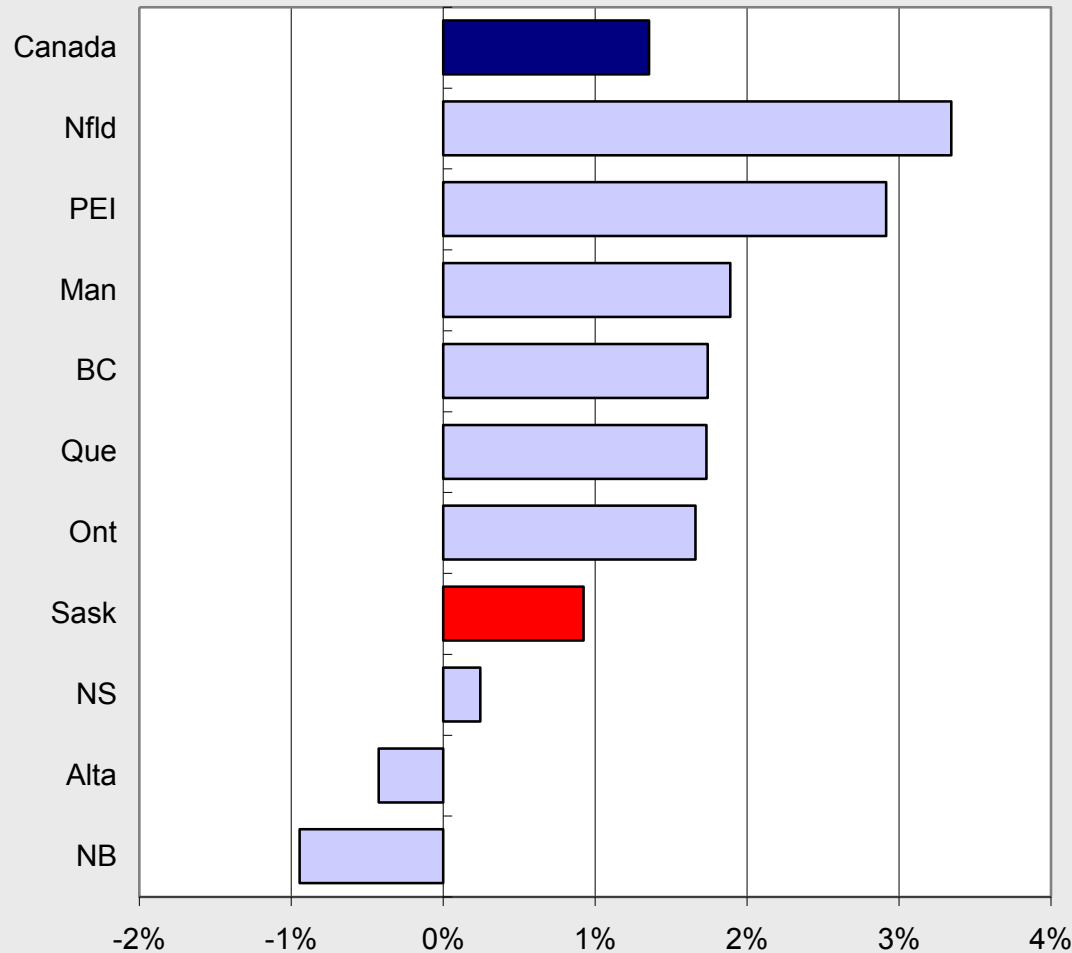
Average Annual Growth in Employment by Province, 2005 to 2010



- During the boom years, Saskatchewan's annual employment growth was above the national average for the first time in decades.

Employment Growth in 2010

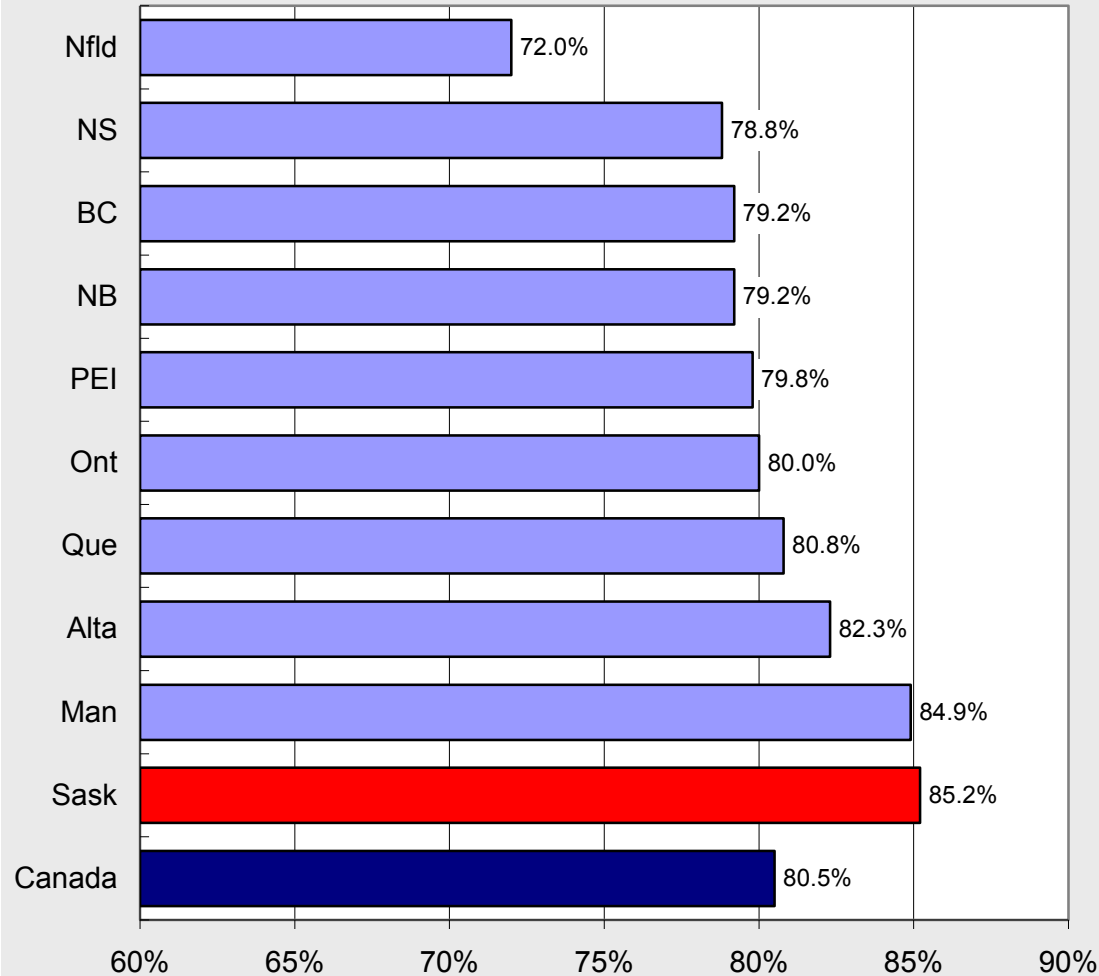
2010 Growth in Employment by Province



- in Saskatchewan lagged most other provinces in 2010 as other provinces recovered from the recession.

