

# Saskatchewan Occupational Labour Demand Outlook | 2025-2029



The 2025 Saskatchewan Occupational Labour Demand Outlook offers a forward-looking snapshot of the province's job market. Covering the forecast period from 2025 to 2029, this report highlights projected job openings across a wide range of occupations expected from 2025 to 2029, helping individuals, employers and organizations prepare for opportunities created by Saskatchewan's growing economy.

Developed by the Ministry of Immigration and Career Training (ICT), the outlook goes beyond occupations. It includes detailed insights by specific roles, making it a planning tool for workforce development.

Guided by Building the Workforce for a Growing Economy: The Saskatchewan Labour Market Strategy, this outlook informs the Government of Saskatchewan's programs, services, and strategic partnerships to ensure Saskatchewan's labour force is prepared for the jobs available to them.

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.

The outlook presented is based on the economic assumptions underlying the Saskatchewan Ministry of Finance's outlook in the 2025-26 Budget and thus considers the expected slowdown in population growth due to reductions by the federal government to Canadian immigration targets. However, it does not account for the economic or labour market impact of tariffs or Canadian retaliatory measures, given the increased level of uncertainty around the time the budget was released.

**A total of 119,100 net job openings are forecast for Saskatchewan over the five-year period, 2025 to 2029. Of these, 76,220 job openings (64 per cent) are due to workforce attrition, mainly the expected replacement of retiring workers (referred to as replacement demand). The remaining 42,880 job openings (36 per cent) are due to expected economic growth in the province (referred to as expansion demand).**

