



# Saskatchewan

Industry Labour Demand Outlook | 2019-2023

# About this Outlook

The Industry Labour Demand Outlook provides a forecast of job openings and employment growth for 16 major sectors in Saskatchewan for the five-year period, 2019 to 2023.

Workers in an occupation can be in demand across a variety of industries as their knowledge, skills and abilities may be applicable to more than one industry. For example, software engineers and designers are employed in multiple industries such as the professional, scientific and technical services industry, the information, culture and recreation industry, and the finance, insurance, real estate and leasing industry. Included in this outlook are the top five occupations with the most job openings for each industry.

Soft skills, such as communication, flexibility and team player, are used in every job to varying degrees and are needed to find and keep work. These skills are generally transferable between different jobs and across industries. Included in this year's outlook are the top soft skills in each sector that Canadian employers were looking for in their job advertisements posted on the National Job Bank in 2018.

More detailed information is available in the [Methodology](#) section of this report. Note: the term 'sector' and 'industry' are used interchangeably in this report.





# Key Findings

A total of 98,200 job openings are forecasted over the five-year period, 2019 to 2023. Of these, 23,900 (24%) are due to economic growth (expansion demand) and 74,300 (76%) are largely due to retirements (replacement demand or attrition).

All major industries are expected to have a net increase in job openings over the forecast period. The largest gains will be in wholesale and retail trade, health care and social assistance, agriculture, and educational services.

Replacement of retiring workers will be the primary source of job openings, although economic growth will be a key source of job openings for trade, health care and social assistance, and accommodation and food services.

Employment growth is expected to average 0.8% annually over the forecast period. Industries with stronger employment growth include: business, building and other support activities (+1.7%); transportation and warehousing (+1.6%); accommodation and food services (+1.5%); educational services (+1.4%); and manufacturing (+1.3%).

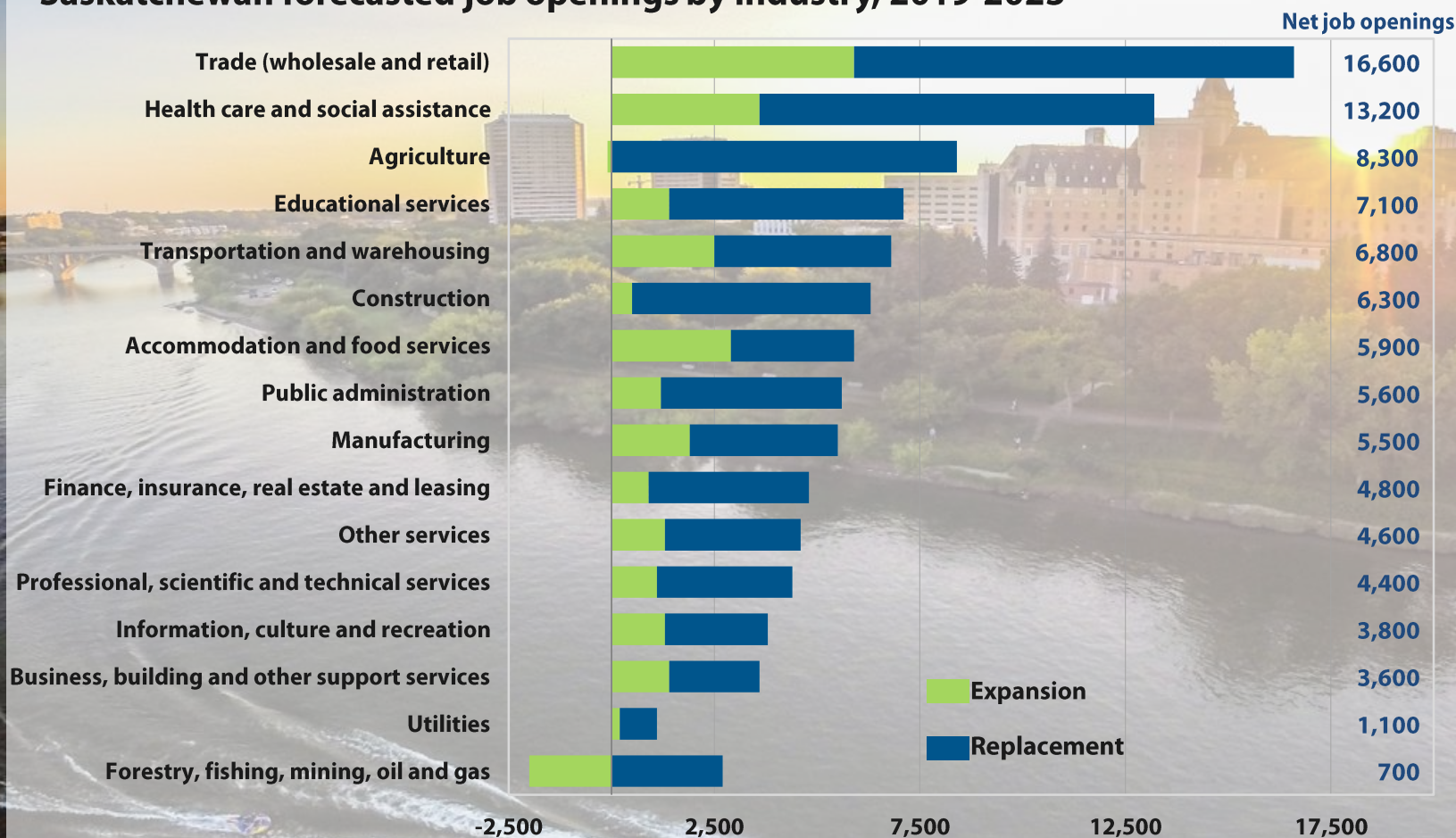
The most common soft skills across the major industries sought after by Canadian employers in 2018 were 'team player', 'flexibility' and 'reliability'. Some skills were more industry-specific, for example, 'client-focus' was more commonly sought in the accommodation and food services, and health care and social assistance industries than other industries.





# Job Openings by Industry

**Saskatchewan forecasted job openings by industry, 2019-2023**



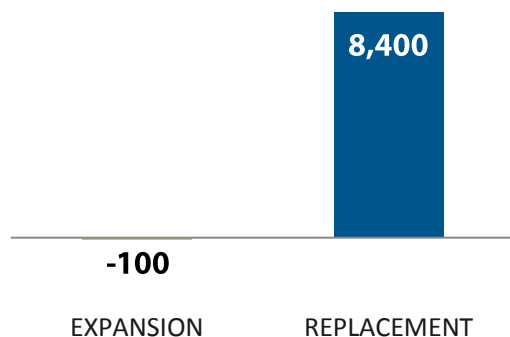


# Agriculture

The sector is comprised of crop and animal production and supporting services such as soil preparation, seeding, harvesting, grain cleaning, livestock breeding and farm management.

## 8,300 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Managers in agriculture
- General farm workers
- Accounting technicians and bookkeepers
- Transport truck drivers
- Managers in horticulture



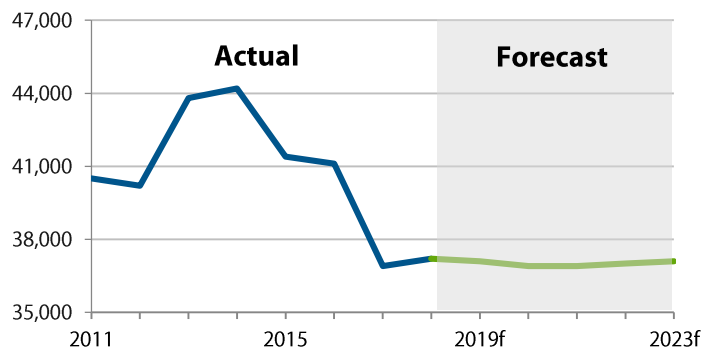


# Agriculture

**37,200** employed in 2018

**-0.1%** forecasted average  
annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018\*

- Team player
- Attention to detail
- Flexibility
- Work under pressure
- Reliability

\* Includes Agriculture, forestry, fishing and hunting sectors

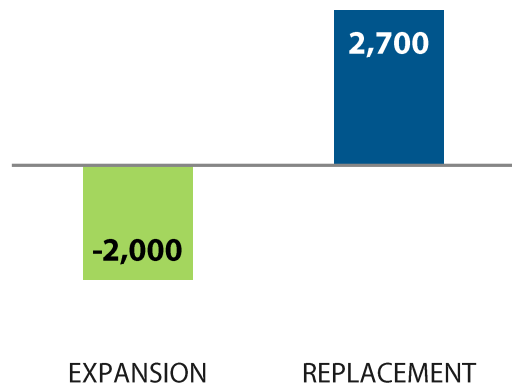


# Forestry, Fishing, Mining, Oil and Gas

The sector is comprised of forestry and logging, fishing, hunting and trapping and mining, quarrying and oil and gas extraction which are primarily engaged in extracting naturally occurring minerals.

