



# **Carlton**TrailCollege.

Regional Labour Market Report

## **FINDINGS & INSIGHTS**

March 2020






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**C**arlton Trail College serves east-central Saskatchewan as a leader in regional workforce education and training services, identifying key trends and opportunities to bring people together to find solutions to labour market challenges. As one of seven regional colleges charged with providing access to post-secondary education and training in rural, small urban and northern communities, Carlton Trail College’s mission is to serve learners, business, industry and communities by offering lifelong learning and career training opportunities. To support this mission, the College undertakes labour market planning - drawing from statistics, forecasts and reports, larger labour market trends and issues as well as feedback from regional employers. Strategic labour market planning assists the College in developing employment-ready graduates, whose skills will be needed to support Saskatchewan’s growing economy.

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This report provides an overview of regional labour market strengths and challenges. It was structured to gain insight into five, key areas:

	<b>Who lives and works within the region?</b>
	<b>What types of work do residents engage in within the region?</b>
	<b>What types of regional industries exist?</b>
	<b>What are the skills within the region’s workforce?</b>
	<b>What are the in-demand jobs within the region?</b>

# Regional Profile

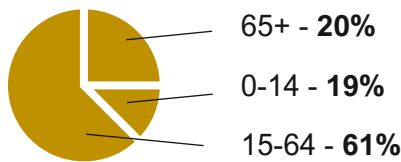
## Population

As of Q4 2019, Saskatchewan's population was **1,178,657**.

In determining the regional population, it is important to note that the area crosses several census boundaries. The region's estimated population is **65,279**.

## Age Characteristics

The region's population was further segmented into three groups: youth age 0-14, the general working population age 15-64 and the retirement population age 65 and over. This represents the maximum potential labour supply for the region.



The median age<sup>1</sup> is **46.1**. This is eight years older than Saskatchewan's median age and five years older than Canada's.

Area	Median Age
<b>Carlton Trail Region</b>	<b>46.1</b>
Saskatchewan	37.8
Canada	41.2
Regional First Nations	22.1

Within the region, the median age within First Nations communities is estimated to be 22.1. This is significantly lower than the national, provincial and regional median ages and signifies an important source of future labour.

With an aging population, the region will be challenged to maintain its skilled workforce in the coming years.

<sup>1</sup> Median age is the age that divides a population into two numerically equal groups, summarizing the age distribution of a population.

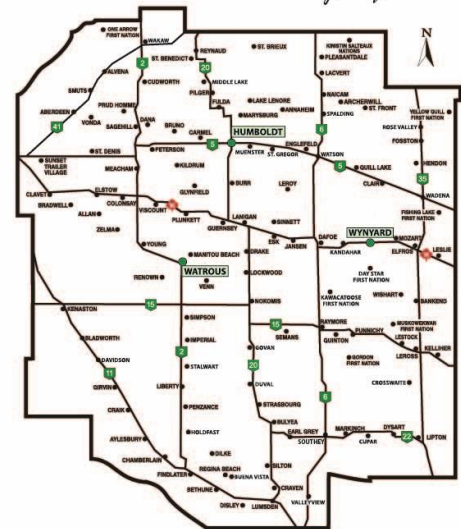
# 65,279

## Population of Region



The region is home to approximately **5%** of Saskatchewan's population.

**Carlton Trail College.**  
*discover your future*



**55%** live in urban areas

**45%** live in small villages, farms and First Nation communities



# Education

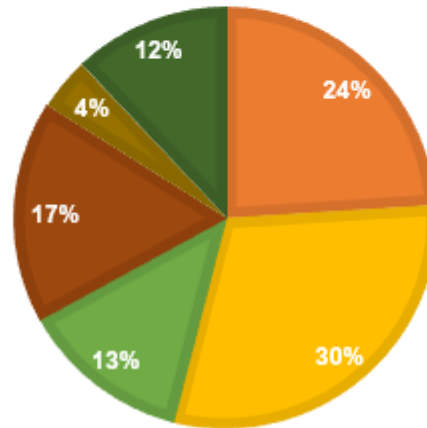
## Regional Education Attainment

Historically, the region has had strong economic bases made up of manufacturing, mining, agriculture and healthcare services. This has resulted in higher rates of attainment of trades and college certificates, diplomas and apprenticeships, and slightly lower rates of university degrees. Notably, the region exceeds provincial attainment levels for individuals who have completed an apprenticeship or trades certificate or diploma.