Employment Rates in 2010

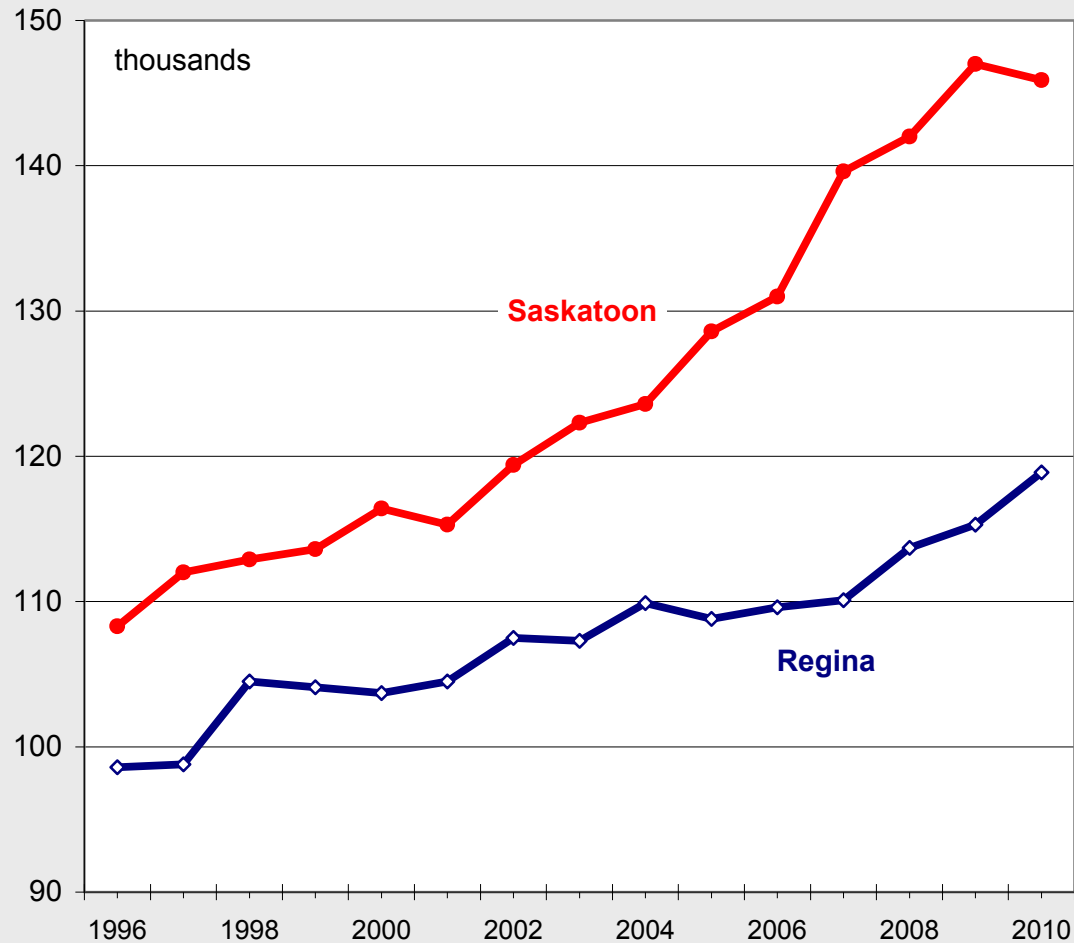
Employment Rates in 2010, 25 to 54 Years of Age



- One of the reasons why employment hasn't been increasing even more quickly is a shortage of skilled workers.
- This figure shows that the employment rate (the percentage of the adult population with a job) in the primary labour market age group is now the highest in Canada.

Employment Growth in Metropolitan Areas

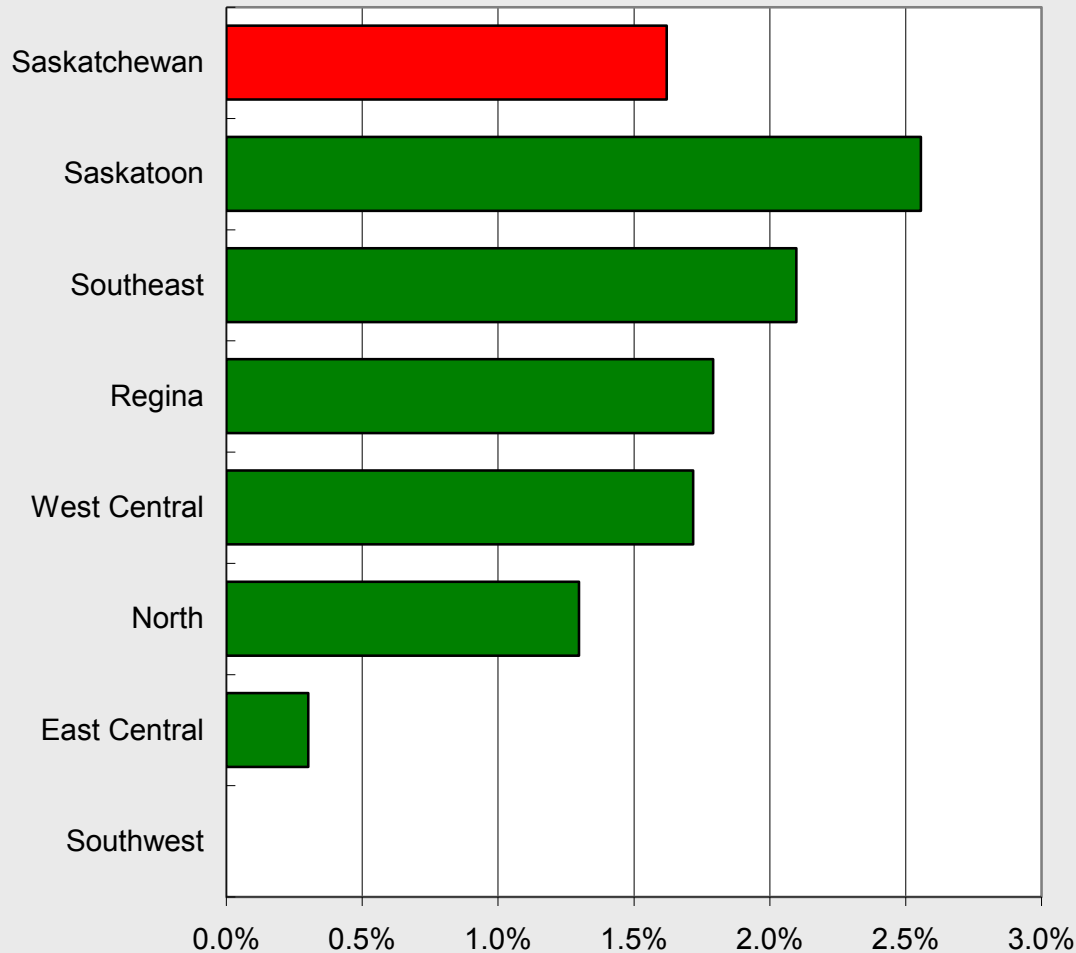
Regina and Saskatoon Employment



- There is a long standing trend toward growth in Saskatoon at the expense of other parts of the province.
- Employment among residents of the two metropolitan areas now accounts for about one half of the employment in the province.
- The two cities had similar employment levels in the early 1990s but Saskatoon has been growing much more quickly since then although 2010 was a notable exception.

Employment Growth by Region, 2005 to 2010

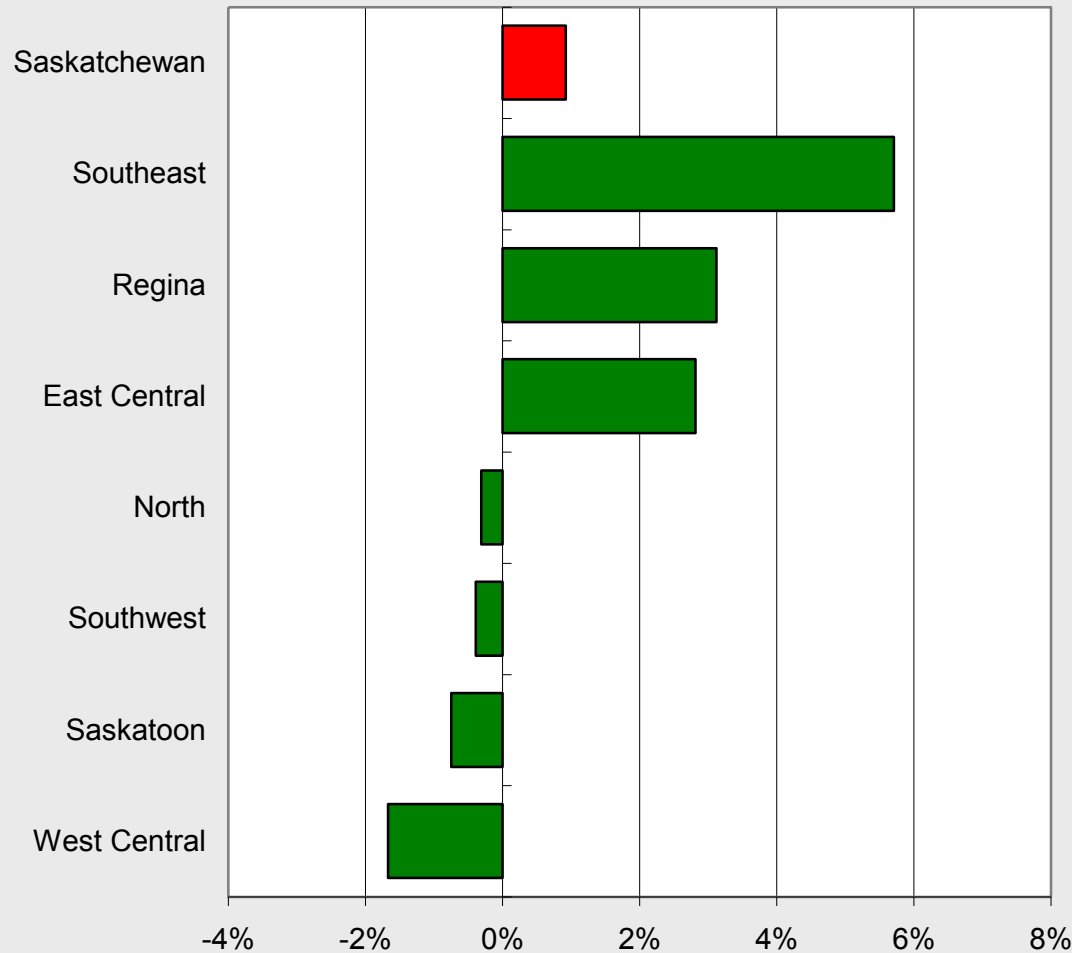
Average Annual Growth in Employment, 2005 to 2010



- From 2005 to 2010, employment grew in all but one of the seven regions within the province.
- The pace of growth was highest among residents of the Saskatoon metropolitan area and those who live in the southeast (Weyburn/Estevan) part of the province.