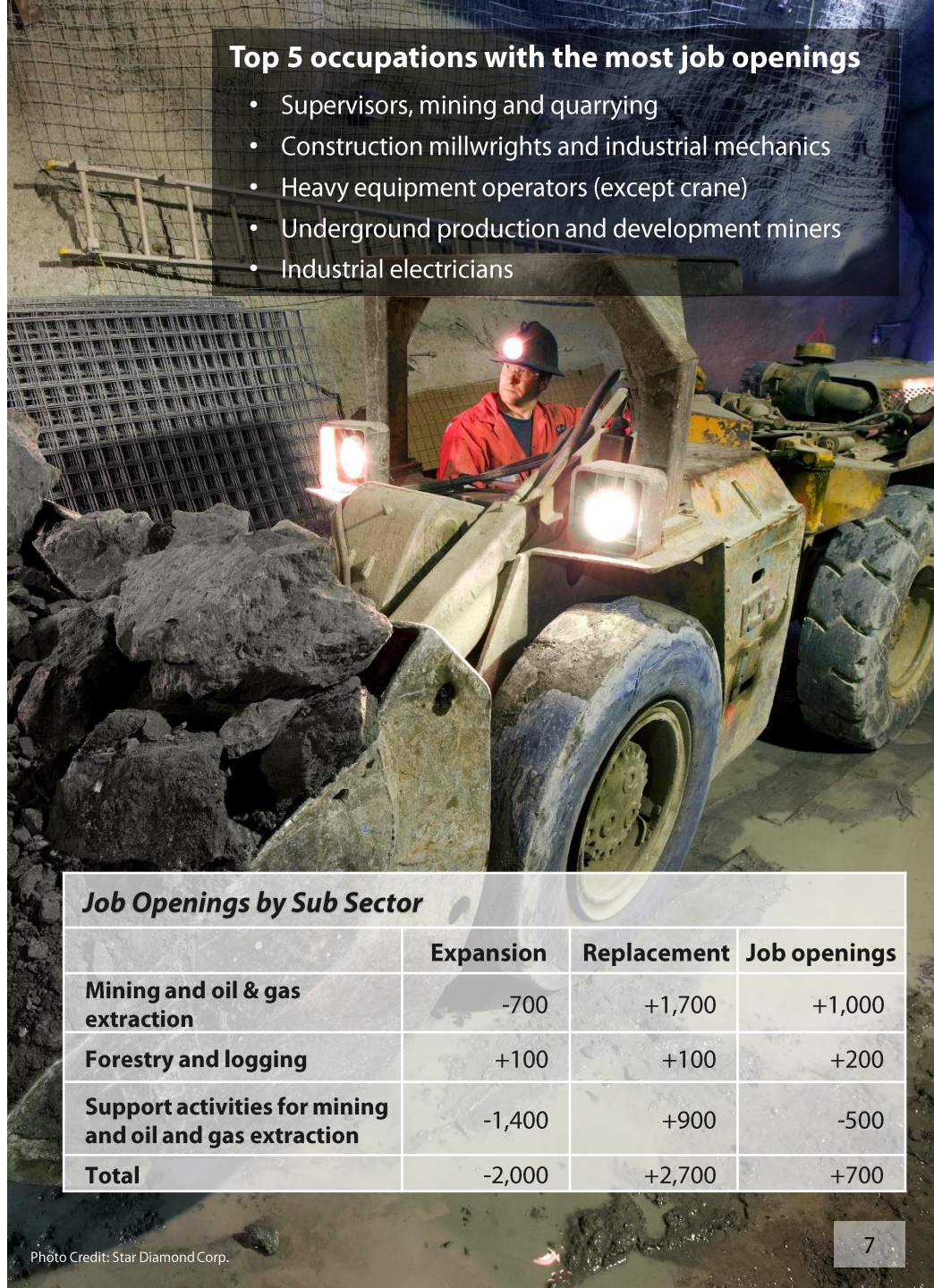
## 700 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Supervisors, mining and quarrying
- Construction millwrights and industrial mechanics
- Heavy equipment operators (except crane)
- Underground production and development miners
- Industrial electricians



### Job Openings by Sub Sector

	Expansion	Replacement	Job openings
Mining and oil & gas extraction	-700	+1,700	+1,000
Forestry and logging	+100	+100	+200
Support activities for mining and oil and gas extraction	-1,400	+900	-500
Total	-2,000	+2,700	+700

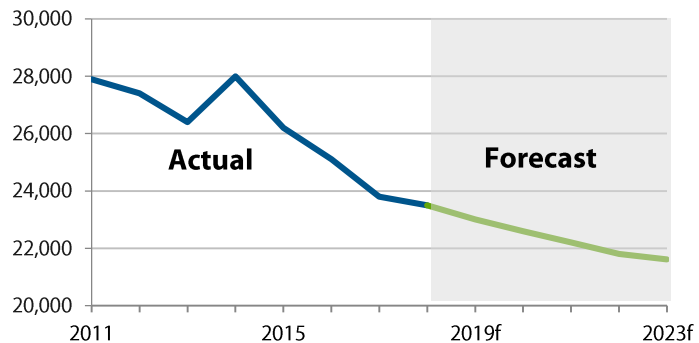


# Forestry, Fishing, Mining, Oil and Gas

**23,500** employed in 2018

**-1.7%** forecasted average  
annual employment growth rate

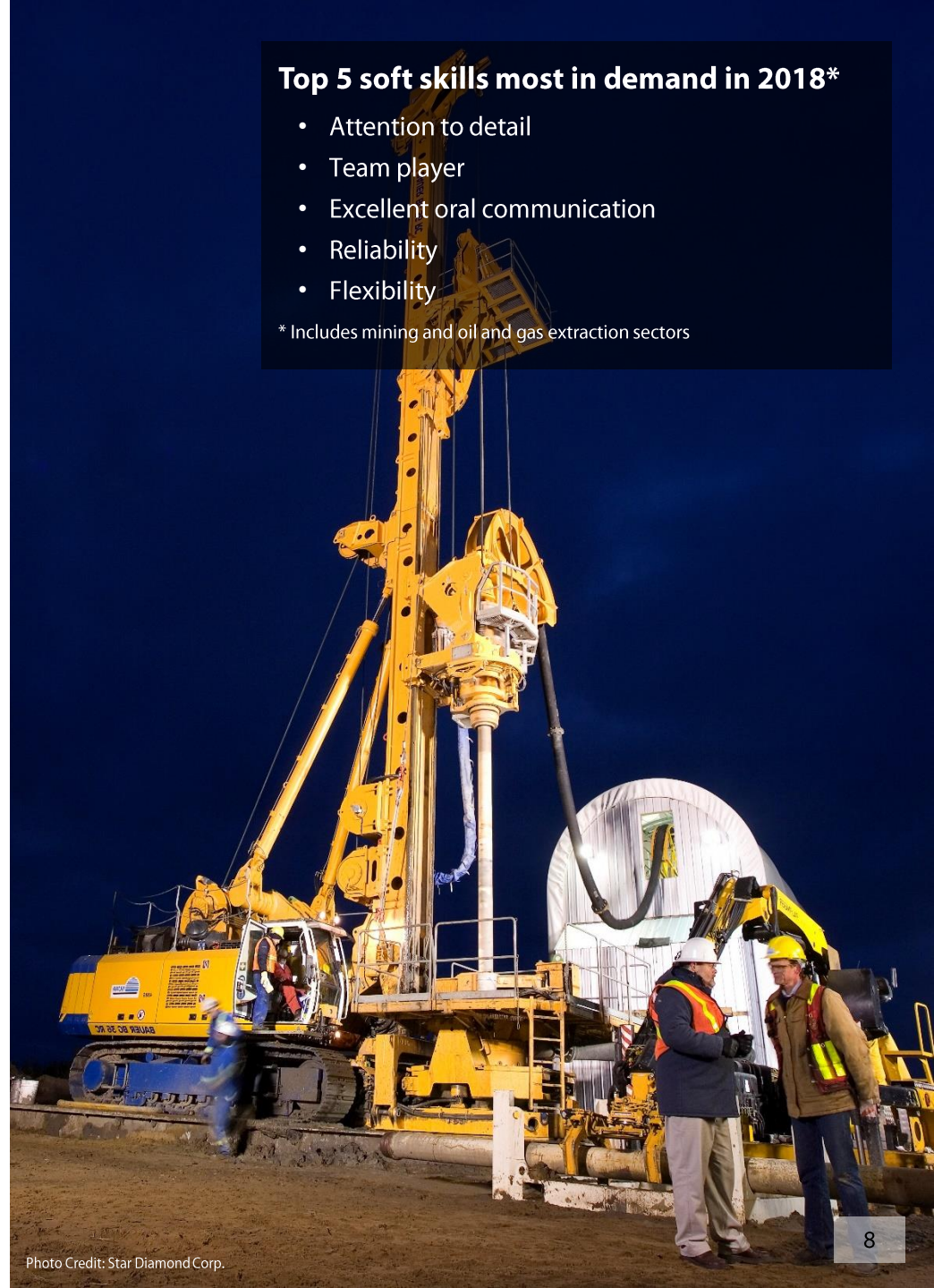
*Employment Trend*



## Top 5 soft skills most in demand in 2018\*

- Attention to detail
- Team player
- Excellent oral communication
- Reliability
- Flexibility

