



Q1 Labour Force Analysis

January - March 2024

Introduction

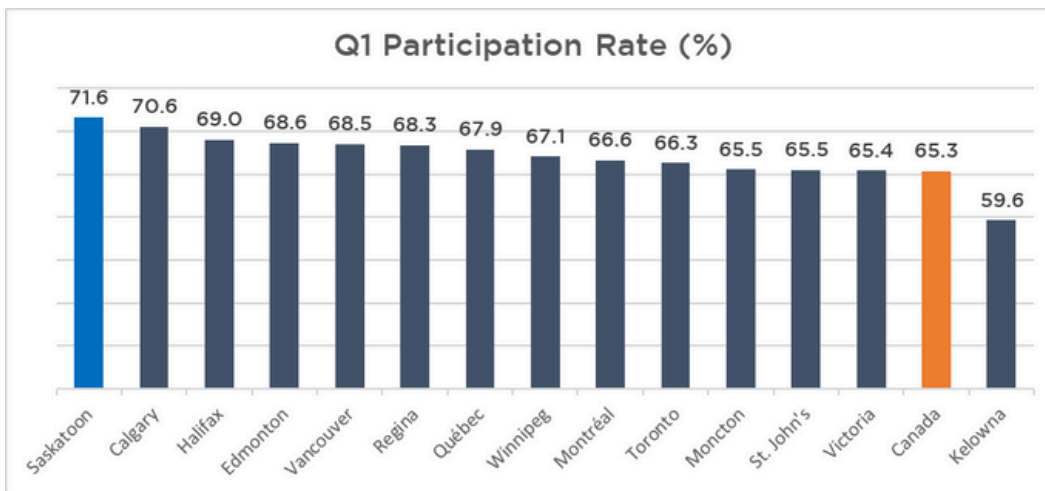
The Quarterly Labour Force Analysis series highlights current trends and insights into the labour market dynamics within the Saskatoon Region. This analysis delves into vital indicators such as labour force participation, industry-specific employment growth by industry, unemployment rates, and wage trends.

In analyzing the Q1 2024 data, several key takeaways are seen:

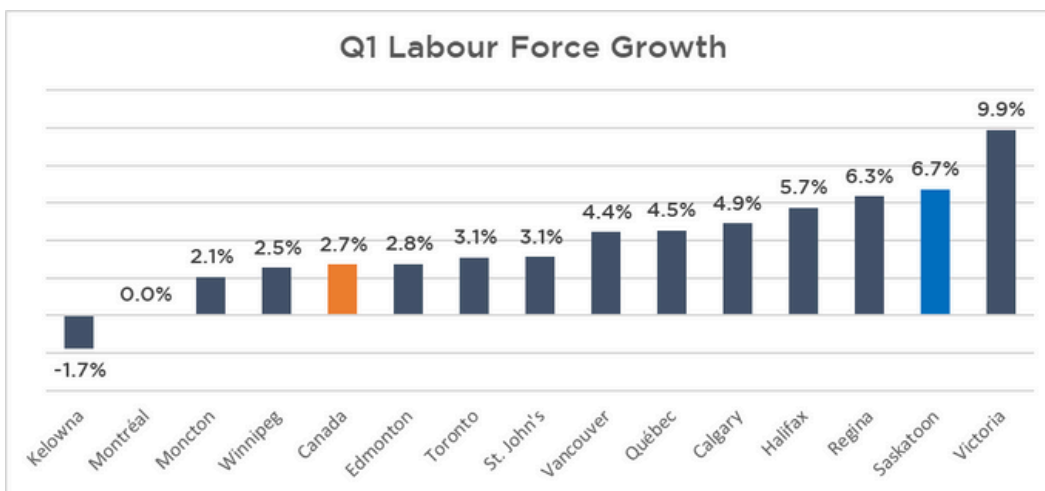
- 1. The Saskatoon Region leads Canada with the highest labour force participation rate, reflecting strong productivity and workforce engagement.**
- 2. The Saskatoon Region demonstrates steady employment growth across industries, indicating economic resilience and job creation.**
- 3. Despite a steady unemployment rate, the Saskatoon Region faces challenges with labour shortages in key sectors, highlighting the demand for skilled workers.**
- 4. Wage growth in Saskatchewan lags behind the rest of Canada, reflecting a cooling from previous years of rapid increases in prices and wages.**

1. The Saskatoon Region leads Canada with the highest labour force participation rate, reflecting strong productivity and workforce engagement.