Employment Growth by Region, 2010

2010 Growth in Employment



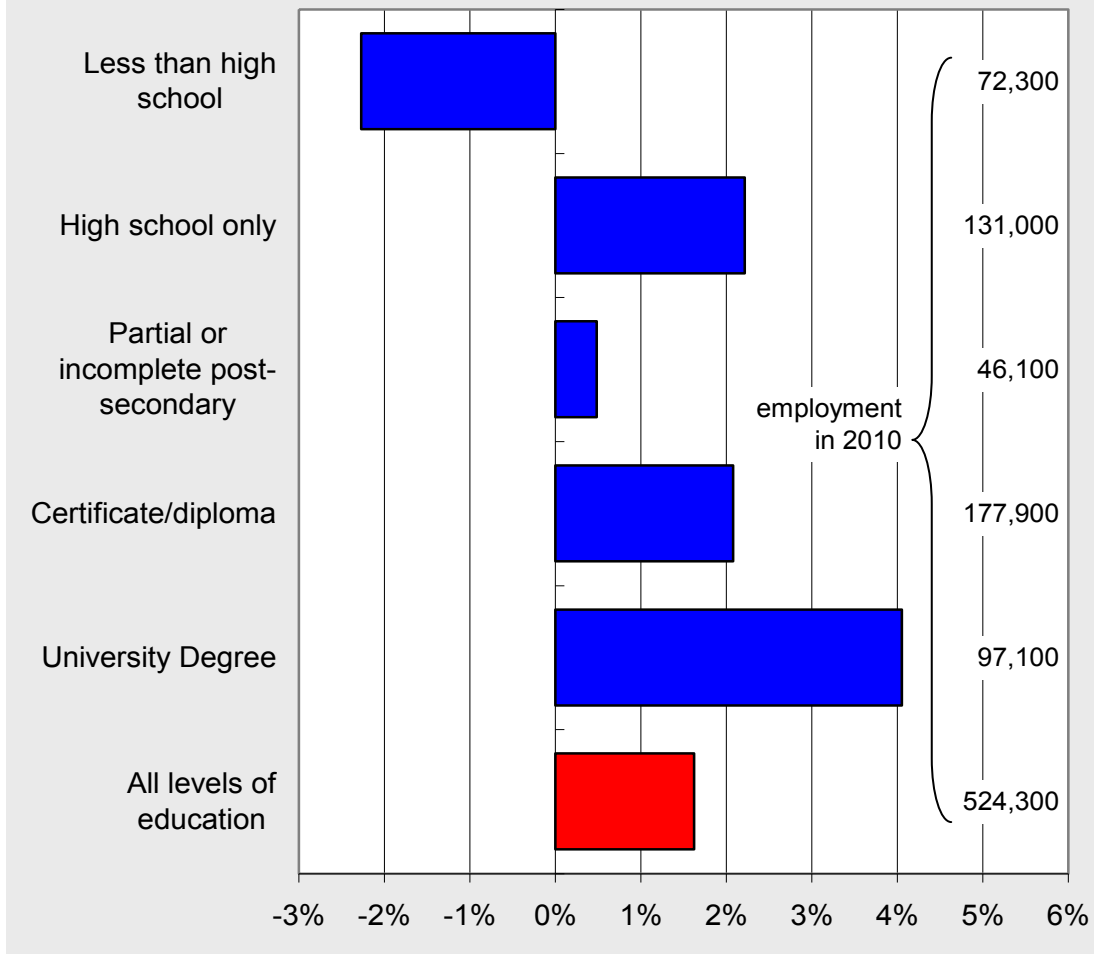
- LFS has a large enough sample size to provide employment estimates for seven regions in the province including two “census metropolitan areas.”
- Employment growth has slowed markedly in Saskatoon in 2010.
- The best performance in 2010 was in Regina and the southeast/east central parts of the province.

Characteristics of the Employed

Employment Trends in Saskatchewan in the five years ending in 2010

Employment by Completed Education, 2005 to 2010

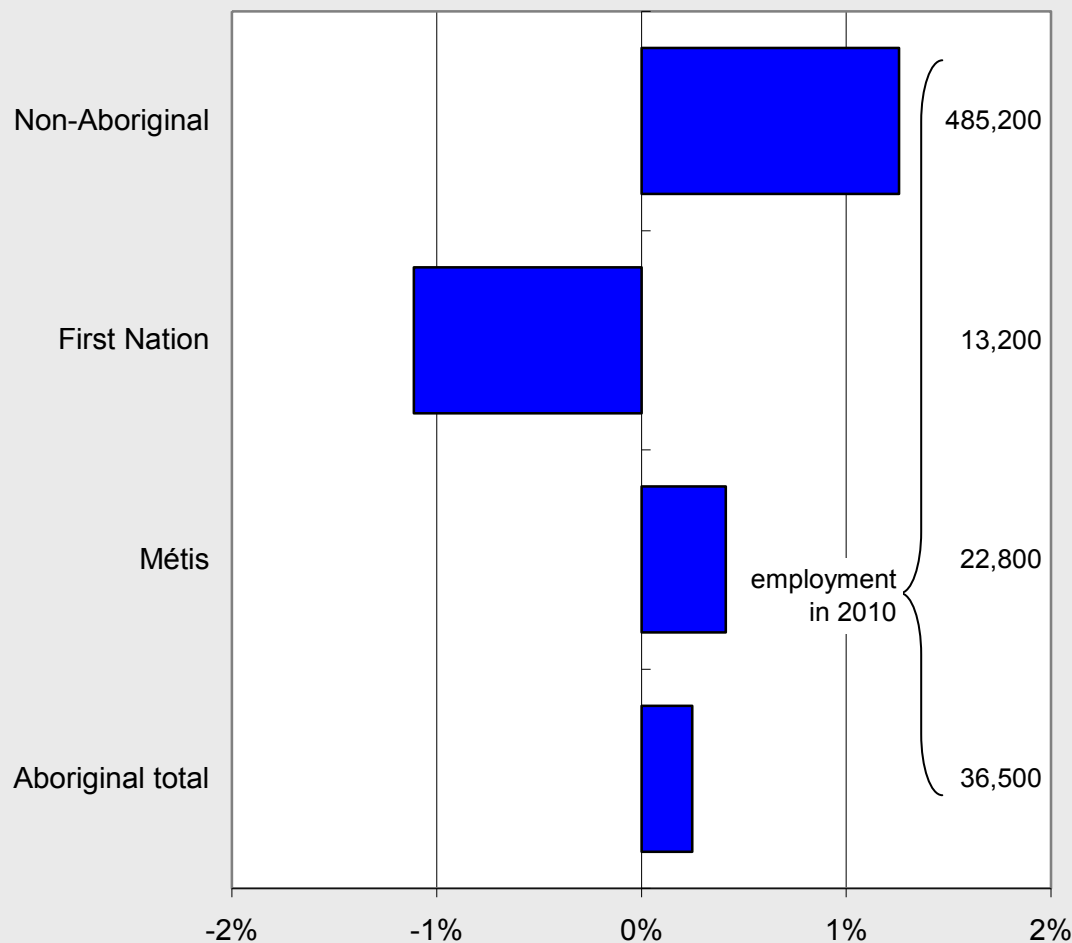
Average Annual Growth in Employment, 2005 to 2010



- The highest rate of employment growth since 2005 has been among those who have either a high school education or those with a university degree.
- Growth rates are lower than expected for those with a post-secondary diploma or certificate.