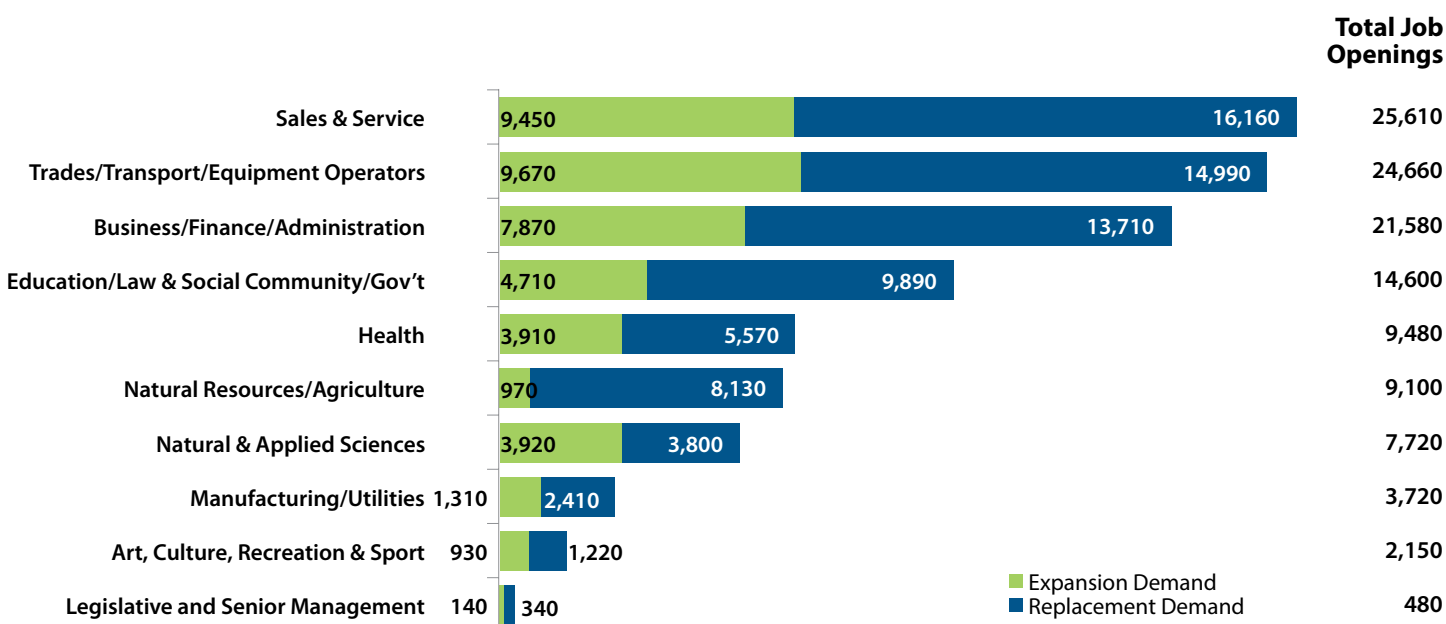


# Job Openings by Occupational Group

Job openings are anticipated in all 10 occupational groups. Four occupational groups collectively account for majority (73 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 16 per cent of future openings are anticipated for occupations in health; and natural resources and agriculture.

Figure 1 shows that replacement of retiring workers is the key driver of future demand, accounting for approximately nine out of 10 future job openings for natural resources and agriculture occupations as well as close to 60 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; art, culture, recreation and sport; and health groups, accounting for 51 per cent, 43 per cent and 41 per cent of job openings for these occupational groups, respectively.



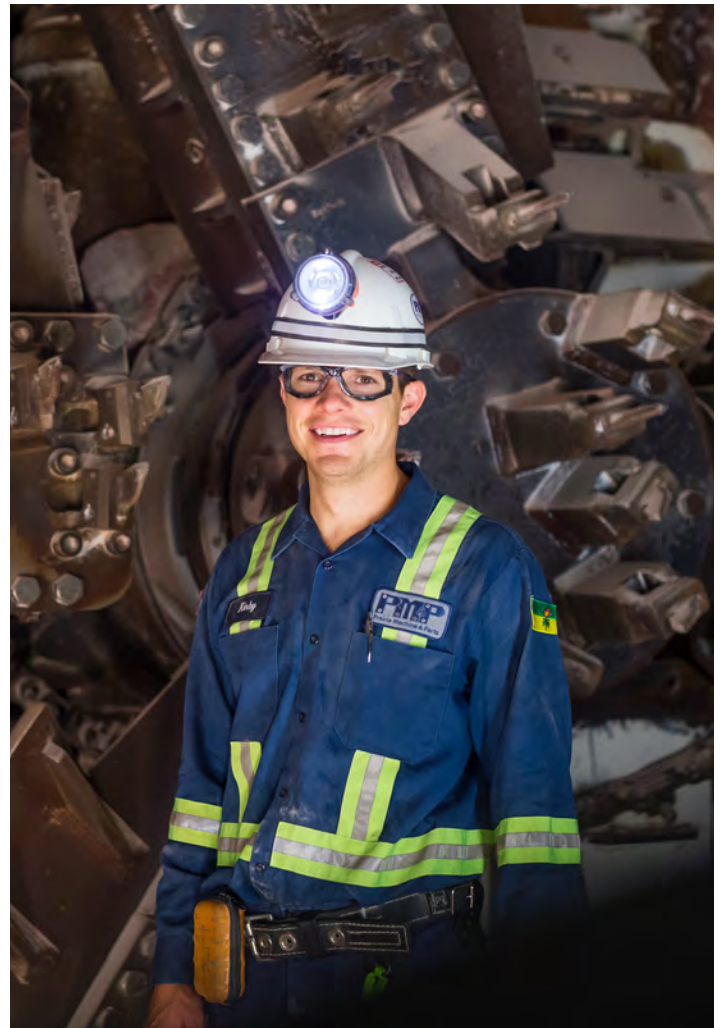
**Figure 1.** Forecasted Job Openings Due to Expansion Demand and Replacement Demand by Occupational Group, Saskatchewan | 2025-2029



