

2024 Saskatchewan Detailed Occupational Outlook (2024 to 2028): Methodology

The *2024 Saskatchewan Detailed Occupational Outlook* provides a five-year outlook (2024 to 2028) for 413 occupations. The outlook is based on the Saskatchewan Ministry of Finance’s 2024-25 Budget assumptions and output from the Saskatchewan Labour Market Model developed by Quantitative Economic Decisions Inc (QED). Budget 2024-25 reflects expected economic conditions during its development (January - February 2024).

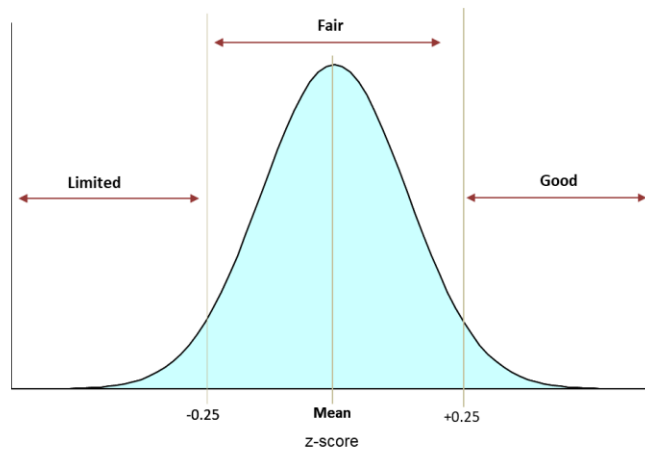
A labour market assessment was undertaken to assign job outlooks to occupations. Recent labour market trends were factored into the assessment on the assumption that recent growth predicts future job prospects. Future trends were also considered in the assessment. The following table shows the labour market indicators used in the assessment process based on a weighted average.

Indicators		Data Sources
Recent trends:		
1	Employment growth from 2018 to 2023	Labour Force Survey
2	Growth in share of employment in 2018 to 2023	Labour Force Survey
3	Growth in hourly wage rates from 2018 to 2023	Labour Force Survey
4	Growth in average hours worked from 2018 to 2023	Labour Force Survey
5	Average unemployment rate, 2018 to 2023	Labour Force Survey
6	Employment Insurance applications, 2018 to 2023	Employment Insurance
Future trends:		
7	Expected growth in employment, 2023 to 2028	Derived Indicator
8	Change in share of employment, 2023 to 2028	Derived Indicator
9	Average attrition rate, 2023 to 2028	Derived Indicator

A statistical measure (z-score) was applied to obtain standardized values of various labour market indicators to comparatively assess a total of 512 occupations¹. A job outlook was then assigned to 413 occupations as an indication of future employment opportunities. Ninety-nine occupations estimated to have fewer than 100 employed in the province in 2024 were not assigned an outlook, as data is suppressed or unavailable for most indicators.

¹ According to NOC 2021 version 1.0, there are a total of 516 jobs available at the five-digit NOC code level. This report assessed 512 occupations because labour market indicators were not available for five senior management occupations (NOC codes 00011 to 00015) in 2021 Census, so these occupations were combined into NOC 00018 (Senior management - public and private sector).

Occupations with a **limited** outlook have a z-score value of less than -0.25; occupations with a **fair** outlook have a z-score value equal to/greater than -0.25 and equal to/less than +0.25; and occupations with a **good** outlook have a z-score value greater than +0.25. The following graph illustrates the normal standard distribution of values relative to the mean or average.



Job outlooks were adjusted based on other sources of labour market intelligence, including sector studies, surveys, administrative data, and consultations with sector specialists.

Occupations with a 'good' outlook have more favourable job prospects from a job seeker's perspective. They generally have better labour market conditions, such as higher employment and wage growth and more expected job openings, than occupations with a 'fair' or 'limited' outlook. Occupations with a 'fair' outlook have balanced job prospects, while 'limited' suggests less favourable job prospects for the job seeker. A 'limited' outlook is not meant to discourage job seekers from pursuing an occupation. While these occupations have a below-average outlook relative to other occupations over the forecast period, they may have a positive number of job openings or, in some instances, may have a decline in job openings due to their sensitivity to short-term economic fluctuations.