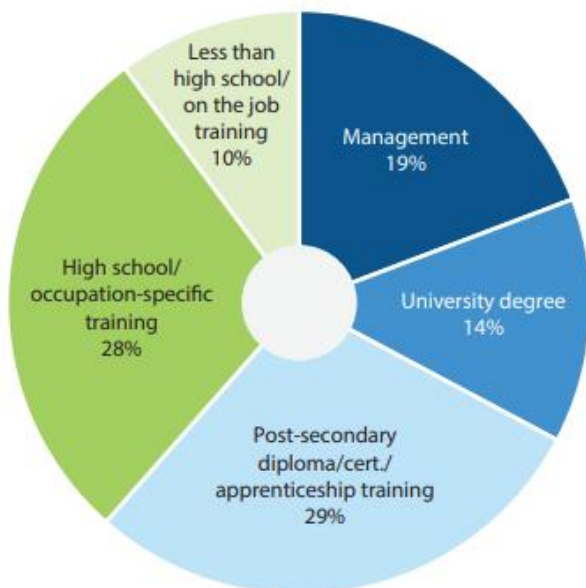
Provincially, demand will remain strong for apprenticeship training and trades certificates and diploma programs, with the largest number of forecasted job openings appearing in these categories.<sup>2</sup>

## REGIONAL EDUCATION ATTAINMENT (15+ YRS)

- No certificate, diploma or degree
- Secondary/High School diploma or equivalence certificate
- Apprenticeship or trades certificate or diploma
- College, CEGEP or other non-university certificate or diploma
- University certificate or diploma below bachelor level
- University certificate, diploma or degree at bachelor level or above



Forecasted Job Openings in Saskatchewan by Education/Skill Level, 2019 to 2023



## Carlton Trail College

Carlton Trail College combines in-depth, applied learning with hands-on experience to provide education and career training for students in east-central Saskatchewan. Offering a range of education and skills-based opportunities, along with contract training for business and industry, the College serves over 2,000 students each year.

## St. Peter's College

Embracing their roots as a rural post-secondary institution, St. Peter's College is an affiliate of the University of Saskatchewan and offers select university programming to students in their first or second year of study. Founded in 1903 by Catholic Benedictine monks, the small class sizes, award-winning faculty and supportive environment fosters academic excellence, personal enrichment and social responsibility.

<sup>2</sup> Saskatchewan Labour Demand Outlook 2019-2023

# Business and Industry

Agriculture, construction and the wholesale/retail trade industries have been identified as those with large concentrations of businesses within the region. Key industry profiles provide further information on the size and economic impact of each industry.

However, it is important to note that large employers within the region represent other important sectors that contribute to the economy. Consultation with employers helped to determine what other types of business and industry activity exists within the region.

## Key Industry Profiles

### Agriculture

This sector is comprised of crop and animal production and supporting services such as soil preparation, seeding, harvesting, grain cleaning, livestock breeding and farm management. Saskatchewan is the world's largest exporter of peas, lentils, durum wheat, mustard seed, canola, flaxseed and oats.

The agri-value industry in Saskatchewan is growing, with more than 300 processing companies producing a wide range of meat, cereal, dairy and bakery products, as well as food ingredients. Since 2004, Saskatchewan's annual revenue from value-added agriculture has more than doubled from \$2.3 billion to \$5.2 billion.

### Construction

This sector is made up of trade contracting, residential and non-residential building construction and heavy and civil engineering construction. In 2017, significant industrial construction projects, such as those associated with mining projects, peaked, with construction employment declining over 2018 and 2019.

However, long-range forecasts for the industry look promising, with modest growth expected over the next 10 years; this is primarily anticipated to take place in residential and industrial/commercial/institutional markets. In the short-to-mid-term in Saskatchewan, recovery in new residential construction is anticipated to offset declines in non-residential projects.

### Manufacturing

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



In 2018, Saskatchewan  
exported **\$13.4  
billion** in agri-food  
products.



Manufacturing makes  
up over **6%** of  
Saskatchewan's GDP.

Key manufacturing clusters in Saskatchewan include:

- Machinery, transportation and industrial equipment;
- Food, crop and beverage processing;
- Wood, steel and plastic products; and
- Chemical manufacturing.

Emerging clusters include:

- Aerospace and defence;
- Specialty automotive products, unmanned aerial vehicles; and
- Electronics and instrumentation.

## Mining

Focused on extracting naturally occurring minerals, in 2018, the value of Saskatchewan's mining sales was \$7 billion, the fourth highest in Canada. The province has the largest potash industry in the world, accounting for about one-third of annual global production and hosting almost half of the world's known reserves. In 2017, Saskatchewan mining operations purchased 58% (\$2.9 billion) of their total goods and services from provincial suppliers, further developing the mining supply and service sector.