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

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

<b>TEER 0</b>	<ul style="list-style-type: none"> <li>• Management responsibilities</li> </ul>
<b>TEER 1</b>	<ul style="list-style-type: none"> <li>• Occupations that usually require a university degree</li> </ul>
<b>TEER 2</b>	Occupations that usually require: <ul style="list-style-type: none"> <li>• a college diploma (2-3 years) or</li> <li>• apprenticeship training of 2 or more years, or</li> <li>• supervisory occupations</li> </ul>
<b>TEER 3</b>	Occupations that usually require: <ul style="list-style-type: none"> <li>• a college diploma (less than 2 years) or</li> <li>• apprenticeship training of less than 2 years, or</li> <li>• more than 6 months of on-the-job training</li> </ul>
<b>TEER 4</b>	Occupations that usually require: <ul style="list-style-type: none"> <li>• a high school diploma, or</li> <li>• several weeks of on-the-job training</li> </ul>
<b>TEER 5</b>	<ul style="list-style-type: none"> <li>• Occupations that usually need short-term work demonstration and no formal education</li> </ul>



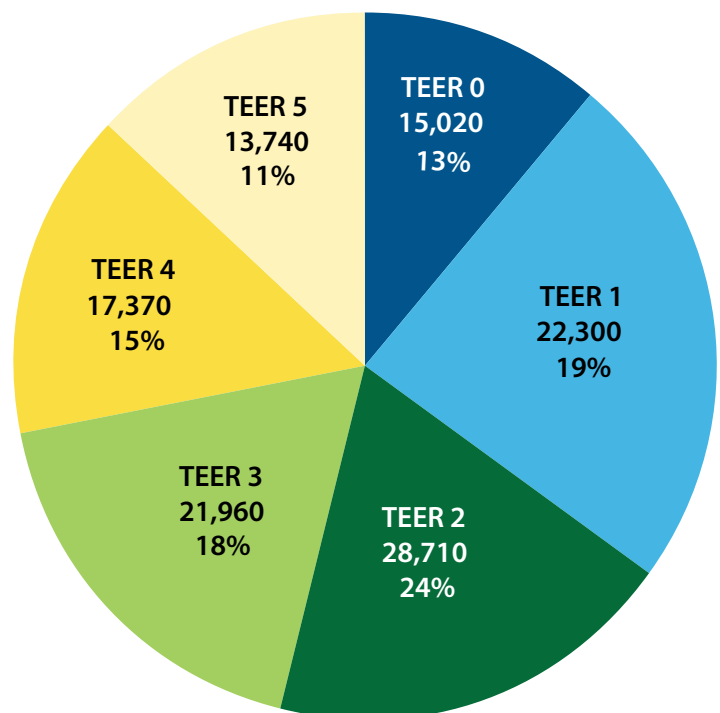
**Table 1.** Training, Education, Experience and Responsibilities (TEER) Categories

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).

As shown in figure 2, management/supervisory responsibilities, post-secondary (i.e., university degree, post-secondary diploma or certificate, or apprenticeship training) or extensive on-the-job training will be required for 74 per cent of future job openings.

The remaining 26 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 | 2025-2029