- The Saskatoon Region recorded the highest labour force participation rate among major CMAs in Canada, at 71.6%, significantly surpassing the national average.
- Similarly, the Saskatoon Region’s labour force is the second fastest growing among major CMAs, at 6.7%, more than doubled that of Canada’s growth, indicating a strong culture of workforce engagement and productivity.
- The Saskatoon Region’s high rate and fast growth points to a thriving economy, propelled by strong economic and population growth, in addition to increased investments in education and skill development, highlighting the Region’s appeal to job seekers and businesses alike.



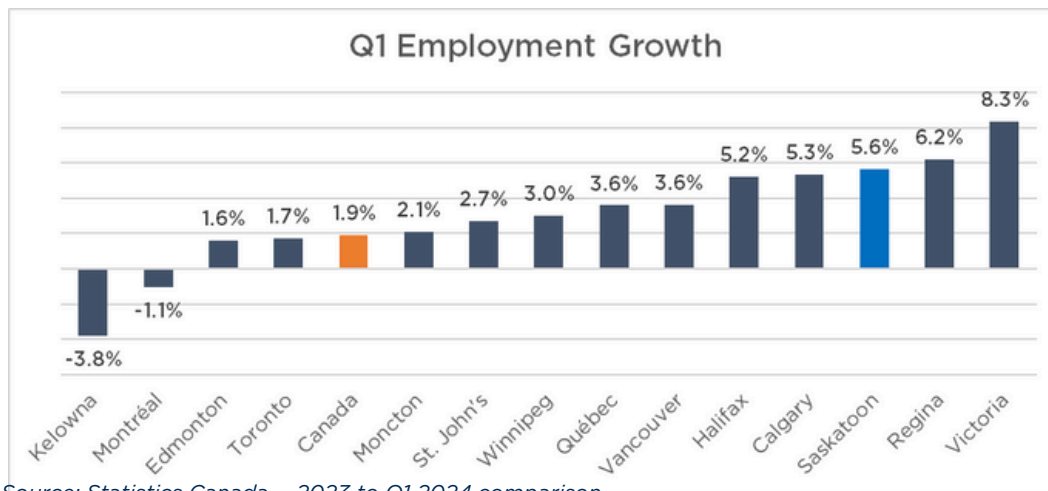
Source: Statistics Canada



Source: Statistics Canada - Q1 2023 to Q1 2024 comparison

2. The Saskatoon Region demonstrates steady employment growth across industries, contributing to economic resilience and job creation.

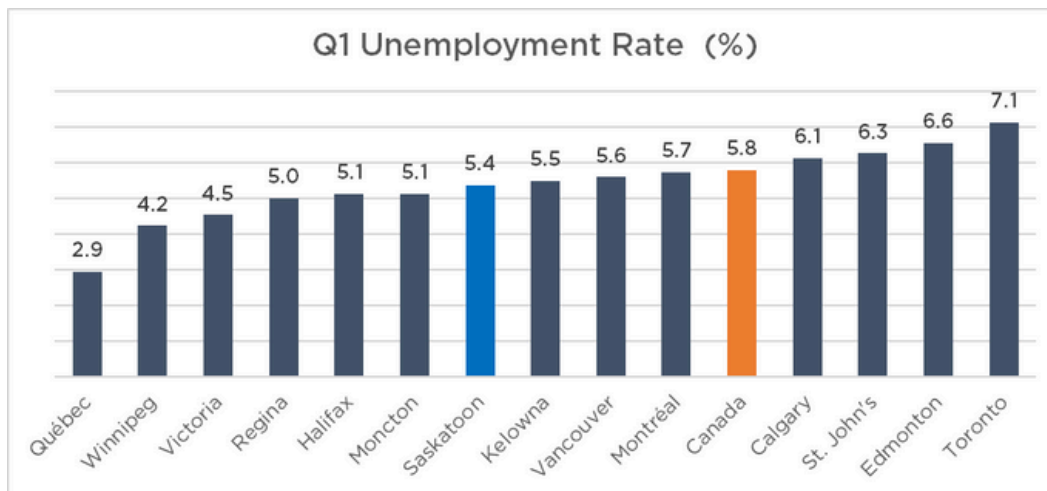
- The Saskatoon Region is among the top major CMA's in Canada leading employment growth, at 5.6%, significantly higher than the national average, driven by strong immigration and employment opportunities.
- Employment levels in the Saskatoon Region have been steadily increasing, with notable growth observed in key industries such as Professional, Scientific and Technical Services (+42.5%), Manufacturing (+41.6%), Agriculture (+36.4%), and Mining, Quarrying and Oil & gas (27.8%).
- On the opposite spectrum, notable decline in growth was observed in key industries such as Utilities (-21.4%), Construction (-14.6%), Finance, Insurance and Real Estate (-12.4%) and Health Care and Social Assistance (-10.8%).