Employment Among Aboriginal People Off-Reserve

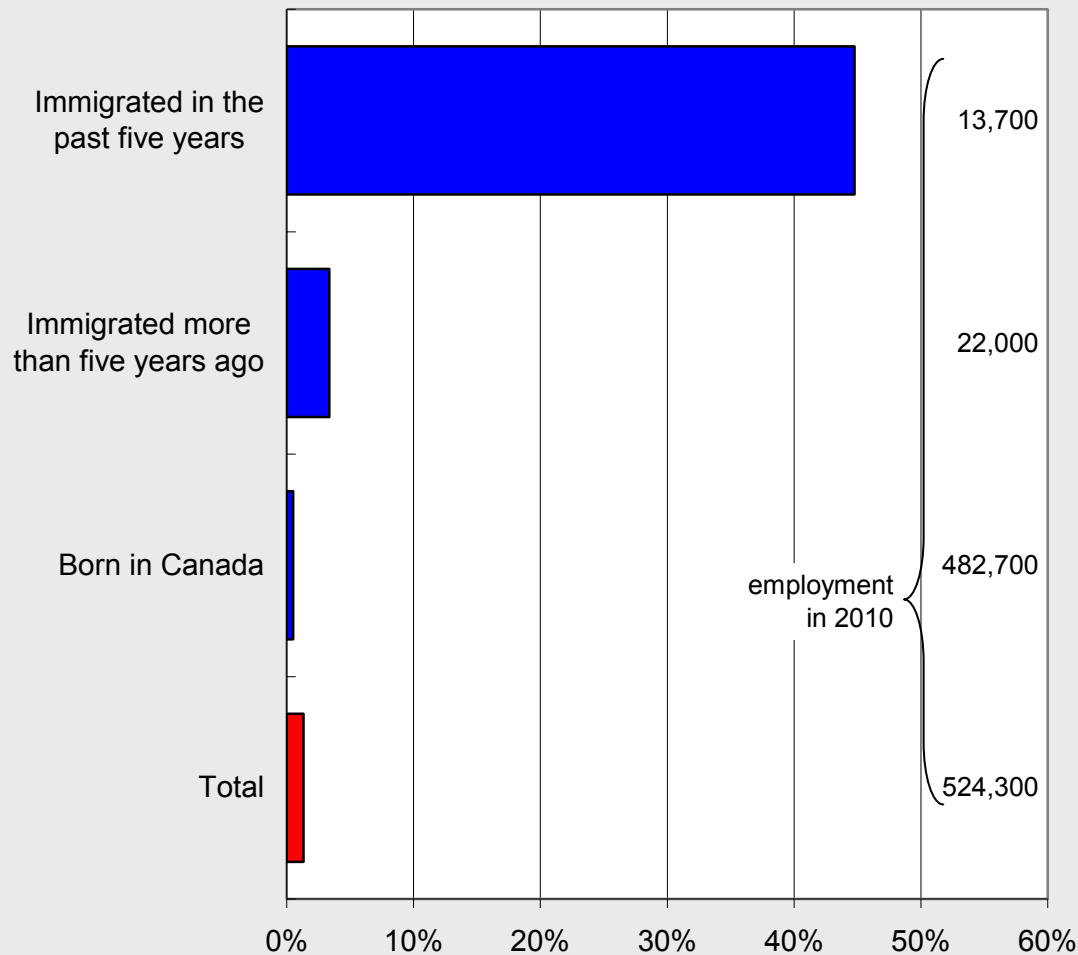
Average Annual Growth in Employment, 2007 to 2010



- We only have Aboriginal employment data for the off-Reserve population and only from 2007 on.
- Employment growth was strong in 2007 with 30% of the provincial employment increase accounted for by people reporting an Aboriginal identity and living off Reserve.
- This reversed in the more recent time period with employment growing in the non-Aboriginal population more quickly than in the Aboriginal population.

Employment Among Immigrants

Average Annual Growth in Employment, 2007 to 2010



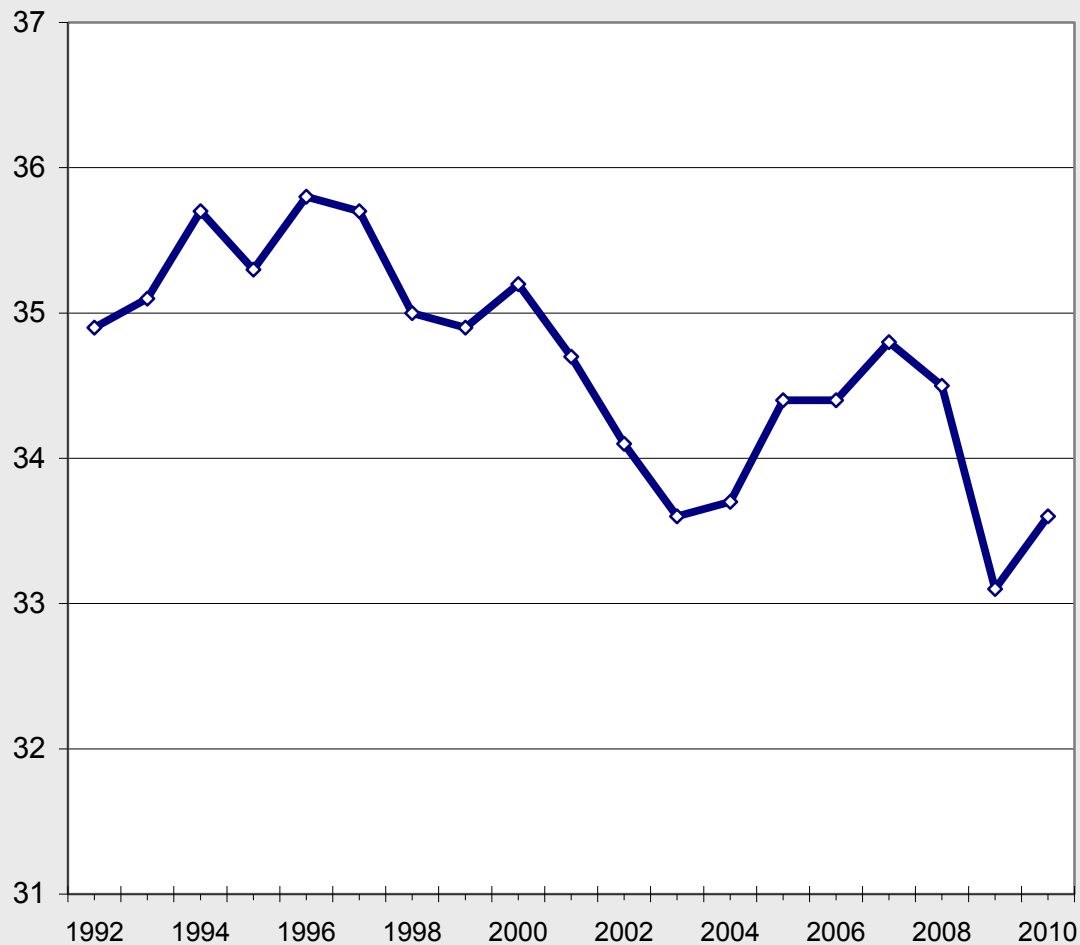
- We only have employment data for the immigrant population from 2007 on.
- Although the numbers are small, the employment growth from 2006 to 2010 among recent immigrants has been quite remarkable.
- Looked at another way, the immigrant population has been responsible for 45% of the employment growth between 2007 and 2010.

Characteristics of the Job

Employment trends since 2005 according to the characteristics of the job rather than the characteristics of the person.

