

Saskatchewan Occupational Labour Demand Outlook | 2024-2028



Occupational Labour Demand Outlook

The *2024 Saskatchewan Occupational Labour Demand Outlook* provides an occupational overview of projected job openings for the five-year forecast period, 2024 to 2028. The Ministry of Immigration and Career Training (ICT) also produces outlooks by industry and individual occupations.

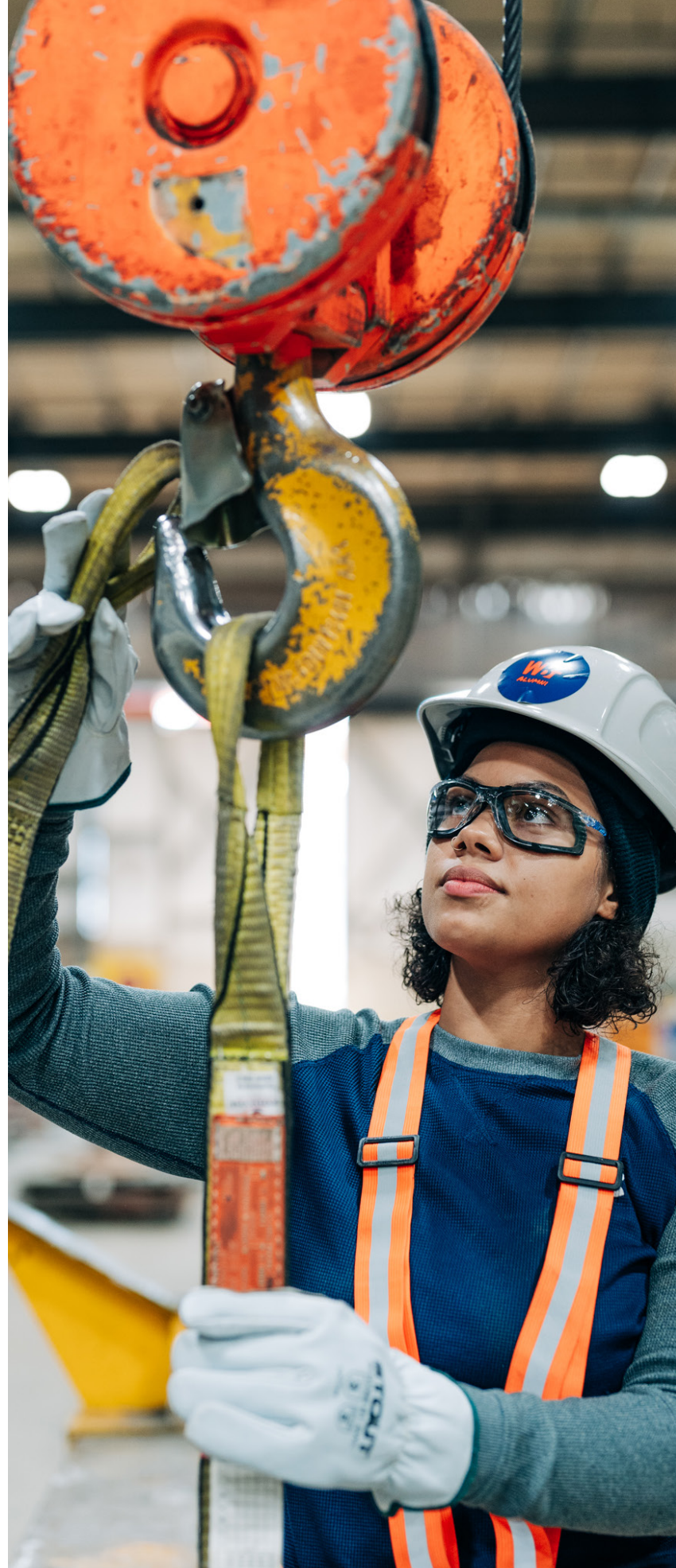
The outlooks are considered planning tools. Guided by *Building the Workforce for a Growing Economy: The Saskatchewan Labour Market Strategy*, the outlooks inform ICT's programs, services and collaborative partnerships with key partners to ensure that Saskatchewan's labour market keeps pace with our growing economy. The outlooks support policy and program decisions, workforce development strategies, and career planning for key partners, including employers, industry/employer associations, education and training providers, education councils, employment/career practitioners and current/prospective students.