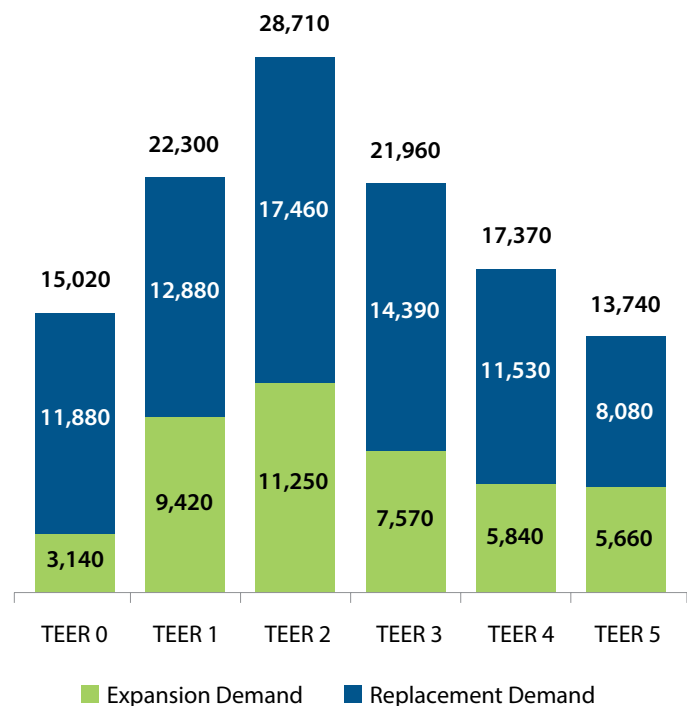


## Job Openings by Type and TEER Category

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 a 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 in 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 79 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 | 2025-2029

# Expansion-Driven and Replacement-Driven Occupations

Tables 2 and 3 list 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) by TEER over the forecast period.

Table 2 presents the list for higher-skilled occupations defined as those that require management/supervisory responsibilities (TEER 0), university degree (TEER 1) or post-secondary diploma or apprenticeship training (TEERs 2 & 3). Ten 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 3 presents the list for lower-skilled occupations defined as those that require a high school diploma (TEER 4) or no formal education (TEER 5). Thirteen occupations are common to both lists (indicated by √). Retail salespersons and visual merchandisers have the highest number of both expansion-driven and replacement-driven job openings.

**Table 2. Top 15 Expansion-Driven and Replacement-Driven Occupations (TEERs 0 to 3), 2025 to 2029**

A. Expansion-Driven Occupations		B. Replacement-Driven Occupations	
√	Registered nurses and registered psychiatric nurses		Managers in agriculture
√	Transport truck drivers	√	Transport truck drivers
√	Carpenters	√	Accounting technicians and bookkeepers
√	Elementary school and kindergarten teachers	√	Nurse aides, orderlies and patient service associates
√	Accounting technicians and bookkeepers	√	Registered nurses and registered psychiatric nurses
√	Retail and wholesale trade managers	√	Retail and wholesale trade managers
√	Administrative assistants	√	Elementary school and kindergarten teachers
	Financial advisors	√	Administrative assistants
√	Administrative officers	√	Administrative officers
	Technical sales specialists - wholesale trade		Social and community service workers
	Automotive service technicians, truck and bus mechanics and mechanical repairers		Bus drivers, subway operators and other transit operators
	Information systems specialists	√	General building maintenance workers and building superintendents
	Financial auditors and accountants		Heavy equipment operators
√	General building maintenance workers and building superintendents		Elementary and secondary school teacher assistants
√	Nurse aides, orderlies and patient service associates	√	Carpenters

**Table 3. Top 15 Expansion-Driven and Replacement-Driven Occupations (TEERs 4 and 5), 2025 to 2029**

A. Expansion-Driven Occupations		B. Replacement-Driven Occupations	
√	Retail salespersons and visual merchandisers	√	Retail salespersons and visual merchandisers
√	Construction trades helpers and labourers	√	Light duty cleaners
√	Cashiers	√	General office support workers
√	Food counter attendants, kitchen helpers and related support occupations	√	Janitors, caretakers and heavy-duty cleaners
√	Security guards and related security service occupations	√	Food counter attendants, kitchen helpers and related support occupations
√	General office support workers	√	Accounting and related clerks
√	Store shelf stockers, clerks and order fillers		Specialized livestock workers and farm machinery operators
√	Light duty cleaners	√	Cashiers
√	Material handlers	√	Other customer and information services representatives
√	Other customer and information services representatives	√	Store shelf stockers, clerks and order fillers
√	Janitors, caretakers and heavy-duty cleaners	√	Security guards and related security service occupations
√	Accounting and related clerks	√	Receptionists
	Program leaders and instructors in recreation, sport and fitness	√	Construction trades helpers and labourers
√	Receptionists	√	Material handlers
	Delivery service drivers and door-to-door distributors		Shippers and receivers