Average Actual Hours Worked, Main Job

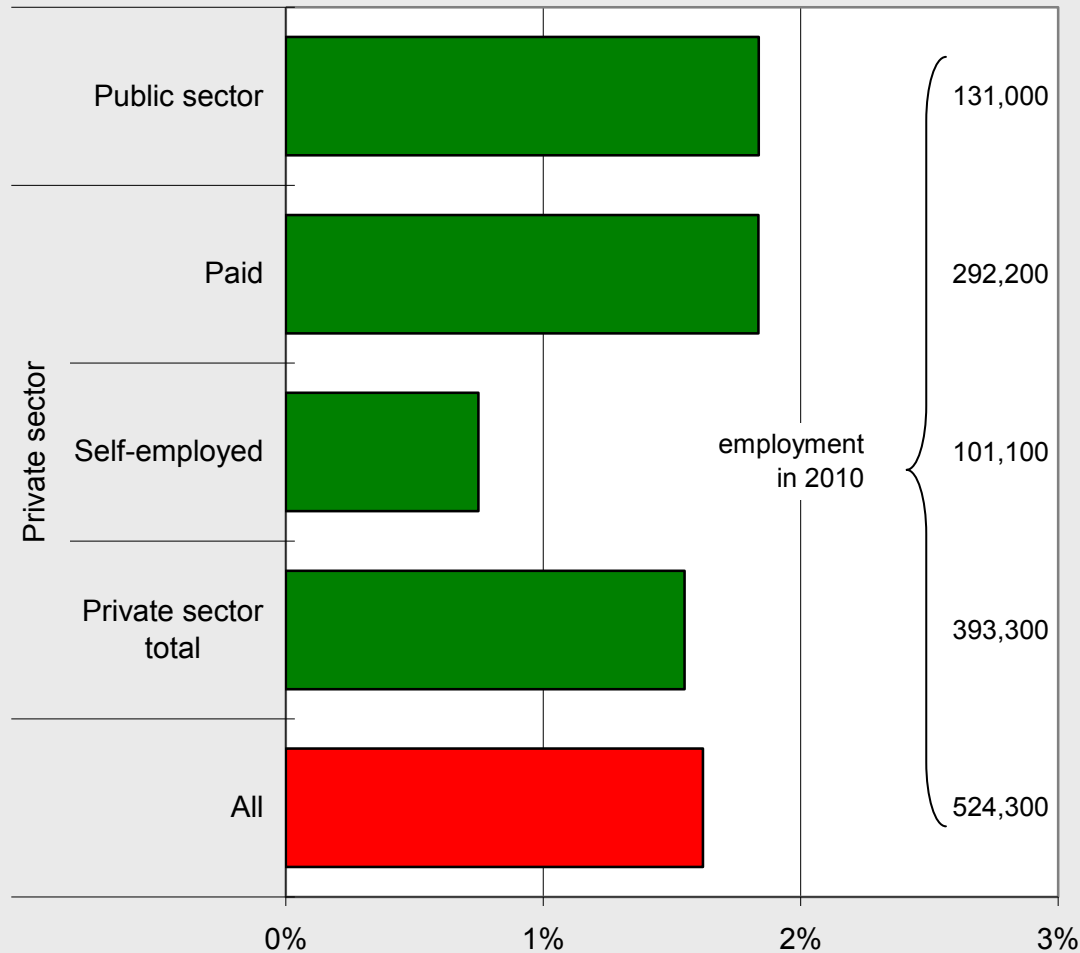
Average Hours Worked at Main Job



- There is no evidence that the province's employees are working longer hours to meet the increase in demand.
- The average weekly hours worked in 2010 was 33.6 compared with 34.4 in 2005 and 35.2 in 2000.

Employment Growth by Sector, 2005 to 2010

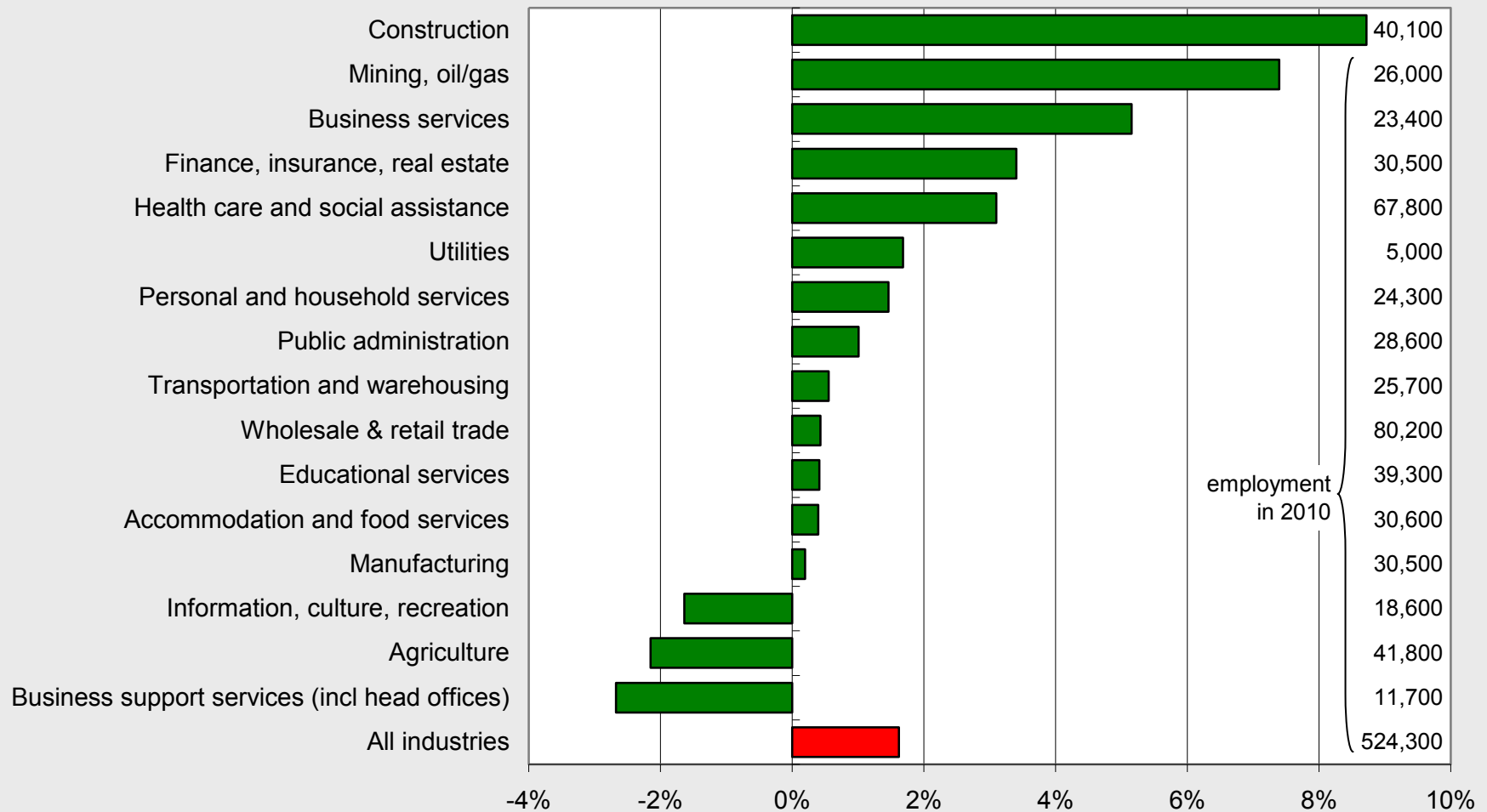
Average Annual Growth in Employment, 2005 to 2010



- In spite of the booming economy, the public sector (broadly defined to include the crowns, health, and education as well as government proper) is growing more quickly than the private sector.
- During the period from 2005 to 2010, public sector employment increased by an average of 1.8% per year compared with 1.5% per year for the private sector.

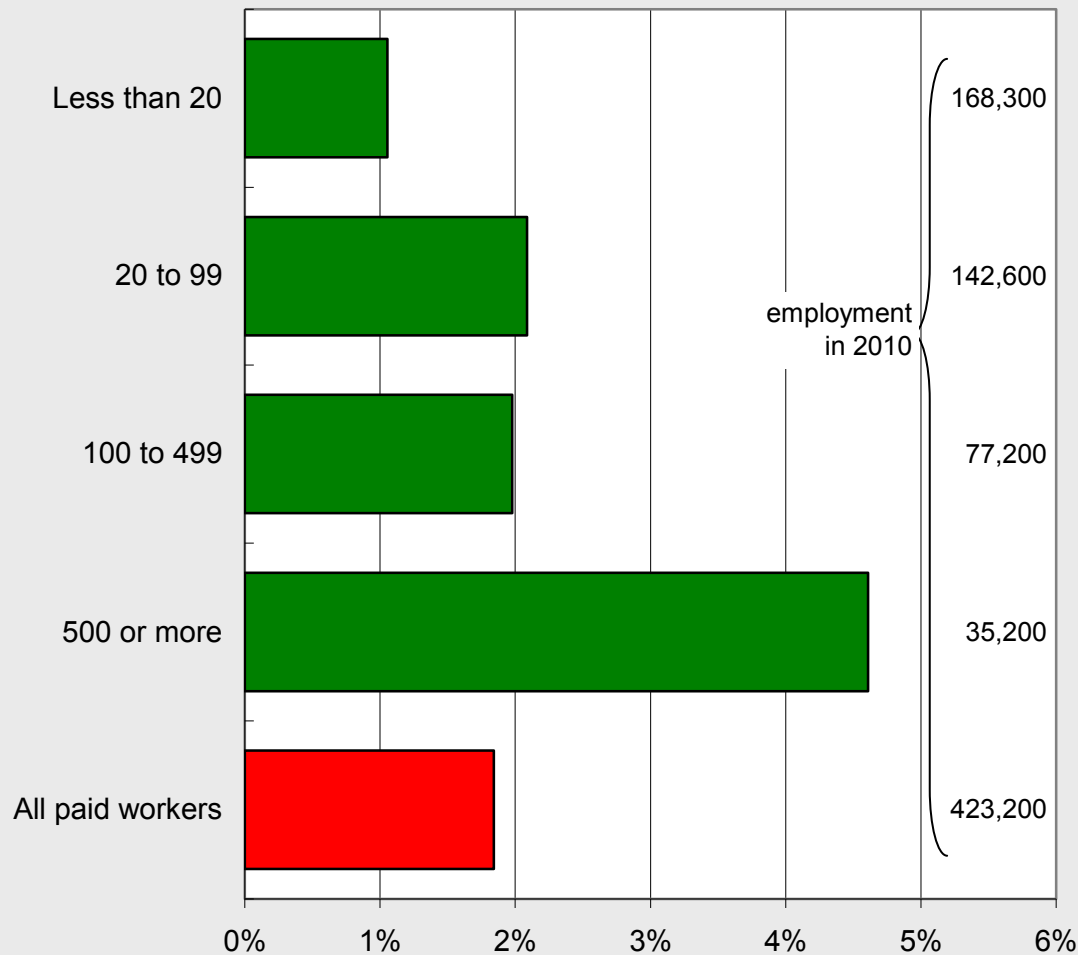
Employment Growth by Industry Group, 2005 to 2010