Source: Statistics Canada - 2023 to Q1 2024 comparison

3. Despite a steady unemployment rate, the Saskatoon Region faces challenges with labour shortages in key sectors, highlighting the demand for skilled workers.

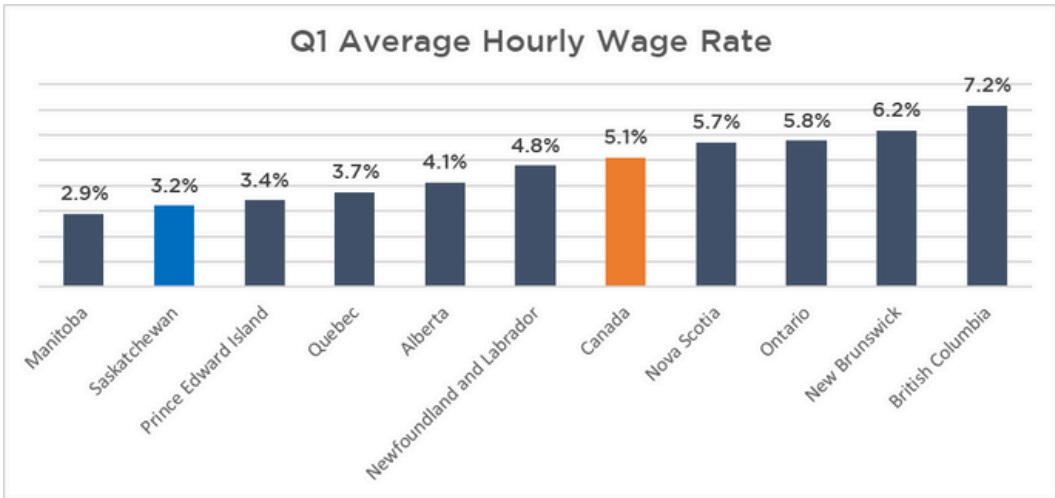
- The Saskatoon Region maintains a strong natural unemployment rate, at 5.4% in Q1, reflecting a balanced labour market and no change since last month but lower from the start of the year.
- Despite this, the Region faces a significant challenge with labour shortages, particularly in accessing skilled trade workers, especially in construction, manufacturing and transportation, according to Canada’s Job Bank. This shortage is causing job vacancies to remain unfilled or longer to hire due to a mismatch in skills and insufficient workforce supply.
- Addressing these labour shortages is critical for sustaining current and future economic growth and competitiveness, requiring targeted initiatives to upskill workers and attract talent to key industries experiencing demand.