This report presents projected new job openings for the 10 broad occupational groups as categorized by the National Occupational Classification (NOC) 2021. NOC 2021 also includes Training, Education, Experience and Responsibilities (TEER) categories that reflect commonly accepted paths to education, training and employment as well as the complexities and responsibilities typical of an occupation.

A total of 119,070 net job openings are projected for Saskatchewan over the five-year period, 2024 to 2028.

36% 42,880 due to anticipated economic growth in the province (expansion demand).

64% 76,190 due to workforce attrition primarily as a result of retirements (replacement demand).





Job Openings by Occupational Group

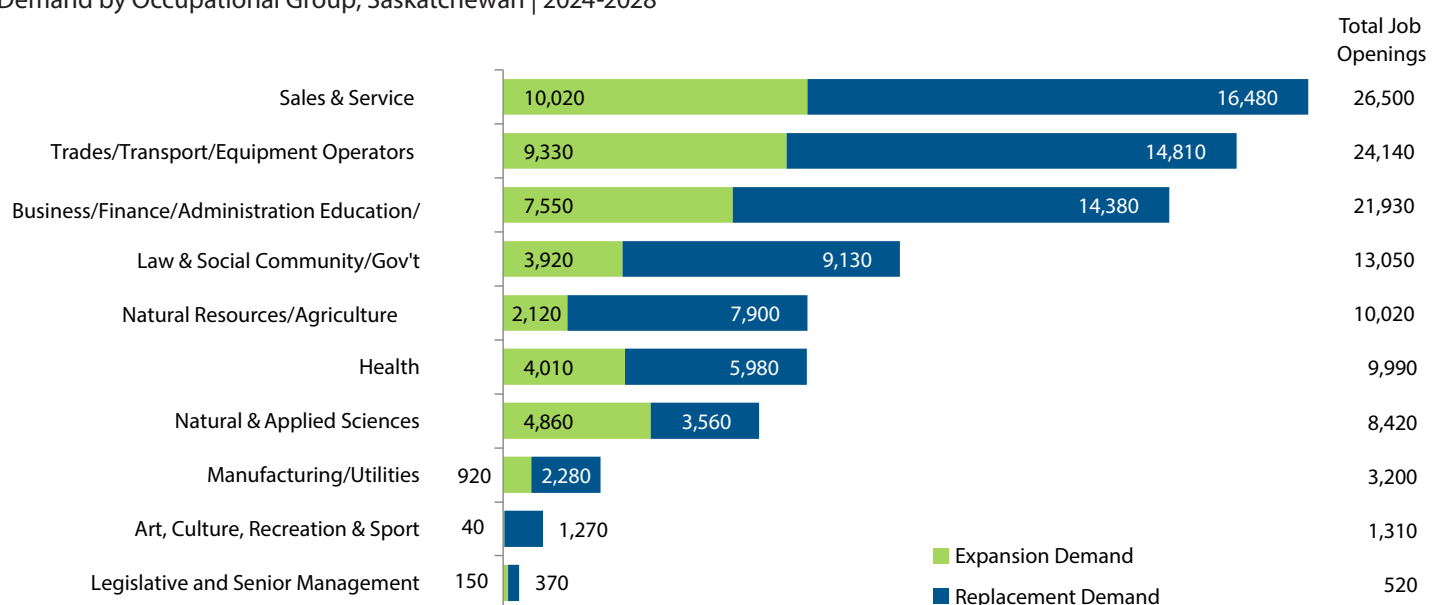
Job openings are anticipated in all 10 occupational groups. Four major occupational groups collectively account for the majority at 72 per cent of total job openings over the forecast period. The four occupational groups are - sales and service; trades, transport and equipment operators; business, finance, and administration; and education, law and social, community and government services. Another 17 per cent of future openings are anticipated for occupations in health; and natural resources and agriculture.

Figure 1 presents the distribution of future job openings due to expansion demand and replacement demand for each occupational group.

Replacement of retiring workers is the key driver of future demand, accounting for about eight out of 10 future job openings for natural resources and agriculture occupations (largely due to anticipated retiring managers in agriculture) as well as 97 per cent of the projected openings for arts, culture, recreation and sport occupations.

Expansion demand has the greatest impact on occupations in the natural and applied sciences; health; and trades, transport and equipment operators groups, accounting for 58 per cent, 40 per cent and 39 per cent of job openings for these occupational groups, respectively.