\* Includes mining and oil and gas extraction sectors



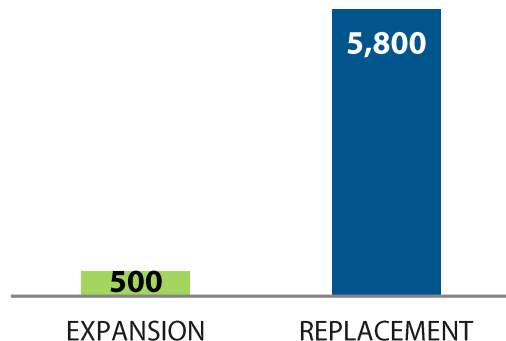


# Construction

The sector is comprised of trade contracting, non-residential building construction, residential building construction and heavy and civil engineering construction.

## 6,300 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Carpenters
- Construction managers
- Construction trades helpers and labourers
- Home building and renovation managers
- Contractors and supervisors, other construction trades, installers, repairers and servicers



### Job Openings by Sub Sector

	Expansion	Replacement	Job openings
Trade contracting	-900	+3,000	+2,100
Non-residential building construction	+1,300	+600	+1,900
Heavy and civil engineering construction	-1,000	+1,000	0
Residential building construction	+1,100	+1,100	+2,200
<b>Total</b>	<b>+500</b>	<b>+5,800</b>	<b>+6,300</b>

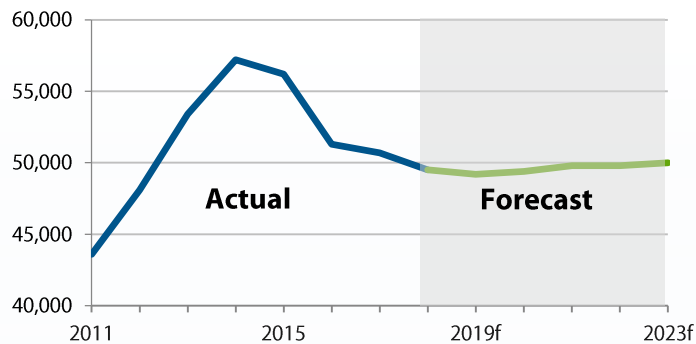


# Construction

**49,500** employed in 2018

**0.2%** forecasted average annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

- Team player
- Reliability
- Attention to detail
- Flexibility
- Effective interpersonal skills



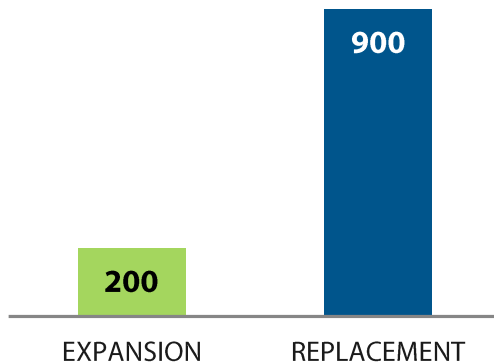


# Utilities

The sector consists of businesses that provide electricity, natural gas, steam supply, water supply and sewage removal services.

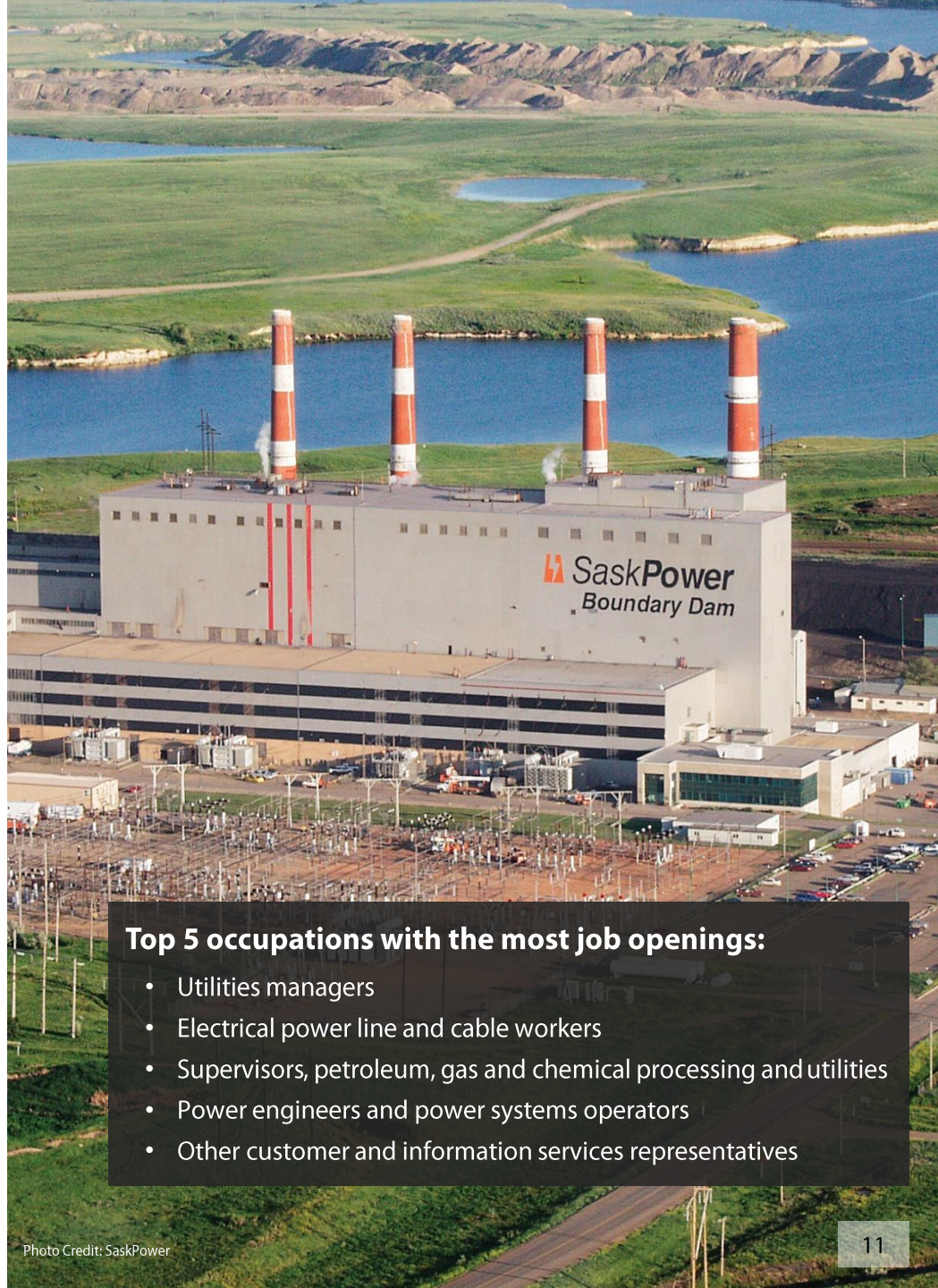
## 1,100 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings:

- Utilities managers
- Electrical power line and cable workers
- Supervisors, petroleum, gas and chemical processing and utilities
- Power engineers and power systems operators
- Other customer and information services representatives



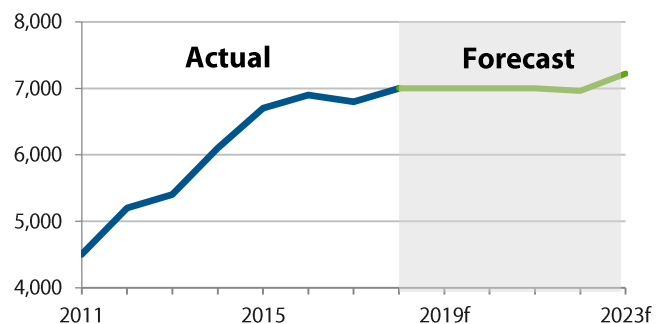


# Utilities

**7,000** employed in 2018

**0.6%** forecasted average  
annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

- Attention to detail
- Reliability
- Team player
- Flexibility
- Organized

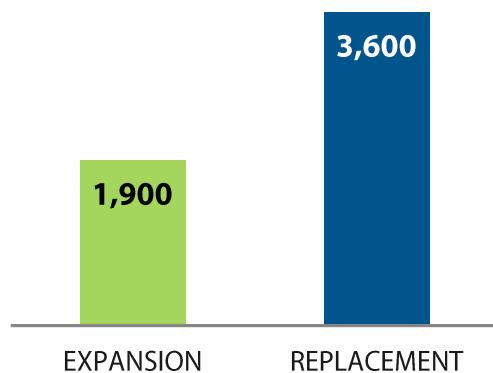


# Manufacturing

The sector consists of businesses engaged in the physical or chemical transformation of materials or substances into new products.