# 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.

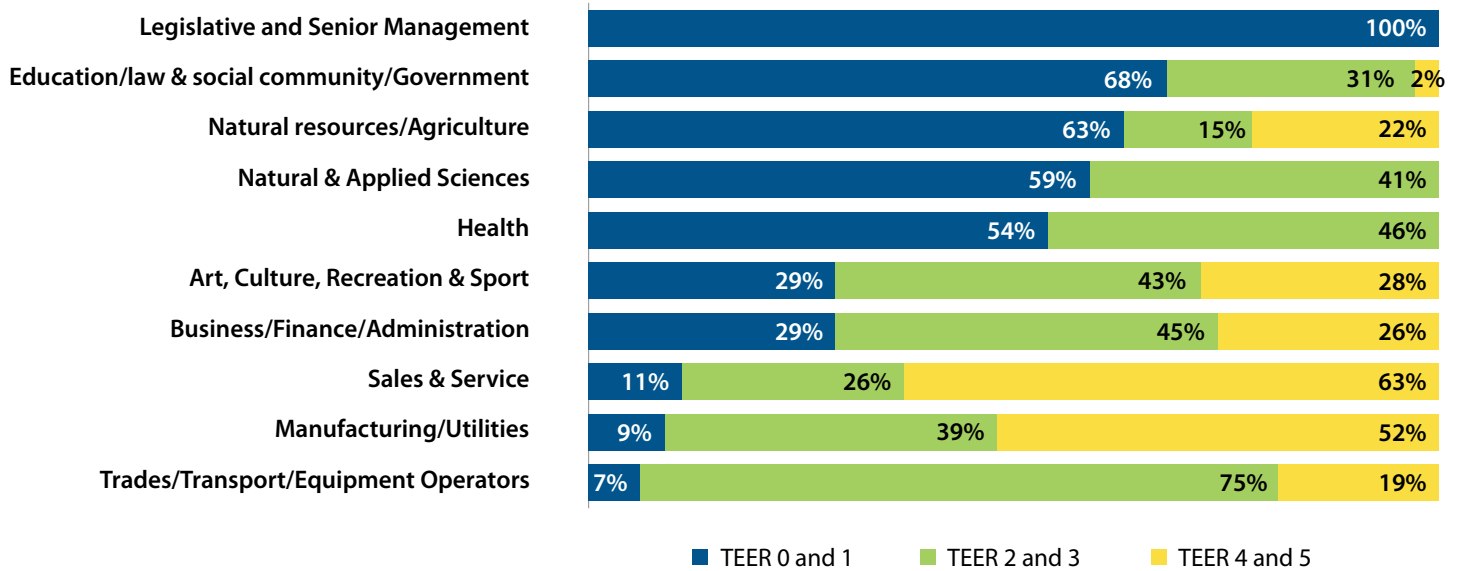
Some TEER categories are not applicable to occupational groups. For example, all projected job openings for legislative and senior management have management responsibilities (TEER 0).

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 higher percentage of job openings that require a post-secondary diploma or apprenticeship training include trades, transport and equipment operators (75 per cent) and health (46 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 (63 per cent) and manufacturing and utilities (52 per cent).

**Figure 4.** TEER Proportion of Forecasted Job Openings for Occupational Groups, Saskatchewan | 2025-2029





## Job Openings by Occupational Group and TEER Category

Table 4 presents a detailed breakdown of future job openings by occupational groups and TEER categories. It is important to note 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 who require a college diploma or apprenticeship training (TEERs 2 and 3).

The majority of occupations that require a high school diploma, several weeks of on-the-job training, or have no formal educational requirement (TEERs 4 and 5) are in sales and service occupational group.