Figure 1. Forecasted Job Openings Due to Expansion Demand and Replacement Demand by Occupational Group, Saskatchewan | 2024-2028





Job Openings by Training, Education, Experience and Responsibilities (TEER) Category

The following table provides an overview of the employment requirements by TEER categories.

Table 1. TEER Categories

TEER 0	Management responsibilities
TEER 1	Occupations that usually require a university degree
TEER 2	Occupations that usually require: <ul style="list-style-type: none"> a college diploma (two to three years) or apprenticeship training of two or more years, or supervisory occupations
TEER 3	Occupations that usually require: <ul style="list-style-type: none"> a college diploma (less than two years) or apprenticeship training of under two years, or more than six months of on-the-job training
TEER 4	Occupations that usually require: <ul style="list-style-type: none"> a high school diploma, or several weeks of on-the-job training
TEER 5	Occupations that usually need short-term work demonstration and no formal education

Demand for workers is anticipated to grow across all TEER categories over the forecast period (Figure 2).

The largest number of forecasted job openings are for occupations that require a college diploma or apprenticeship training (TEERs 2 and 3).

Most future job openings (75 per cent) will require management/supervisory responsibilities, post-secondary (i.e., university degree, post-secondary diploma or certificate, or apprenticeship training), or extensive on-the-job training.

The remaining 25 per cent of job openings will require a high school diploma, several weeks of on-the-job training, or have no formal educational requirements.