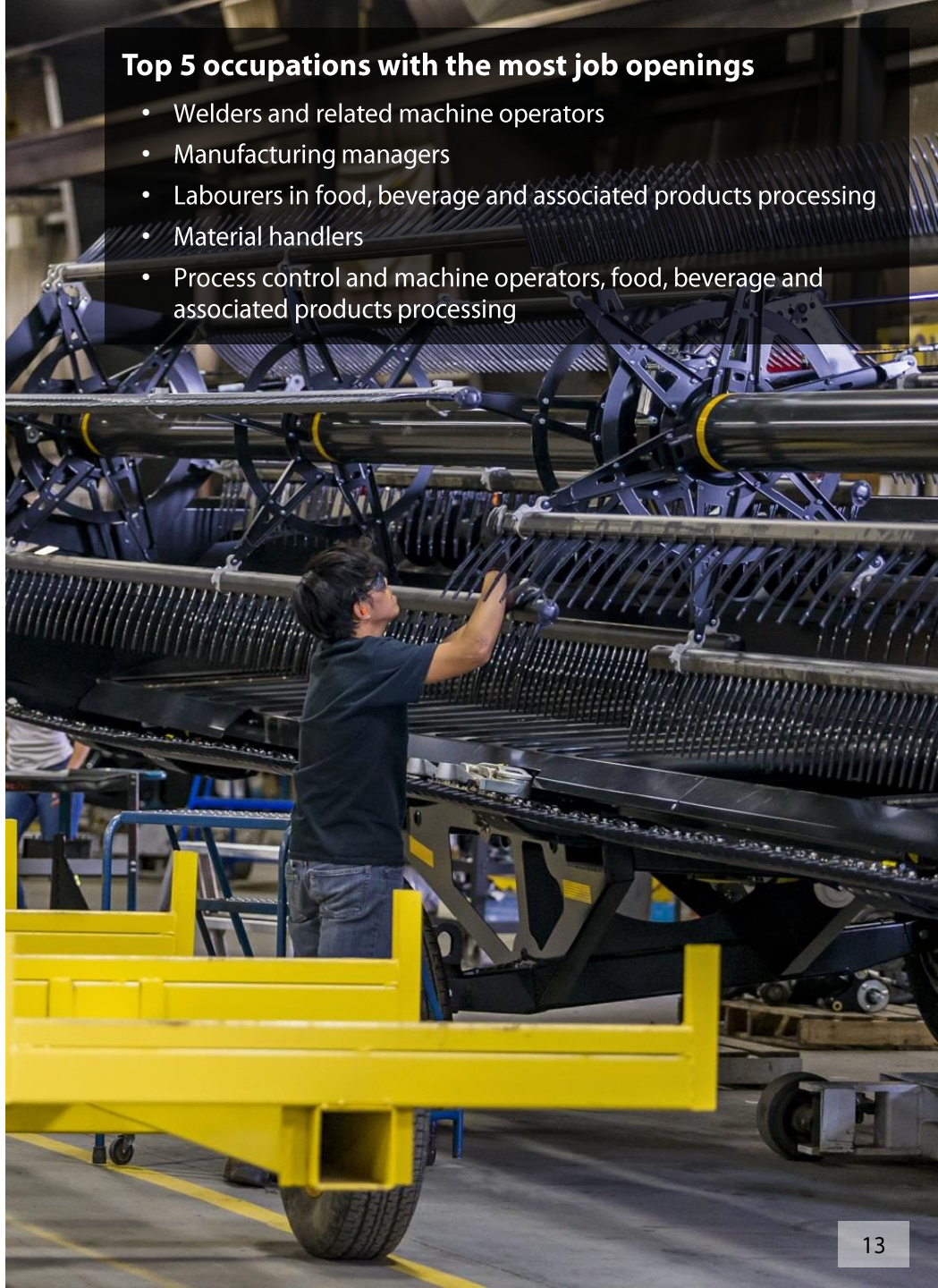
## 5,500 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Welders and related machine operators
- Manufacturing managers
- Labourers in food, beverage and associated products processing
- Material handlers
- Process control and machine operators, food, beverage and associated products processing



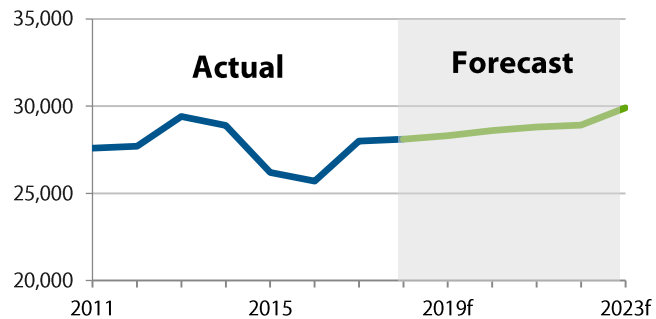


# Manufacturing

**28,100** employed in 2018

**1.2%** forecasted average  
annual employment growth rate

## *Employment Trend*



## **Top 5 soft skills most in demand in 2018**

- Attention to detail
- Team player
- Reliability
- Flexibility
- Excellent oral communication

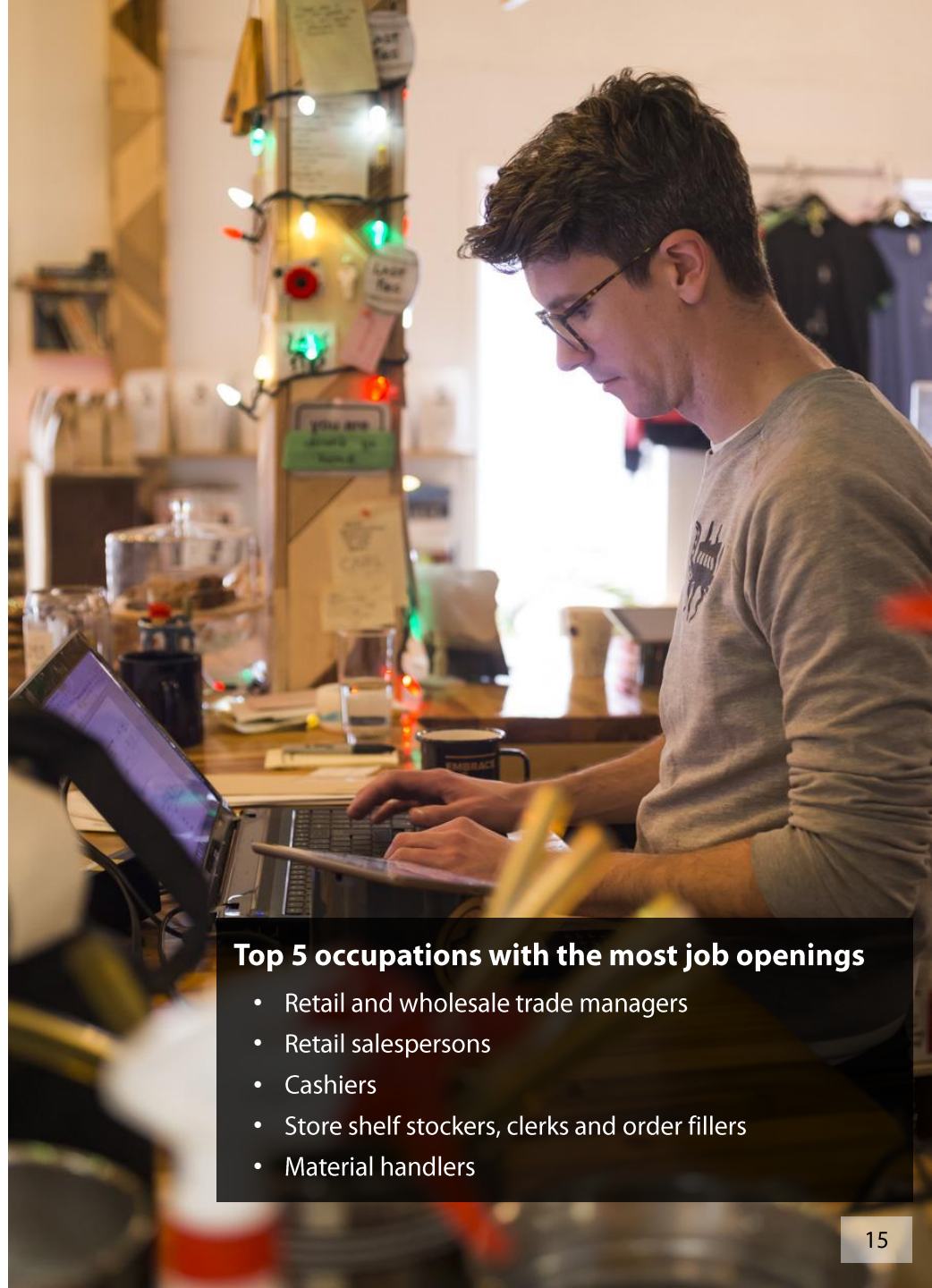
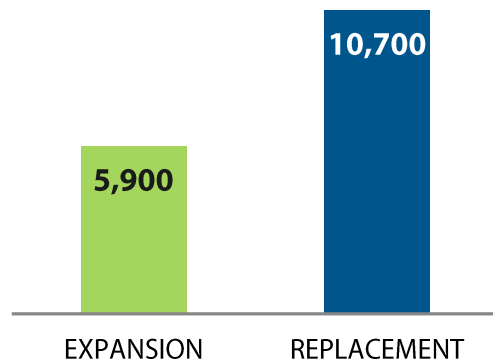
# Trade