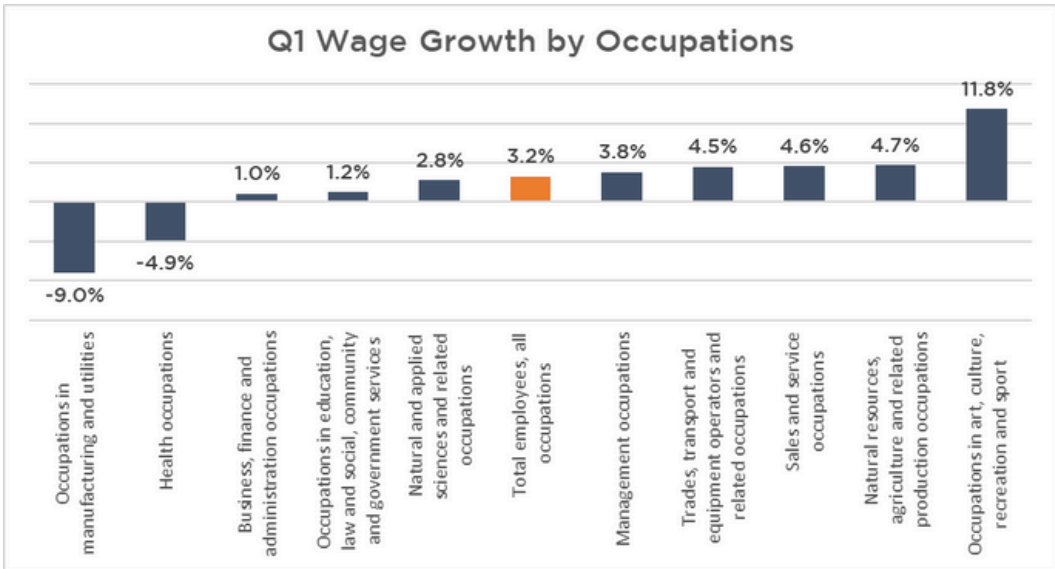
Source: Statistics Canada

4. Wage growth in Saskatchewan lags behind the rest of Canada, reflecting a faster cooling from previous years of rapid increases in prices and wages.

- Cooling down from previous years of rapid increases in prices and wages, wage growth in Saskatchewan lags behind the national average, with wages rising by 3.2% compared to the national rate of 5.1% over the past year.
- Wage growth varies across different age groups:
 - **15 to 24 years:** Younger workers aged 15 to 24 experienced strong wage growth at 5.0%, driven by entry-level opportunities and demand for new workers.
 - **25 to 54 years:** Wage growth was more subdued at 1.7% for workers aged 25 to 54, reflecting varied market conditions and economic factors.
 - **55 years and over:** Older workers aged 55 years and over saw robust wage growth at 7.1%, indicating increased demand for experienced talent.
- Wage trends by occupation highlights challenges and opportunities within specific job categories:
 - Robust wage growth in occupations such as art, culture, recreation and sport (+11.8%), natural resources and agriculture (+4.7%), sales and services (+4.6%) and trades, transport and equipment operators (+4.5%) were highest, driven by increased demand, intensified competition and specialized skill requirements.
 - Conversely, wage growth in occupations such as manufacturing and utilities (-9.0%), health (-4.9%), and business, finance and administration (1.0%) experienced the least amount of growth or negative growth, indicating possible challenges within these sectors, including reduced investments and cost constraints, in the past year.



Source: Statistics Canada - Q1 2023 to Q1 2024 comparison



Source: Statistics Canada - Q1 2023 to Q1 2024 comparison
 Not including management positions for each occupations

Recent Announcements Shaping the Labour Landscape

The Saskatoon Region is poised for further economic growth, driven by three long-term factors that will shape the Region's future labour market:

- In July 2023, the City of Saskatoon achieved a population milestone of 300,000, driven by increased immigration and a growing Indigenous population. A growing population translates to a bigger workforce, which can ultimately boost economic productivity.
- The Government of Saskatchewan released a new labour force strategy titled, Building the Workforce for a Growing Economy, contributing to the Saskatchewan Growth Plan target of 100,000 more jobs by 2030.
- Saskatchewan Polytechnic announced a new campus adjacent to the University of Saskatchewan. This development will enhance Saskatoon's attractiveness for investment and talent while creating a skilled talent pipeline to match industry needs.

Glossary

Labour Force is the number of persons 15 years of age and over who, during the reference week, were employed or unemployed.

Employment is the number of persons who, during the reference week, worked for pay or profit, or performed unpaid family work or had a job but were not at work due to own illness or disability, personal or family responsibilities, labour dispute, vacation, or other reason.

Unemployment Rate is the number of unemployed persons expressed as a percentage of the labour force.

Participation Rate is the the number of labour force participants expressed as a percentage of the population 15 years of age and over.