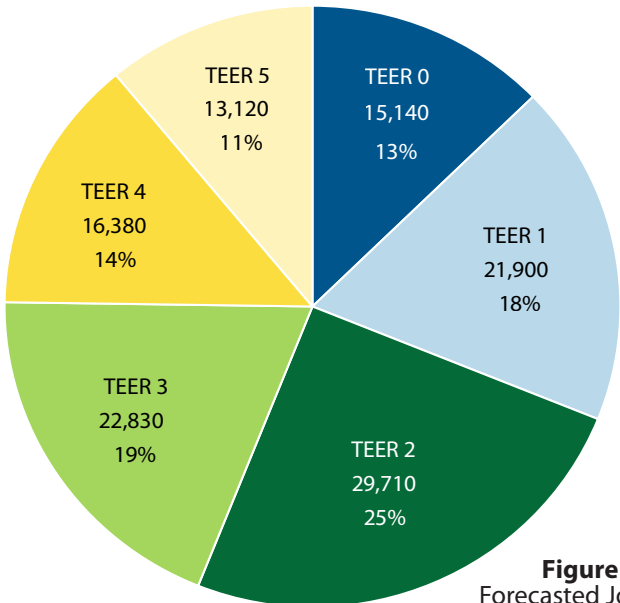


Figure 2. Forecasted Job Openings by TEER Category, Saskatchewan | 2024-2028



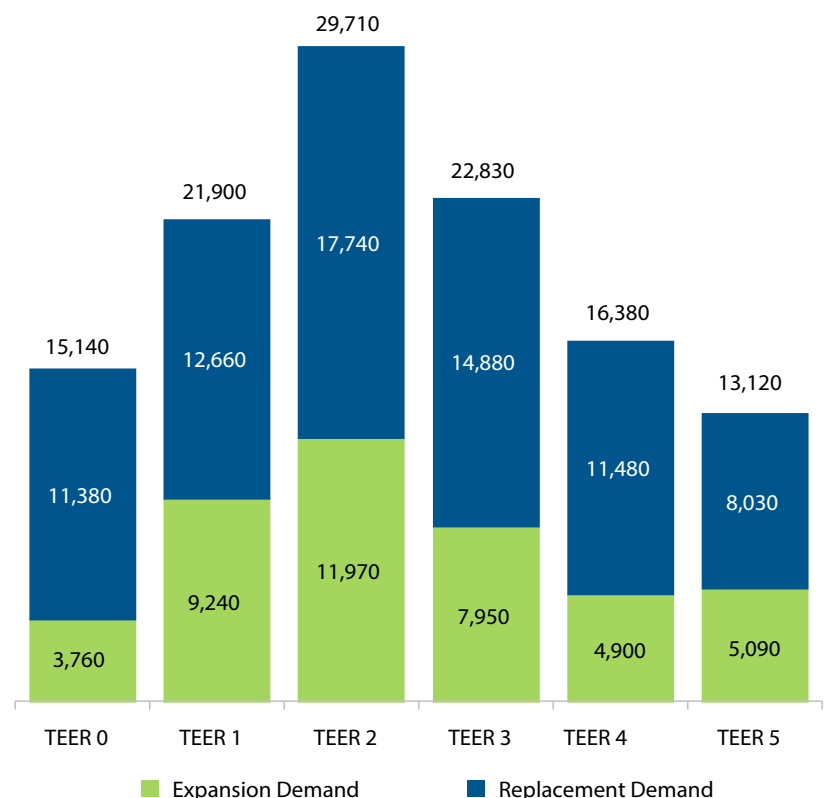
Job Openings by Type and TEER Category

As shown in Figure 3, labour demand resulting from economic growth (expansion demand) and workforce attrition (replacement demand) are anticipated in all TEER categories. The magnitude of impact varies across TEER categories.

Expansion-driven labour demand, which accounts for 36 per cent of all job openings, is expected to be higher in occupations that require university education or occupations that require college diploma or apprenticeship training of at least two years (TEERs 1 and 2). Expansion demand is expected to account for about four out of 10 projected job openings for those TEERs.

Replacement-driven labour demand, which accounts for 64 per cent of all job openings, is more predominant in occupations that require management responsibilities. Replacement demand is expected to account for 75 per cent of job openings in management related occupations (TEER 0). In terms of magnitude, occupations in TEERs 2 and 3 will be most impacted by workers leaving the labour force, often due to retirements.

Figure 3.
Forecasted Job Openings by Type and TEER Category,
Saskatchewan | 2024-2028



Expansion-Driven and Replacement-Driven Occupations

Table 2 lists the top 15 occupations with the highest number of job openings due to expansion demand (column A) and the top 15 occupations with the highest number of job openings due to replacement demand (column B) over the forecast period. Eight occupations are common to both lists (indicated by ✓).

Registered nurses and registered psychiatric nurses have the highest number of expansion-driven job openings.

Managers in agriculture have the highest number of replacement-driven job openings.

Table 2. Top 15 Expansion-Driven and Replacement-Driven Occupations | 2024-2028

A. Expansion-Driven Occupations		B. Replacement-Driven Occupations	
✓	Registered nurses and registered psychiatric nurses	✓	Managers in agriculture
✓	Retail salespersons and visual merchandisers	✓	Retail salesperson and visual merchandisers
	Food counter attendants, kitchen helpers and related support occupations	✓	Transport truck drivers
	Construction trades helpers and labourers		Accounting technicians and bookkeepers
✓	Nurse aides, orderlies and patient service associates	✓	Nurse aides, orderlies and patient service associates
✓	Transport truck drivers	✓	Registered nurses and registered psychiatric nurses
	Technical sales specialists - wholesale trade		Light duty cleaners
✓	Managers in agriculture	✓	Retail and wholesale trade managers
	Hairstylists and barbers	✓	Administrative assistants
✓	Administrative officers	✓	Administrative officers
✓	Administrative assistants		Elementary school and kindergarten teachers
	Welders and related machine operators		General office support workers
	Financial advisors		Janitors, caretakers and heavy-duty cleaners
	Carpenters		General building maintenance workers and building superintendents
✓	Retail and wholesale trade managers		Social and community service workers



Job Openings by Occupational and TEER Group

Figure 4 shows the proportion of forecasted job openings for each occupational group based on a grouping of TEER categories.