## (Wholesale and Retail)

Wholesale trade businesses are primarily engaged in wholesaling merchandise as an intermediate step in merchandise distribution and in providing related logistics, marketing and support services. Retail trade businesses are primarily engaged in selling merchandise in small quantities to the general public, usually without transformation, and rendering services incidental to the sale of merchandise.

# 16,600 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Retail and wholesale trade managers
- Retail salespersons
- Cashiers
- Store shelf stockers, clerks and order fillers
- Material handlers



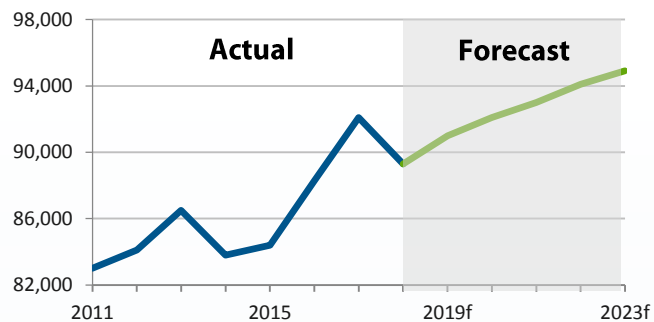
# Trade

(Wholesale and Retail)

**89,300** employed in 2018

**1.2%** forecasted average  
annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

- Team player
- Reliability
- Attention to detail
- Flexibility
- Excellent oral communication

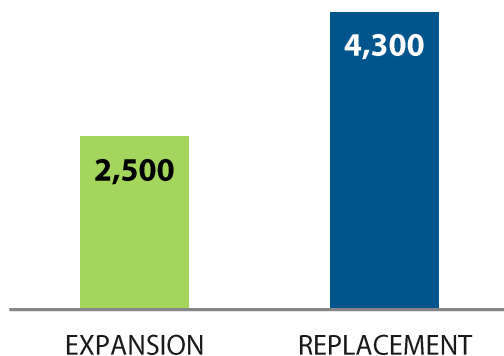


# Transportation and Warehousing

The sector activities include the transport of passengers and cargo, warehousing and storage of goods, and support activities related to modes of transportation.

## 6,800 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Transport truck drivers
- Bus drivers and other transit operators
- Taxi and limousine drivers
- Material handlers
- Managers in transportation



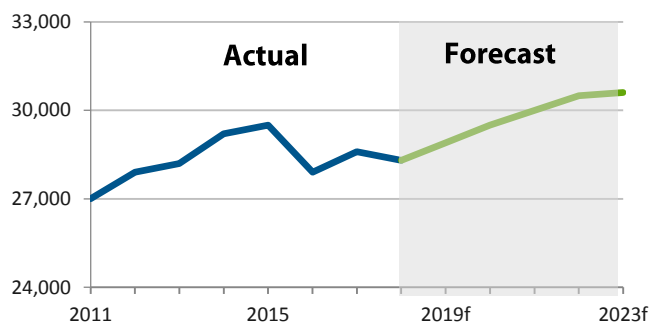


# Transportation and Warehousing

**28,300** employed in 2018

**1.6%** forecasted average annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

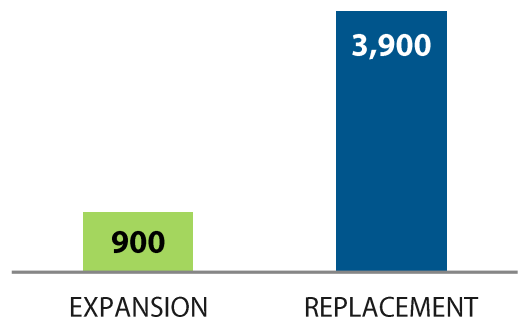
- Reliability
- Team player
- Flexibility
- Attention to detail
- Organized

# Finance, Insurance, Real Estate and Leasing

Sector businesses are primarily engaged in financial transactions that involve the creation, liquidation or change in ownership of financial assets, or in facilitating financial transactions. The sector also includes businesses that rent, lease or otherwise allow the use of their assets by others.

## 4,800 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Other financial officers
- Insurance agents and brokers
- Financial sales representatives
- Customer services representatives – financial institutions
- Banking, credit and other investment managers

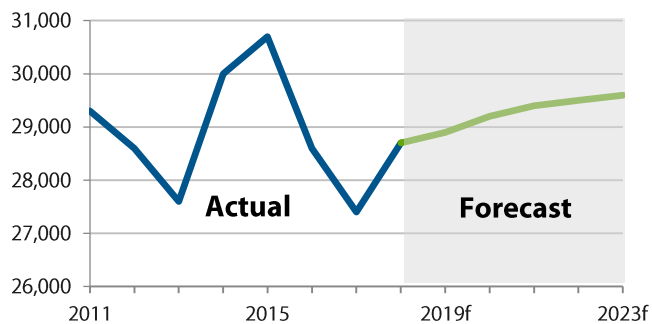


# Finance, Insurance, Real Estate and Leasing

**28,700** employed in 2018

**0.6%** forecasted average  
annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

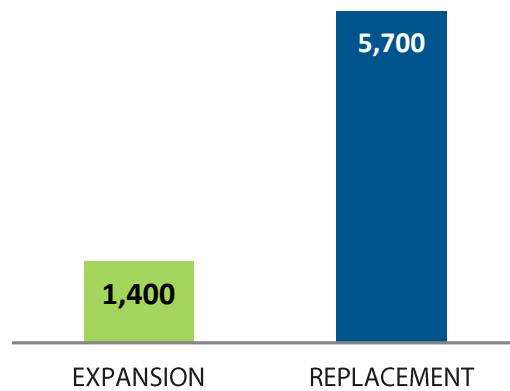
- Organized
- Excellent oral communication
- Reliability
- Team player
- Flexibility

# Education Services

The sector includes instruction and training provided on a wide variety of subjects by schools, colleges, universities and training centres.