Average Annual Growth in Employment, 2005 to 2010



Employment Growth by Size of Firm

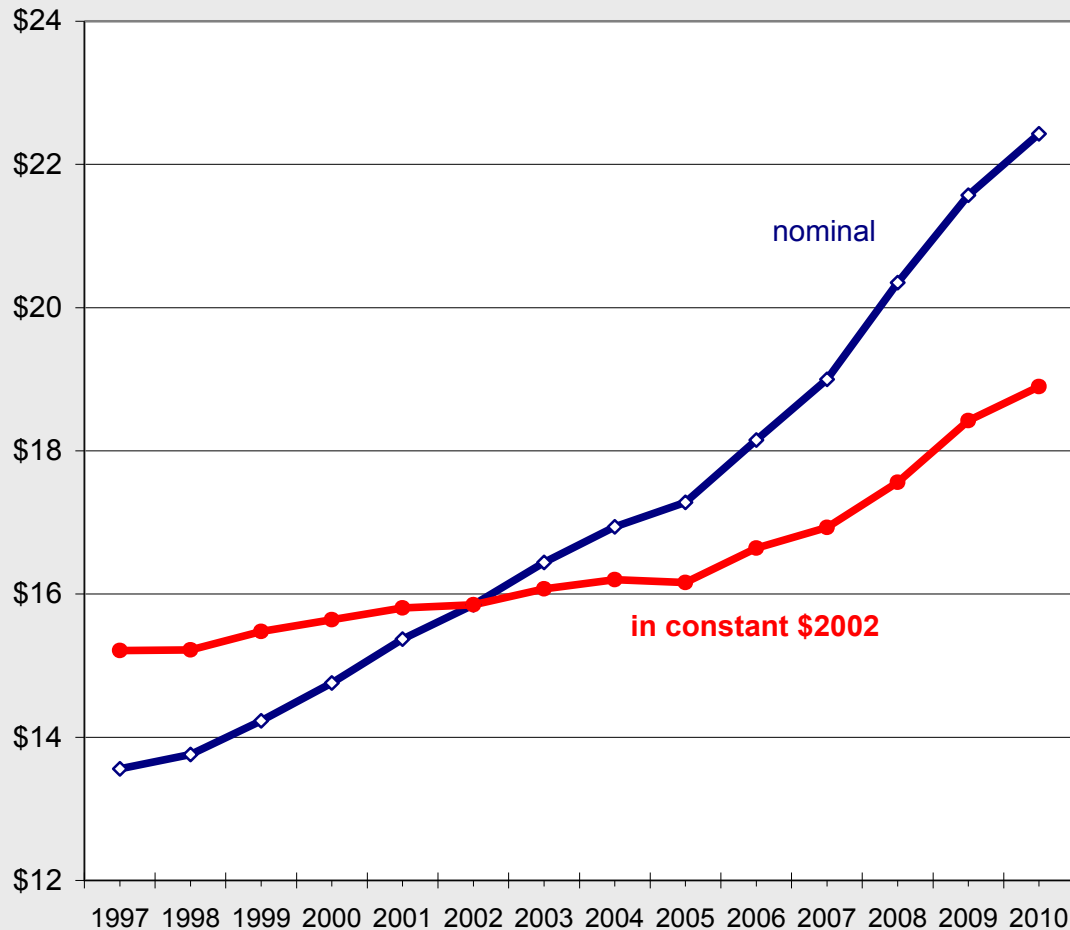
Average Annual Growth in Employment, 2005 to 2010



- Employment is growing more quickly in larger firms than in smaller ones.
- Part of the reason will be the growth in the public sector where firms tend to be larger.

Hourly Wage Rates in Saskatchewan

Average Hourly Wage Rate, Paid Employees Only

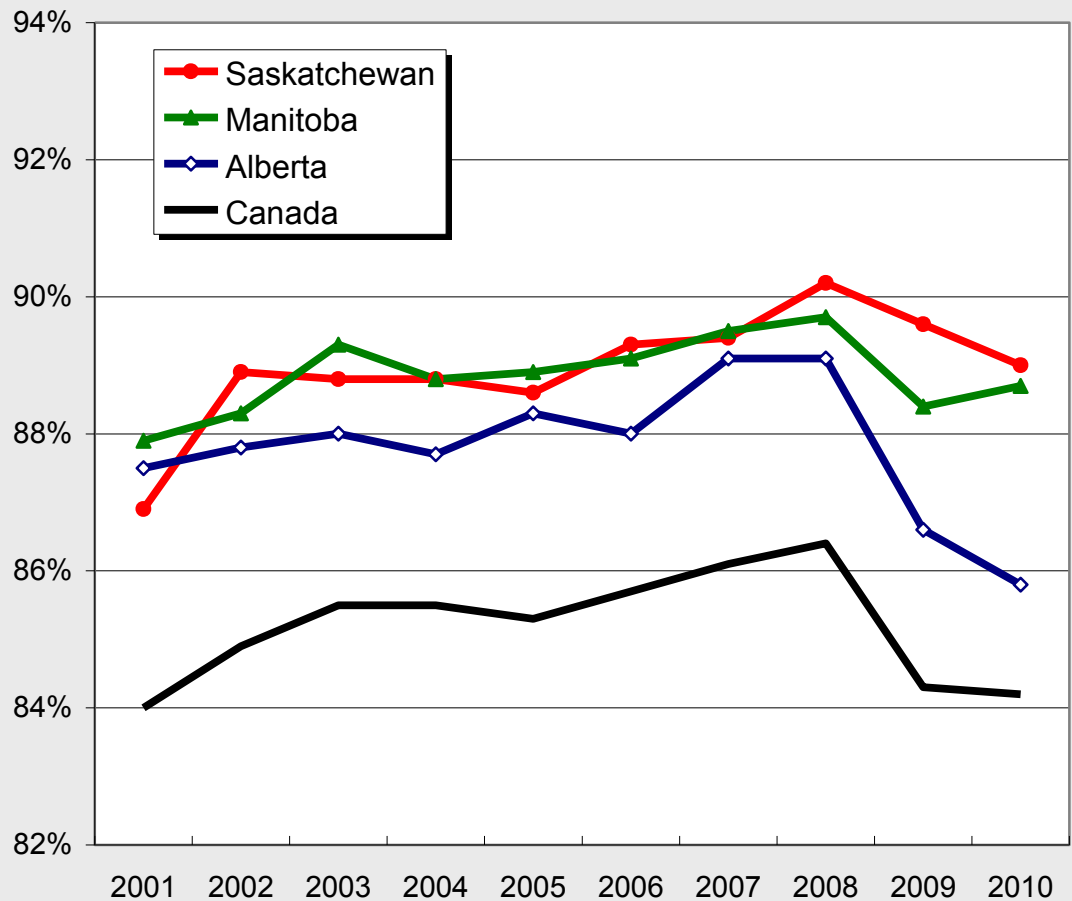


- The booming economy and shortage of workers has enabled wage rates to rise rapidly.
- From 2005 to 2010, the increase has averaged 5.4% per year, 3.2% after adjusting for inflation.