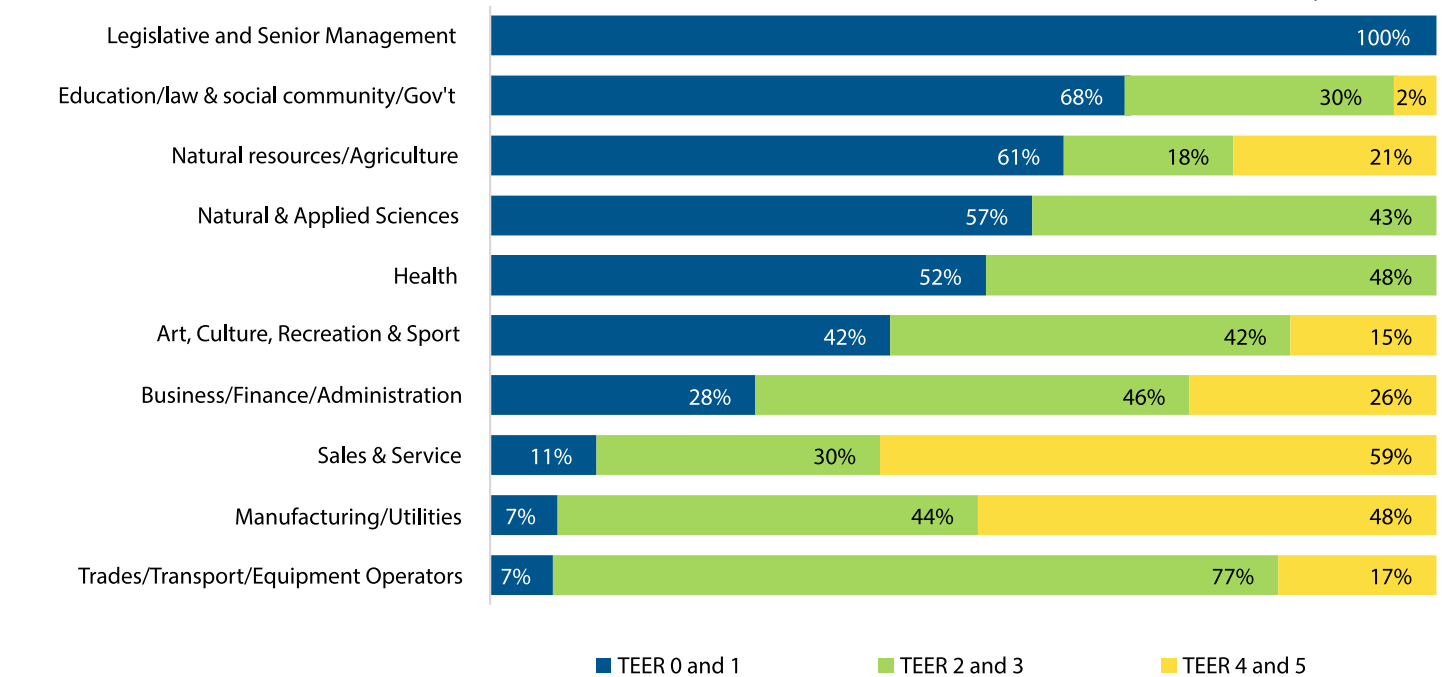
Some TEER categories are not applicable to occupational groups. For example, all projected job openings for legislative and senior management have management responsibilities (TEER 0).

Occupational groups such as education, law and social, community and government services; natural resources and agriculture; and natural and applied sciences require more management/supervisory responsibilities or those with university degrees.

Occupational groups with a heavier weighting of job openings that require a post-secondary diploma or apprenticeship training include trades, transport and equipment operators (77 per cent) and health (48 per cent).

There remains significant demand in certain occupational groups for those with a high school diploma (TEER 4) or no formal education (TEER 5), especially in sales and service (59 per cent) and manufacturing and utilities (48 per cent).

Figure 4. TEER Proportion of Forecasted Job Openings for Occupational Groups, Saskatchewan | 2024-2028





Job Openings by Occupational Group and TEER Category

Table 3 presents a detailed breakdown of future job openings by occupational groups and TEER categories. Again, it is important to be mindful that some TEERs are not applicable ("N/A") to occupational groups.

Management-related jobs account for 13 per cent of total job openings and are mainly in the natural resources and agriculture occupational group.

The majority of the occupations that require a university degree (TEER 1) are in the education, law and social, community and government services occupational group.

The trades, transport and equipment operators occupational group has the largest number of projected job openings for those that require college diploma or apprenticeship training (TEERs 2 and 3).