## 7,100 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Elementary school and kindergarten teachers
- Elementary and secondary school teacher assistants
- Secondary school teachers
- Janitors, caretakers and building superintendents
- School principals and administrators of elementary and secondary education



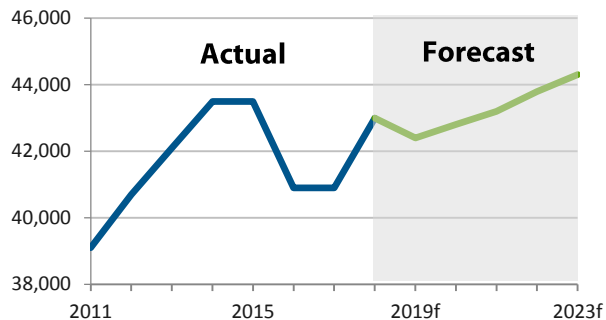


# Education Services

**43,000** employed in 2018

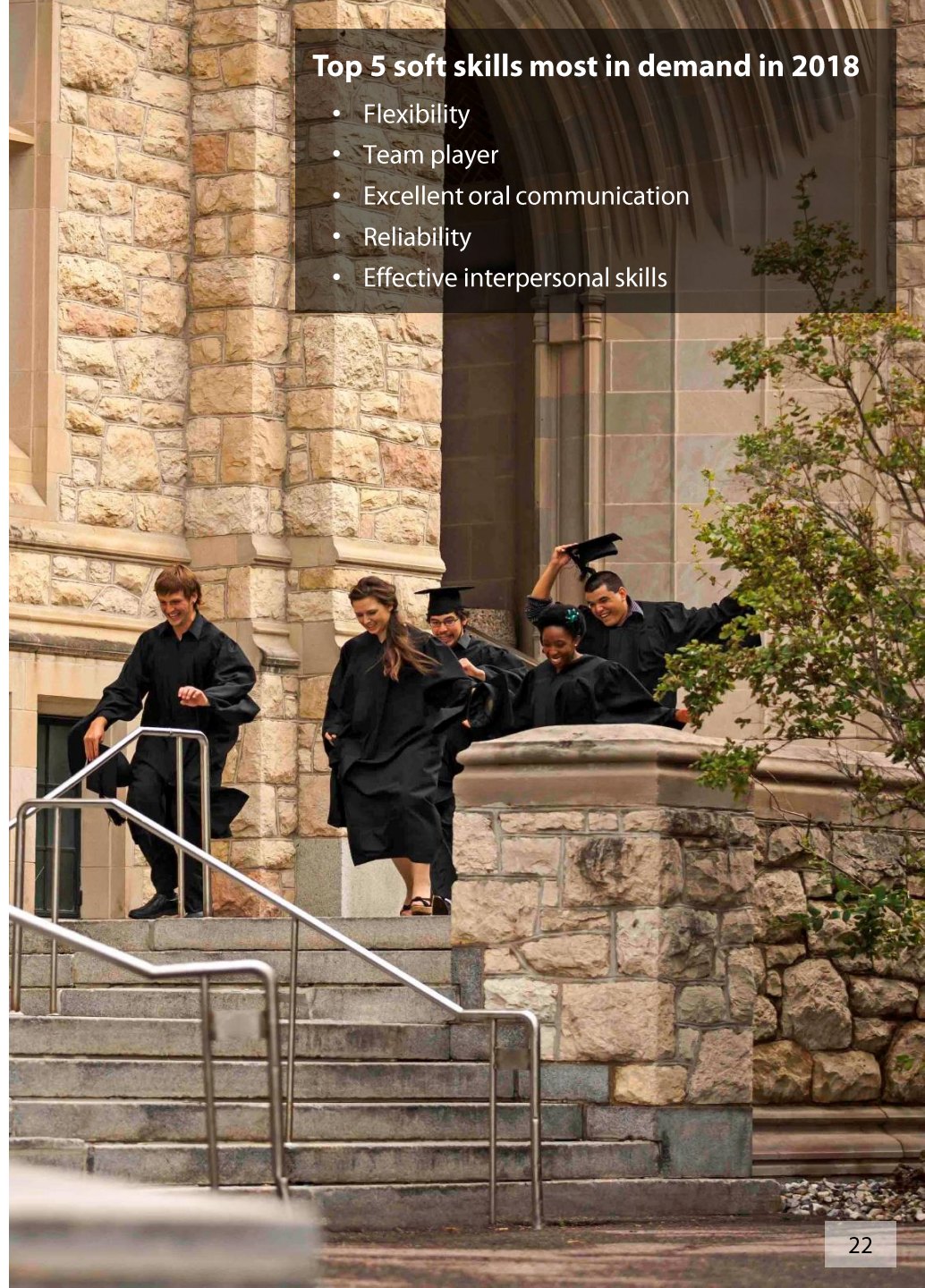
**0.6%** forecasted average annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

- Flexibility
- Team player
- Excellent oral communication
- Reliability
- Effective interpersonal skills

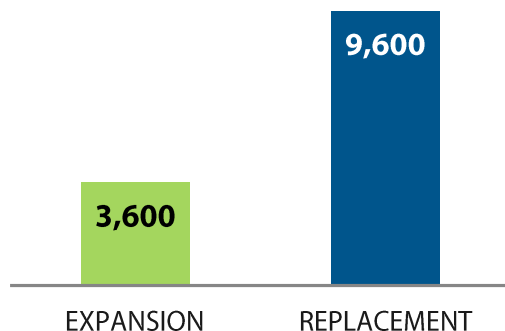


# Health Care and Social Assistance

The sector consists of organizations and institutions that primarily provide health care and social assistance services to individuals.

## 13,200 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Registered nurses and registered psychiatric nurses
- Nurse aides, orderlies and patient service associates
- Early childhood educators and assistants
- Home child care providers
- Social and community service workers

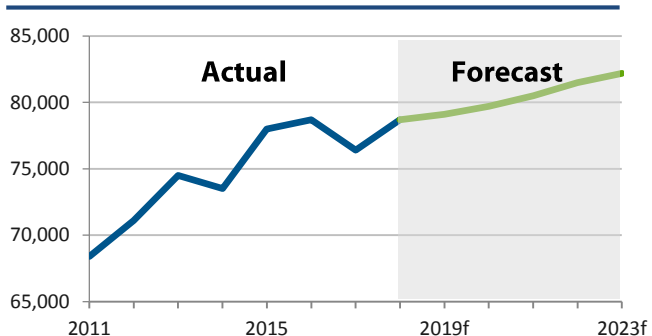


# Health Care and Social Assistance

**78,700** employed in 2018

**0.9%** forecasted average annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

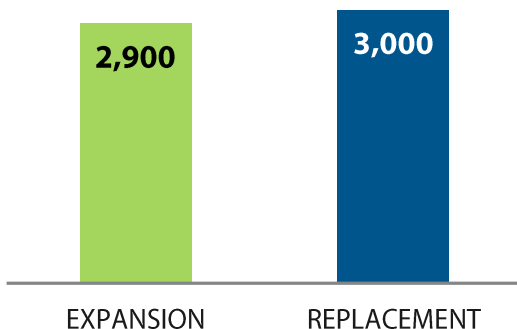
- Effective interpersonal skills
- Flexibility
- Team player
- Excellent oral communication
- Client focus

# Accommodation and Food Services

The sector is comprised of businesses providing accommodation services such as hotels, resorts, cottages and cabins, various types of recreational camps, and businesses engaged in providing food and drinking services.

## 5,900 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Cooks
- Food counter attendants, kitchen helpers
- Food and beverage servers
- Restaurant and food service managers
- Light duty cleaners



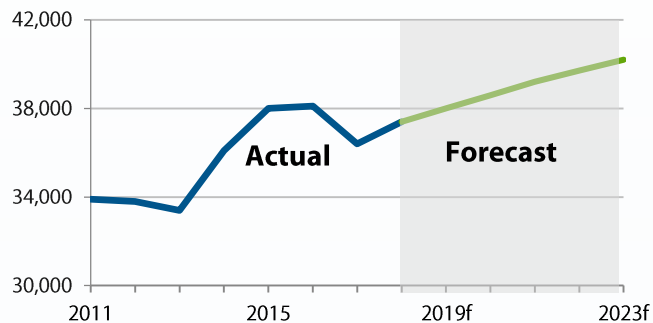


# Accommodation and Food Services

**37,400** employed in 2018

**1.5%** forecasted average annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

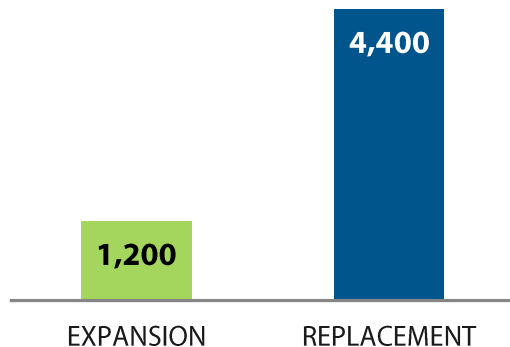
- Team player
- Work under pressure
- Flexibility
- Reliability
- Client focus

# Public Administration

The sector includes all levels of government agencies that administer, oversee, and manage public programs, and have executive, legislative, or judicial authority over other institutions within a given area. These agencies also set policy, create laws, adjudicate civil and criminal legal cases, and provide for public safety and national defense.