Post-Secondary Education

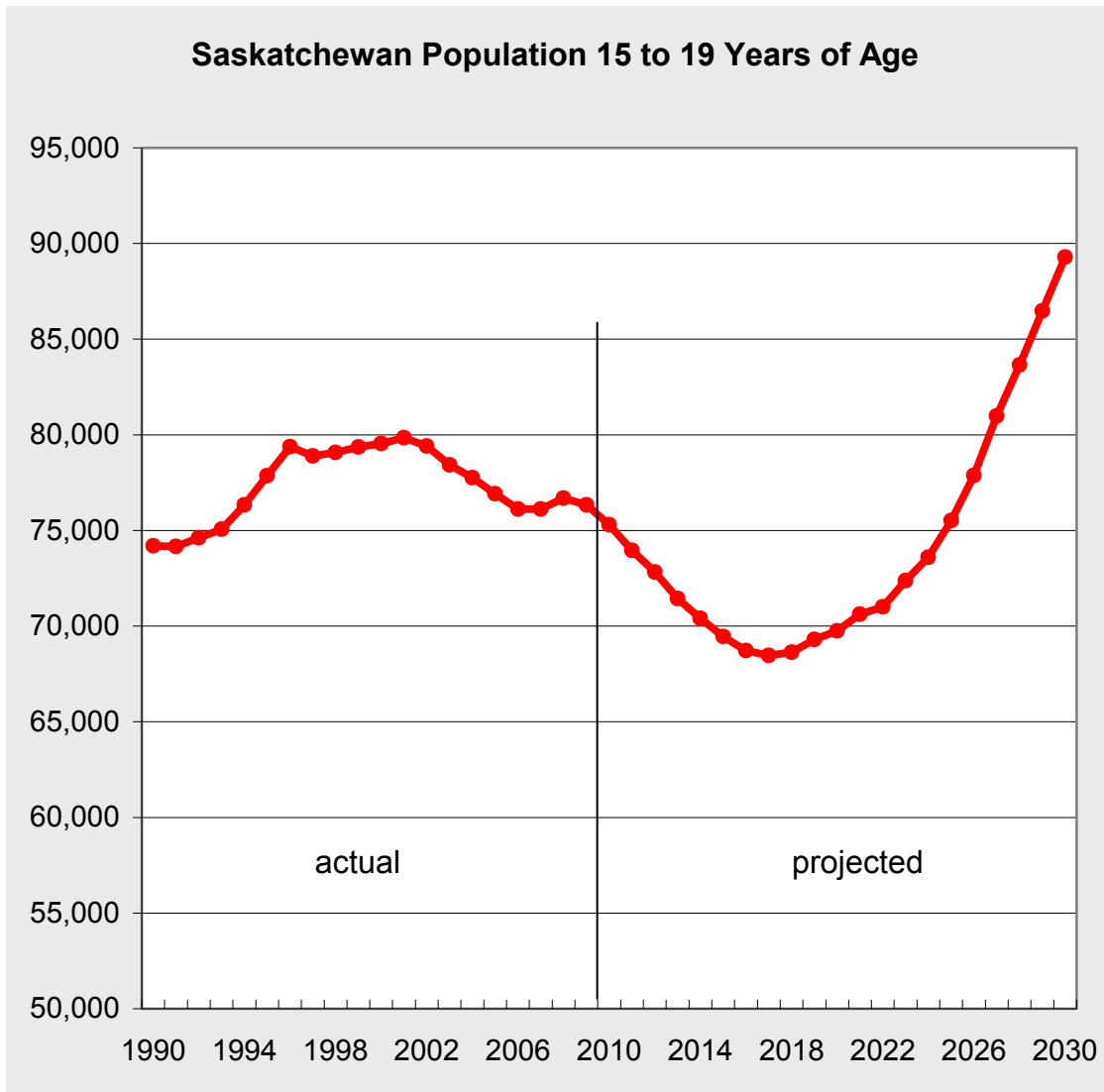
Employment Rate for Technical School Graduates

Employment Rate, Persons with a Post-Secondary Certificate or Diploma, 25 to 54 Years of Age



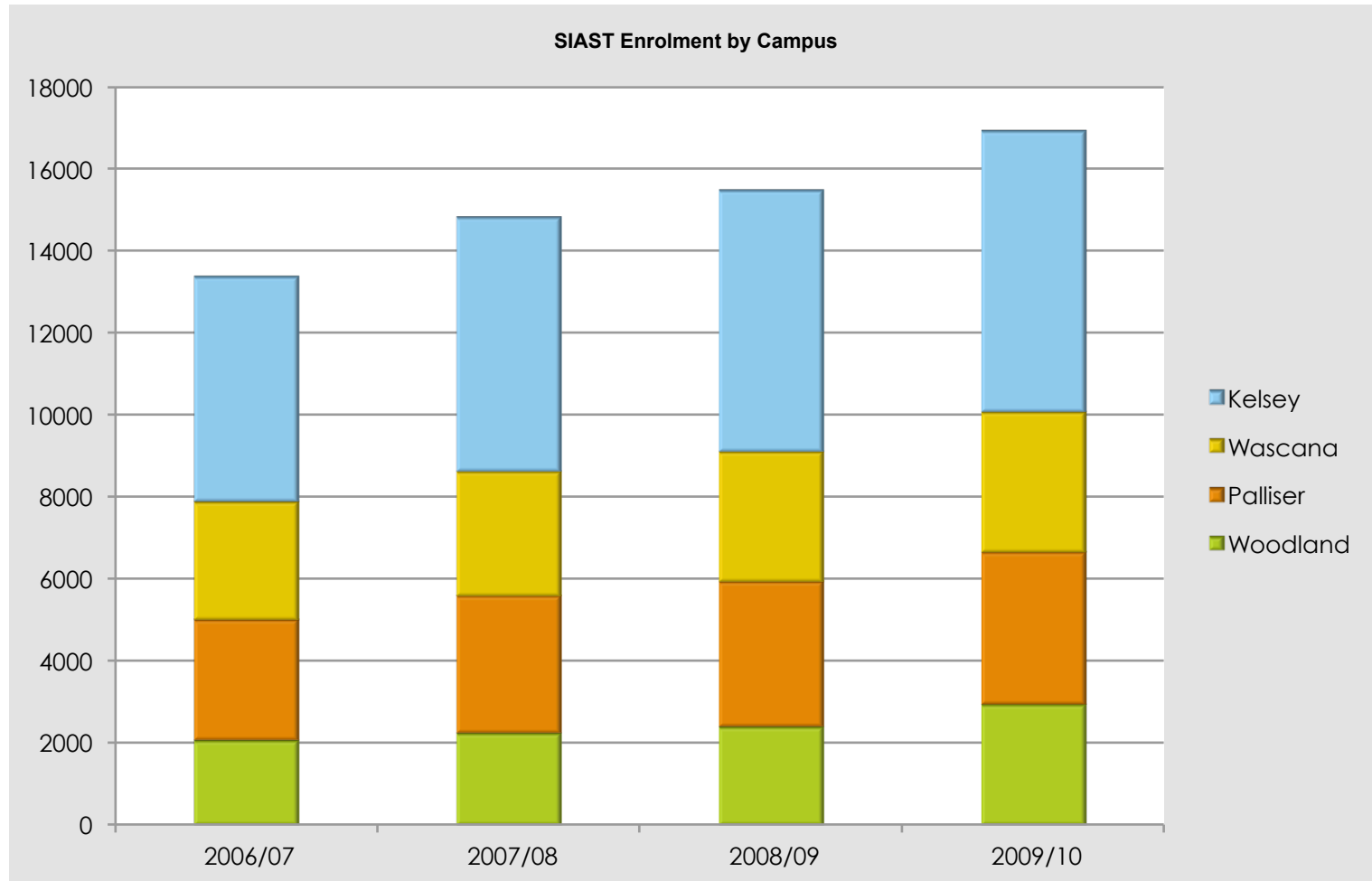
- Post-secondary graduates with a certificate or diploma are more successful in finding employment in Saskatchewan than in Canada or in our neighbouring provinces.