Job openings are forecasted for the five-year period, 2024 to 2028. Job openings are 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). Job openings do not distinguish between full-time and part-time jobs.

2024 estimated employment is based on historical data and was produced as part of the *Saskatchewan Labour Market Model* output.

Top three industries

Workers in each occupation are generally employed in a variety of industries. For each of the 413 occupations, the top three major industries that employ the most workers are based on the estimated 2024 employment from the *Saskatchewan Labour Market Model*.

Major industries are based on standard NAICS 2017 (for more information: www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=1181553).

NOC 2021 and the Training, Education, Experience and Responsibilities (TEER) Classification System

Occupations are categorized based on the National Occupational Classification (NOC) 2021 Version 1.0 Ten broad occupational groups reflect the type of work performed based on the field of study required for entry into an occupation and the industry of employment. Six Training, Education, Experience and Responsibilities (TEER) categories reflect commonly accepted paths to employment in an occupation and the type of training, education, and experience required for entry, as well as the complexities and responsibilities typical of an occupation. 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: www.statcan.gc.ca/en/subjects/standard/noc/2021/introductionV1).

The following table provides an overview of the employment requirements for the 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 (2-3 years) or• apprenticeship training of 2 or more years, or• supervisory occupations
TEER 3	Occupations that usually require: <ul style="list-style-type: none">• a college diploma (less than 2 years) or• apprenticeship training of less than 2 years, or• more than 6 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

Wages

The 2023 provincial wages in the outlook are publicly available on the national [Job Bank](#) website and are determined using a joint Employment and Social Development Canada and Statistics Canada methodology. Due to data limitations (e.g., suppression of data for quality and privacy issues), wages for 81 of the 413 occupations are national wages, while others show wages in Saskatchewan.

Hourly wage is the most frequent display for occupations. However, **annual wage** is displayed for 14 occupations, mainly self-employed workers and business owners (for example physicians and real estate agents).

- The **low wage**, in most cases, corresponds to the 10th percentile of the wage distribution, when wages are sorted in numerical order from smallest to largest.
 - For example, if the low wage is \$20.00/hour, this means that 10 per cent of the workers in the occupation earn \$20.00/hour or less.
- The **median wage** is an indicator of the prevailing wage for each occupation.
 - The median wage represents the middle point of the wage distribution, when wages are sorted in numerical order from smallest to largest.
- The **high wage**, in most cases, corresponds to the 90th percentile of the wage distribution, when wages are sorted in numerical order from smallest to largest.
 - For example, if the high wage is \$40.00/hour, 90 per cent of the workers in the occupation earn \$40.00/hour or less.

Data source:

- The primary source is Statistics Canada's Labour Force Survey:
 - This survey is conducted using a sample of respondents and data may be suppressed for reasons of confidentiality or data quality, but it is the most inclusive, timely and unbiased source of wage data by occupational group.
- When the Labour Force Survey data are not available, other sources are considered, including:
 - Employment and Social Development Canada program data such as Employment Insurance program survey data
 - The Census
 - Provincial and territorial surveys and administrative data
 - Other organizations' administrative data such as the Canadian Institute for Health Information and the Canadian Medical Association
 - Other sources when applicable
 - First published in November 2022, Small Area Estimations developed by Statistics Canada were added as a new data source

What is included (or not included) in the wages?

- Wages **do not** currently include non-wage benefits.
- Wages from the Labour Force Survey include tips and commissions before taxes and other deductions.
- Wages from the 2021 Census include all income received as wages, salaries and commissions from paid employment and net self-employment income from farm or non-farm unincorporated business and/or professional practice during the reference period.
- Wages from Employment Insurance survey data include tips and commissions.

For more detailed information on the wage methodology, see <https://www.jobbank.gc.ca/trend-analysis/search-wages/wage-methodology>.