## 5,600 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Police officers (except commissioned)
- Administrative assistants
- Correctional service officers
- General office support workers
- Administrative officers

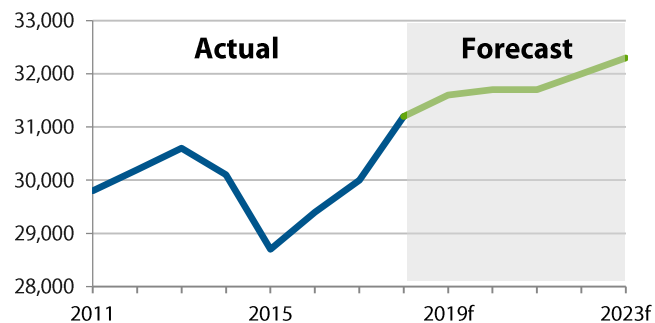


# Public Administration

**31,200** employed in 2018

**0.7%** forecasted average annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

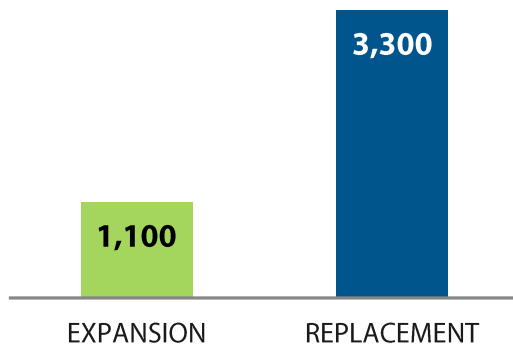
- Team player
- Reliability
- Flexibility
- Effective interpersonal skills
- Excellent oral communication

# Professional, Scientific and Technical Services

The sector is comprised of establishments primarily engaged in activities in which human capital is the major input. The main components of this sector include management services, legal services, accounting services, architectural and engineering services, and scientific and technical consulting services.

## 4,400 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Financial auditors and accountants
- Accounting technicians and bookkeepers
- Civil engineers
- Lawyers and Quebec notaries
- Drafting technologists and technicians



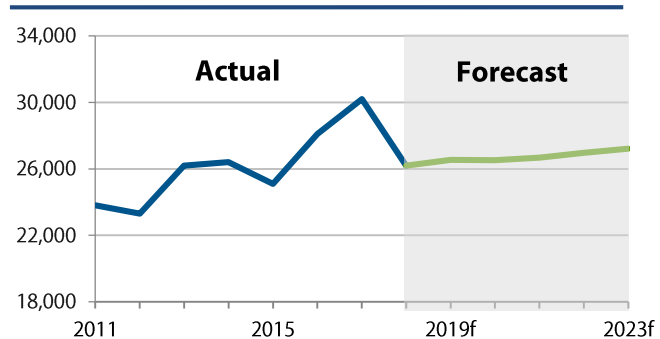


# Professional, Scientific and Technical Services

**26,200** employed in 2018

**0.8%** forecasted average annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

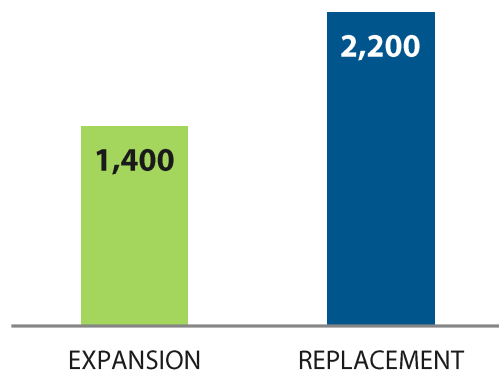
- Attention to detail
- Excellent oral communication
- Team player
- Effective interpersonal skills
- Organized

# Business, Building and Other Support Services

The sector includes establishments engaged in management of companies and enterprises, administrative and support services, and waste management and remediation services.

## 3,600 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Light duty cleaners
- Security guards and related security service occupations
- Janitors, caretakers and building superintendents
- Landscaping and grounds maintenance labourers
- Transport truck drivers

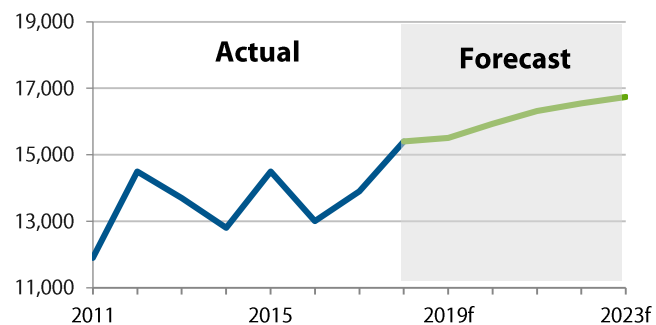


# Business, Building and Other Support Services

**15,400** employed in 2018

**1.7%** forecasted average annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

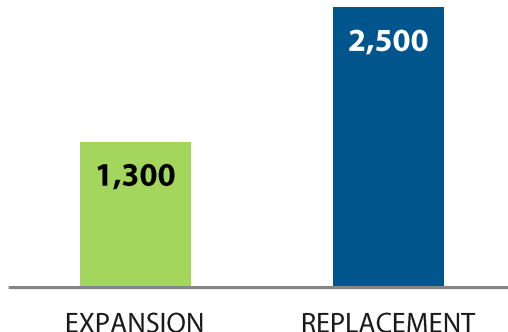
- Reliability
- Team player
- Attention to detail
- Excellent oral communication
- Flexibility

# Information, Culture and Recreation

The sector consists of a wide variety of service industries including publishing, broadcasting, motion picture and sound recording, telecommunications, internet service providers, performing arts and spectator sports, heritage institutions, and gambling and recreation industries.

## 3,800 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Couriers, messengers and door-to-door distributors
- Landscaping and grounds maintenance labourers
- Painters, sculptors and other visual artists
- Telecommunications installation and repair workers
- Journalists

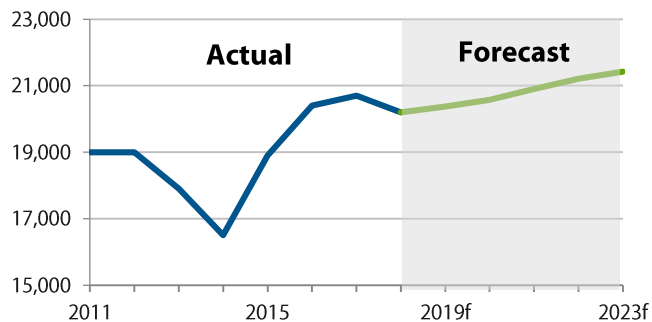


# Information, Culture and Recreation

**20,200** employed in 2018

**1.2%** forecasted average annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

- Team player
- Effective interpersonal skills
- Excellent oral communication
- Reliability
- Work under pressure

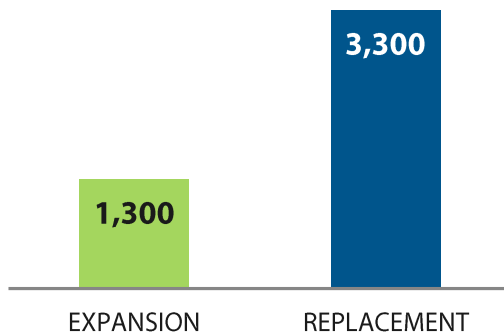


# Other Services

The sector includes services related to automotive repair and maintenance, personal and laundry services, private household services, and religious, grant-making and professional organizations.