Population Projection for 15 to 19 Year Olds

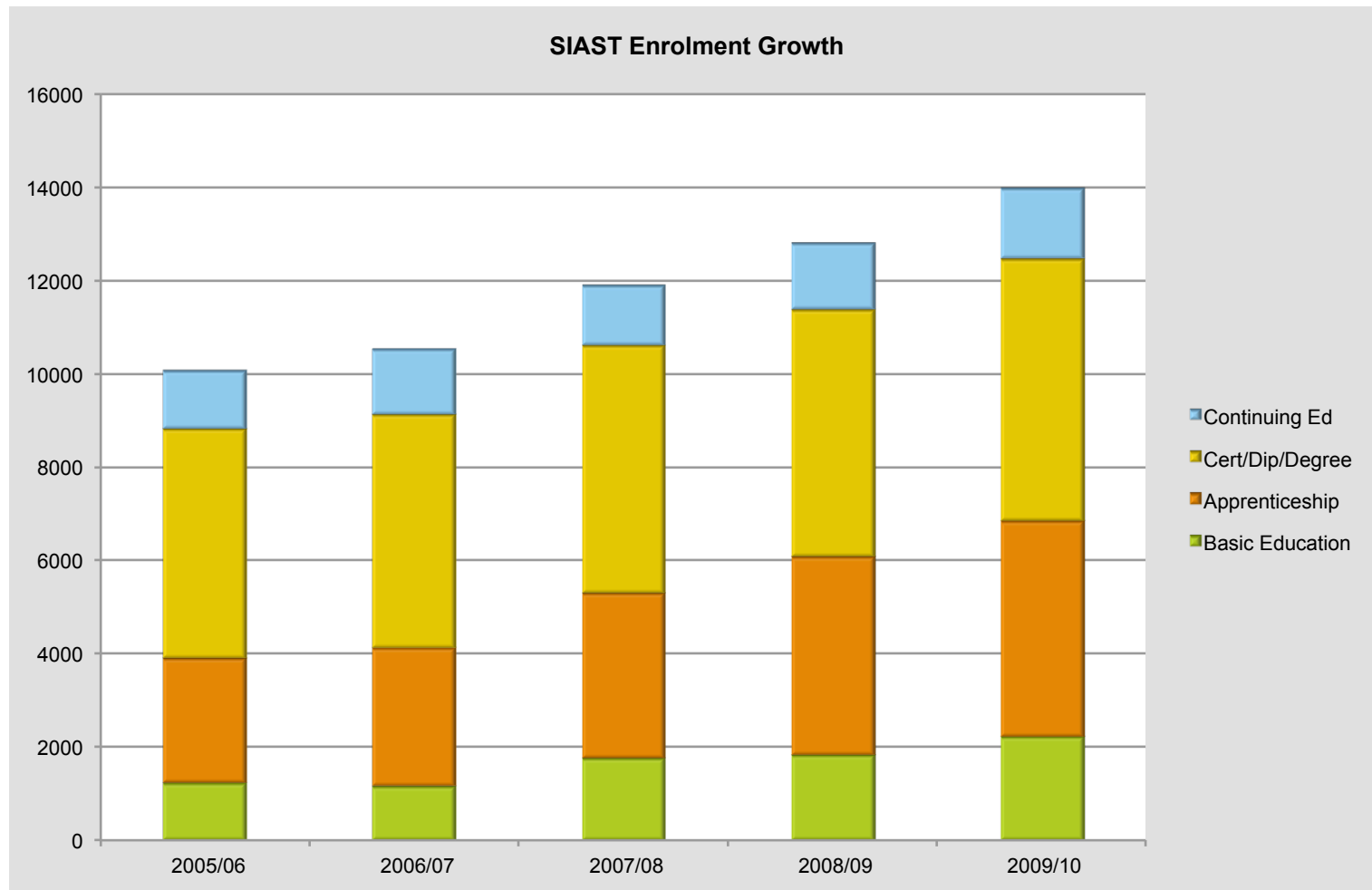


- This projection of the number of potential new entrants to the post-secondary system is based on a relatively optimistic population projection prepared for the provincial government in 2008.
- The projection suggests that growth in the number of post-secondary students will have to come from higher high school graduation rates or learners in non-traditional age groups.

SIAST Enrolment by Campus

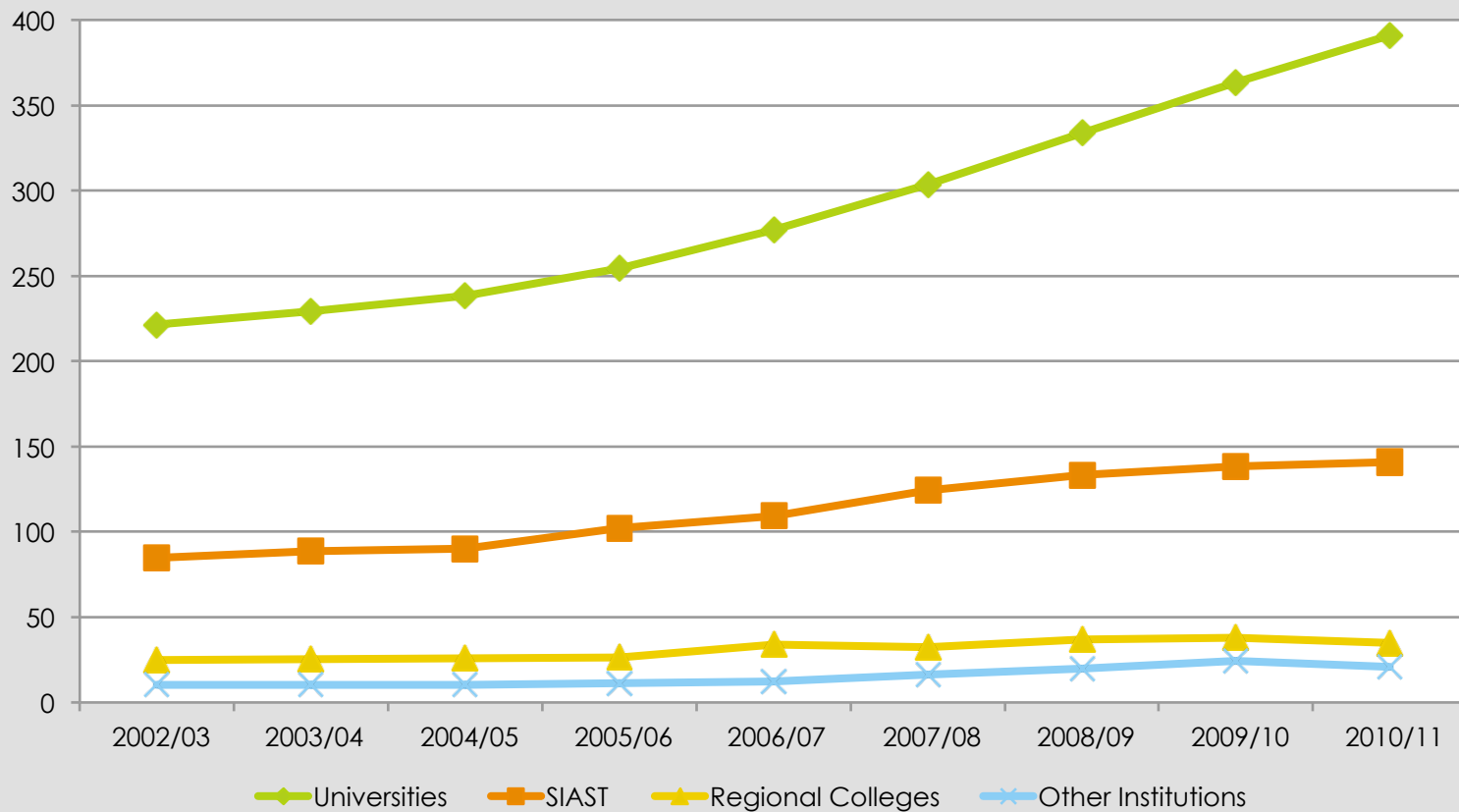


SIAST Enrolment by Area



PSE Operations Transfers

PSE Operations Transfers 2002 - 2010



The Forces at Work in Saskatchewan

- Strengthened economy.
- In-migration & immigration.
- We are getting older.
- Aboriginal population is growing.
- Information & communications technology is expanding.
- More Jobs than People (tight labour market).

Three Scenarios

1. Shortage of workers resulting in economic slowdown.
2. Workers attracted from other parts of Saskatchewan, Canada, or the world.
3. Participation rates increase among older workers and Aboriginal residents.

Implications for PSE

1. Increasing productivity will be increasingly important. Skill training has a role to play.
2. Trades training is important and a growth area.
3. Employees will need training on the job.
4. Three populations become very important:
 - ▣ Aboriginal people
 - ▣ Older workers
 - ▣ Immigrants

Implications for PSE cont'd

5. “Soft-skills” are lacking. Employers will be looking for ways to “tune up” employees on the job.
6. Rapid technological change combined with a tight labour market = growing expectation for ICT-based delivery.
7. Target age of learners shifting away from 15 – 24 year olds.

Comments or Questions?