Table 3. Forecasted Job Openings by Occupational Group and TEER, Saskatchewan | 2024-2028

Occupational Title	TEER 0	TEER 1	TEER 2	TEER 3	TEER 4	TEER 5	Total
Sales & Service	2,980	N/A	3,610	4,330	7,290	8,280	26,490
Trades/Transport/Equipment Operators	1,610	N/A	11,260	7,240	520	3,510	24,140
Business/Finance/Administration	1,910	4,240	4,750	5,310	5,720	N/A	21,930
Education/Law & Social Community/Gov't	830	8,010	2,430	1,500	270	10	13,050
Natural resources/Agriculture	6,080	N/A	1,170	620	1,120	1,030	10,020
Health	340	4,900	1,620	3,140	N/A	N/A	10,000
Natural & Applied Sciences	600	4,230	3,600	N/A	N/A	N/A	8,430
Manufacturing/Utilities	230	N/A	910	510	1,250	300	3,200
Art, Culture, Recreation & Sport	30	520	360	190	210	-10	1,300
Legislative & Senior Management	520	N/A	N/A	N/A	N/A	N/A	520
Total	15,130	21,900	29,710	22,840	16,380	13,120	119,070

Notes:

"N/A" means not applicable (no occupations are classified).

Total job openings are the sum of openings due to expansion demand and replacement demand. Numbers may not always add up due to rounding.



Summary of Job Openings | 2024 - 2028

Table 4. Summary of Job Openings | 2024 - 2028

	Job Openings, 2024-2028			% share of total
	Expansion Demand	Replacement Demand	Total	
By TEER				
TEER 0 (Management)	3,760	11,380	15,140	13%
TEER 1 (University degree)	9,240	12,660	21,900	19%
TEER 2 (College diploma/apprenticeship training (2 or more years)	11,970	17,740	29,710	25%
TEER 3 (College certificate/apprenticeship training (less than 2 years)/ more on-the-job training)	7,950	14,880	22,830	19%
TEER 4 (High school diploma/less or on-the-job training)	4,900	11,480	16,380	14%
TEER 5 (No formal education)	5,090	8,030	13,120	11%
Total	42,880	76,190	119,070	100%
By Occupational Group				
Sales & Service	10,020	16,480	26,500	22%
Trades/Transport/Equipment Operators	9,330	14,810	24,140	20%
Businesss/Finance/Administration	7,550	14,380	21,930	18%
Education/Law & social community/Gov't	3,920	9,130	13,050	11%
Natural resources/Agriculture	2,120	7,900	10,020	8%
Health	4,010	5,980	9,990	8%
Natural & Applied Sciences	4,860	3,560	8,420	7%
Manufacturing/Utilities	920	2,280	3,200	3%
Art, Culture, Reaction & Sport	40	1,270	1,310	1%
Legislative & Senior Management	150	370	520	0%
Total	42,880	76,160	119,070	100%

Note: Total job openings by occupational group are sorted in descending order. Numbers may not add up due to rounding.



Assumptions, Definitions and National Occupational Classification

The forecast is based on the Saskatchewan Ministry of Finance's outlook in the 2024-25 Budget and output from the *Saskatchewan Labour Market Model* developed by Quantitative Economic Decisions Inc. The budget outlook reflects a growing economy bolstered by population growth and strong investment activity despite risks associated with tight labour market conditions, high interest rates, weak global growth and geopolitical crises.

Job openings are defined as the sum of expansion demand (new jobs generated through economic activity) and replacement demand (existing jobs that need to be replaced, mostly due to retirement). The forecast data does not distinguish between full-time and part-time job openings.

The 2021 National Occupational Classification (NOC) system provides a standardized framework for organizing occupations according to Training, Education, Experience and Responsibilities (TEER) and occupational group. The NOC is built through the application of two major attributes of jobs as classification criteria: broad occupational categories and TEER categories. There are 10 broad occupational categories and six TEER categories.

- The 10 broad occupational categories are defined by the type of work performed based on the industry of employment and field of study required for entry into an occupation. Within the broad occupational categories factors such as the materials processed or used, the industrial processes and the equipment used, as well as the products made and services provided, have also been considered when combining jobs into occupations and occupations into groups.
- A TEER category is defined by the amount and type of training and education required to enter and perform the duties of an occupation. It also takes into consideration the experience required and the complexity of responsibilities involved in the work. In general, the greater the range and complexity of occupational tasks, the greater the amount of formal education and training, previous experience, on-the-job training and, in some instances, responsibility, required to competently perform the set of tasks for that occupation.

Statistics Canada provides more information on NOC 2021 Version 1.0: www.statcan.gc.ca/en/subjects/standard/noc/2021/introductionV1.

For more information on the classification of occupations by TEER and occupational group, see: noc.esdc.gc.ca/Structure/Matrix.