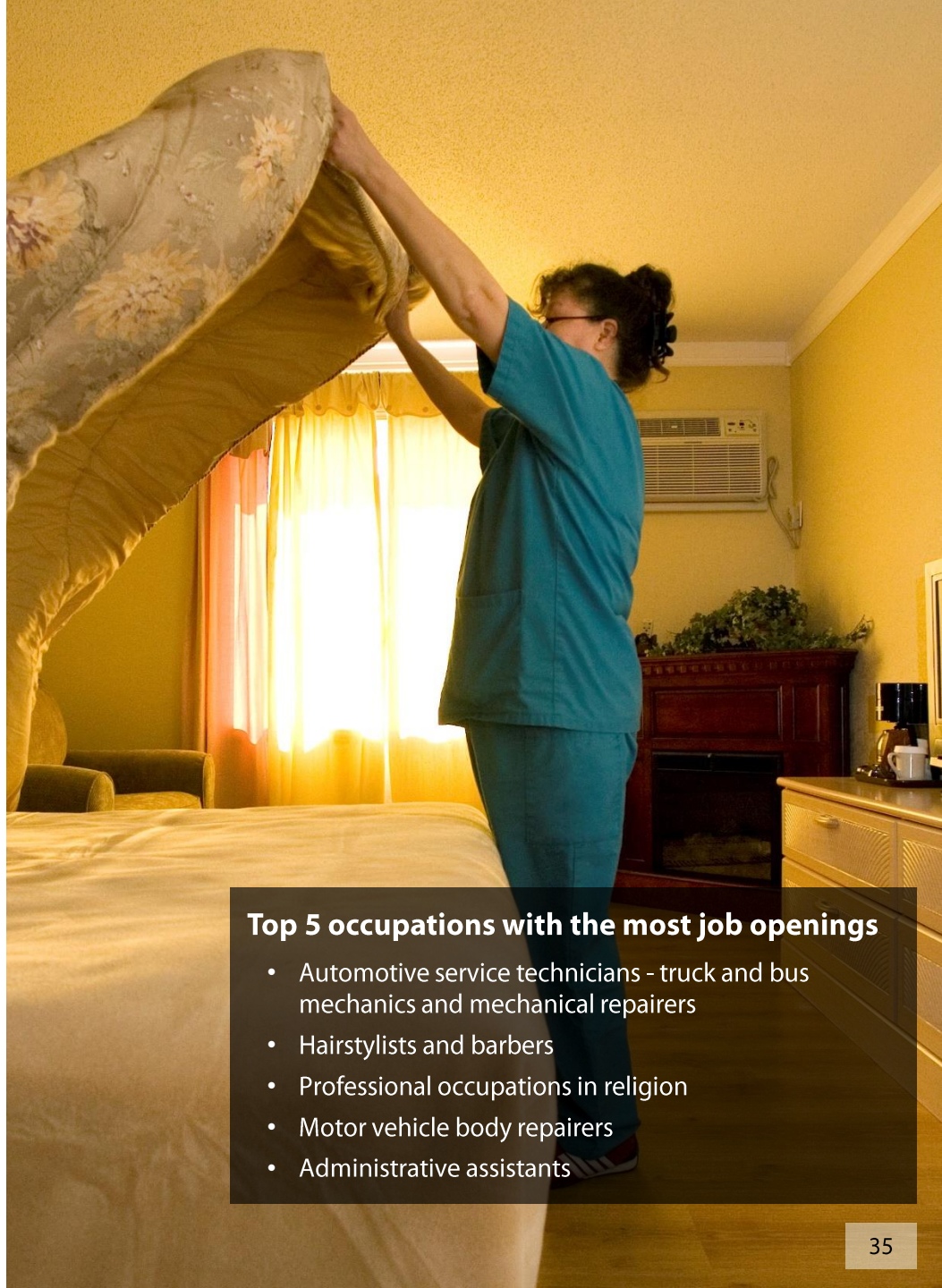
## 4,600 job openings

*Forecasted Job Openings, 2019-2023*



### Top 5 occupations with the most job openings

- Automotive service technicians - truck and bus mechanics and mechanical repairers
- Hairstylists and barbers
- Professional occupations in religion
- Motor vehicle body repairers
- Administrative assistants



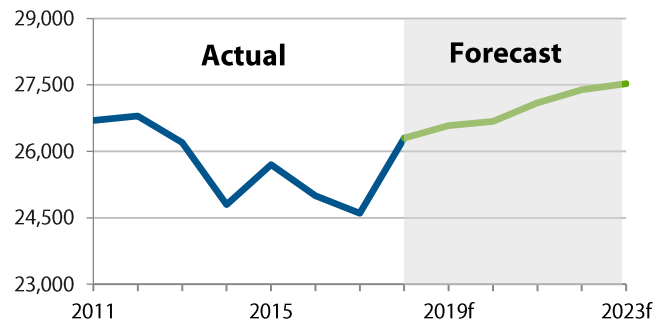


# Other Services

**26,300** employed in 2018

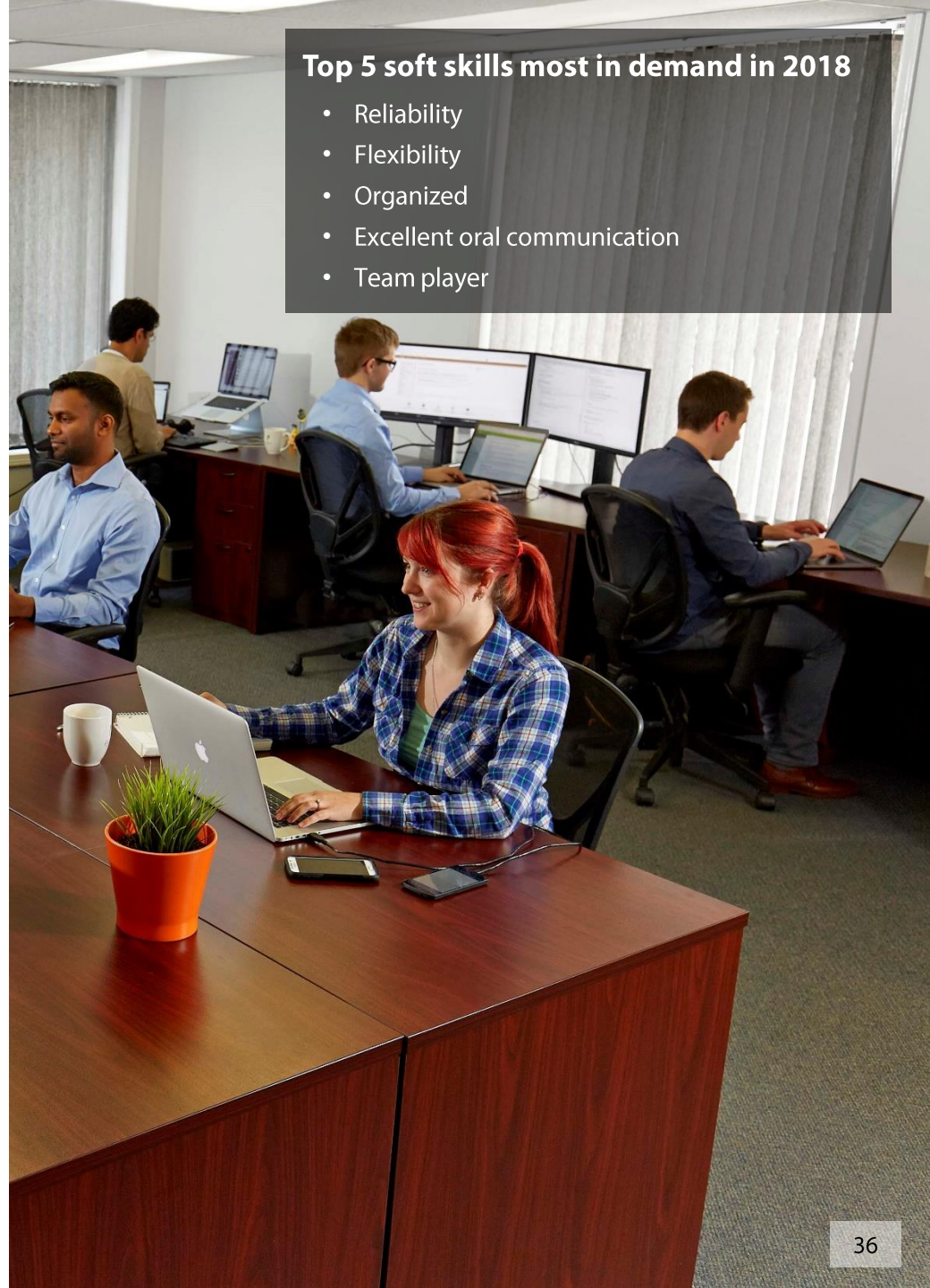
**0.9%** forecasted average annual employment growth rate

*Employment Trend*



## Top 5 soft skills most in demand in 2018

- Reliability
- Flexibility
- Organized
- Excellent oral communication
- Team player





# Methodology

[Go to "About this Outlook"](#)

- The forecast is based on Saskatchewan Ministry of Finance's 2019-20 budget assumptions, and output from the Saskatchewan Occupational Modelling System that is proprietary to Stokes Economic Consulting Inc.
- The industry categories in this report align with Statistics Canada's Labour Force Survey industries, which are based on the North American Industry Classification System (NAICS) 2012.
- Forecasted data reflects current and expected economic conditions at the time of development of the forecast scenario (spring 2019) and are subject to market uncertainty in commodity prices, exchange rates and other economic factors. The forecast does not reflect current job vacancies and does not distinguish between full-time and part-time jobs.
- Net job openings equal expansion demand (new jobs generated through economic expansion) plus replacement demand (existing jobs which have been vacated mostly due to retirements and require a replacement).
- Employment change differs from job openings that are due to expansion demand. This is because expansion demand is a labour force concept that includes changes in both employment and normal unemployment (e.g., unemployed persons who are required during peak employment demands or unemployed for short periods as they change employers).
- Top 5 soft skills for each sector are determined based on the skills intensity of 33 soft skills in each sector from a total of 259,948 job ads (or 646,393 job vacancies) posted by Canadian employers on National Job Bank in 2018.







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