**Table 4.** Forecasted Job Openings by Occupational Group and TEER, Saskatchewan | 2025-2029

Occupational Group	TEER 0	TEER 1	TEER 2	TEER 3	TEER 4	TEER 5	Total
Sales & Service	2,840	N/A	3,380	3,380	7,400	8,610	<b>25,610</b>
Trades/Transport/Equipment Operators	1,630	N/A	10,200	8,190	1,030	3,610	<b>24,660</b>
Buisness/Finance/Administration	2,040	4,120	5,030	4,670	5,710	N/A	<b>21,580</b>
Education/Law & Social Community/Gov't	910	8,990	2,790	1,680	230	10	<b>14,600</b>
Health	360	4,730	1,790	2,600	N/A	N/A	<b>9,480</b>
Natural Resources/Agriculture	5,730	N/A	850	560	850	1,120	<b>9,100</b>
Natural & Applied Sciences	540	4,000	3,170	N/A	N/A	N/A	<b>7,720</b>
Manufacturing/Utilities	340	N/A	1,060	390	1,540	390	<b>3,720</b>
Art, Culture, Recreation & Sport	160	460	430	500	600	N/A	<b>2,150</b>
Legislative & Senior Management	480	N/A	N/A	N/A	N/A	N/A	<b>480</b>
<b>Total</b>	<b>15,020</b>	<b>22,300</b>	<b>28,710</b>	<b>21,960</b>	<b>17,370</b>	<b>13,740</b>	<b>119,100</b>

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 to the totals due to rounding.

# Summary of Job Openings | 2025 - 2029

**Table 5.** Summary of Job Openings | 2025 - 2029

	Job Openings, 2025-2029			% Share of Total
	Expansion Demand	Replacement Demand	Total	
<b>By TEER</b>				
TEER 0 (Management)	3,140	11,880	<b>15,020</b>	<b>13%</b>
TEER 1 (University degree)	9,420	12,800	<b>22,300</b>	<b>19%</b>
TEER 2 (College diploma/apprenticeship training (2 or more years))	11,250	17,460	<b>28,710</b>	<b>24%</b>
TEER 3 (College certificate/apprenticeship training (less than 2 years)/ more on-the-job training)	7,570	14,390	<b>21,960</b>	<b>18%</b>
TEER 4 (High school diploma/less or on-the-job training)	5,840	11,530	<b>17,370</b>	<b>15%</b>
TEER 5 (No formal education)	5,660	8,080	<b>13,740</b>	<b>12%</b>
<b>Total</b>	<b>42,880</b>	<b>76,220</b>	<b>119,100</b>	<b>100%</b>
<b>By Occupational Group</b>				
Sales & Service	9,450	16,160	<b>25,610</b>	<b>22%</b>
Trades/Transport/Equipment Operators	9,670	14,990	<b>24,660</b>	<b>21%</b>
Businesss/Finance/Administration	7,870	13,710	<b>21,580</b>	<b>18%</b>
Education/Law & social community/Gov't	4,710	9,890	<b>14,600</b>	<b>12%</b>
Health	3,910	5,570	<b>9,480</b>	<b>8%</b>
Natural resources/Agriculture	970	8,130	<b>9,100</b>	<b>8%</b>
Natural & Applied Sciences	3,920	3,800	<b>7,720</b>	<b>6%</b>
Manufacturing/Utilities	1,310	2,410	<b>3,720</b>	<b>3%</b>
Art, Culture, Reaction & Sport	930	1,220	<b>2,150</b>	<b>2%</b>
Legislative & Senior Management	140	340	<b>480</b>	<b>0%</b>
<b>Total</b>	<b>42,880</b>	<b>76,220</b>	<b>119,100</b>	<b>100%</b>

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



# Assumptions, Definitions and National Occupational Classification

The forecast is based on the Saskatchewan Ministry of Finance's outlook in the 2025-26 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 tariffs, structural labour shortages, weak global growth and geopolitical crises.

The outlook presented is based on the economic assumptions underlying the Saskatchewan Ministry of Finance's outlook in the 2025-26 Budget and considers the expected slowdown in population growth due to reductions by the federal government to Canadian immigration targets. It does not account for the economic or labour market impact of tariffs or Canadian retaliatory measures, given the increased level of uncertainty around the time the budget was released.

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](http://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](http://noc.esdc.gc.ca/Structure/Matrix).