To continue to encourage mining and mineral exploration within Saskatchewan, the provincial government has established several incentive programs. Industry growth and/or development has been impacted by ongoing market volatility.

## Wholesale/Retail Trade

Wholesale trade serves as an intermediary industry, with wholesalers buying goods directly from producers and manufacturers, and then selling and distributing goods to retailers, other businesses and institutional clients. Retail trade businesses are primarily engaged in selling merchandise in small quantities to the general public and in providing services incidental to the sale of merchandise.

Western Canada is home to an active wholesale trade sector that has grown over the past decade. Wholesale trade is expected to grow over the next few years, although challenges in the natural resource sector and with national/international trade could slow industry growth forecasts.

Relatively low interest rates, a growing population and steady gains in employment have led to increased consumer consumption in the retail trade industry within the province. In 2018, retail trade comprised 4.5% of Saskatchewan's GDP, with modest retail growth anticipated in the coming years.



**3** potash mines (Allan, Colonsay, Lanigan),  
**1** potassium sulphate mine (Wynyard) and **BHP's Potash Project** (Jansen) are located within the region.



Saskatchewan's  
wholesale industry  
posted sales of **\$26 billion** in 2017.

## Healthcare and Social Assistance Services

This sector is made up of institutions and organizations that provide healthcare and social assistance services to individuals.

With the integration of provincial health regions into a single health authority, 2018/2019 marked the first, full year of the Saskatchewan Health Authority (SHA). The SHA is now responsible for coordinating the recruitment of health professionals and optimizing the health sector workforce for the entire province.

As the general population ages, the demand for health services, in particular, is expected to increase, resulting in increased demand for healthcare workers across the province.

## Regional Business and Industry Mix

To further understand the distribution of industries that operate within the region, we surveyed employers and relied on respondents to self-identify their sector. The results are as follows:<sup>3</sup>

<b>20%</b> <b>Public Administration</b>	<b>15%</b> <b>Other Services</b> <i>(includes non-profit, community services and charities)</i>	<b>14%</b> <b>Retail Trade</b>	<b>9%</b> <b>Manufacturing</b>
<b>7%</b> <b>Accommodation and Food Services</b>	<b>5%</b> <b>Healthcare and Social Assistance</b>	<b>4%</b> <b>Agriculture, Forestry, Fishing, Hunting</b>	<b>4%</b> <b>Mining, Quarrying, Oil and Gas Extraction</b>
<b>4%</b> <b>Professional, Scientific and Technical Services</b> <i>(includes legal, accounting, engineering, design, PR, research and related services)</i>	<b>4%</b> <b>Educational Services</b>	<b>3%</b> <b>Construction</b> <i>(includes electrical contractors, plumbing, heating, carpentry and related trades)</i>	<b>2%</b> <b>Utilities</b> <i>(includes electric power generation, natural gas, water, sewage or other systems)</i>
<b>2%</b> <b>Information and Cultural Industries</b> <i>(includes telecommunications, broadcasting, publishing and creative industries)</i>	<b>2%</b> <b>Finance and Insurance</b>	<b>1%</b> <b>Transportation and Warehousing</b>	<b>1%</b> <b>Arts, Entertainment and Recreation</b>

<sup>3</sup> Response percentages may not add up to 100 due to rounding.









# Workforce Skills

The skills individuals need in today’s labour market have shifted over the last several years to prioritize critical thinking, complex problem solving and people skills alongside required knowledge and technical skill sets. To stay competitive, employers are challenged to understand the skills they will need, how to prepare and train their current workforce and how to recruit and hire the talent of the future.

**According to regional employers, the preferred levels of workforce education and/or training include a high school diploma, along with a trade certificate and/or college diploma.**

When asked, regional employers also indicated the following preferred skill sets:

	<b>Willingness to learn</b>
	<b>Communication skills</b>
	<b>Self-motivation / Ability to work with little supervision</b>
	<b>Work ethic / Dependability</b>
	<b>Collaboration / Teamwork / Inter-personal skills</b>
	<b>Problem-solving</b>

These findings align with many of the skills identified within the *Saskatchewan Industry Labour Demand Outlook 2019-2023*.

**74%** of regional employers provide **professional development or training opportunities** for employees

**66%** of regional employers rate the **availability of qualified workers** in the area as ‘fair’ to ‘good’

Over three-quarters of regional employers indicated they are not using temporary foreign workers to address workforce needs.

*“The workforce is quite multi-skilled – employees have multiple job skills and work experiences.”*

Within the larger region, the following agencies provide workforce skills development services:

### **Saskatchewan Labour Market Services**

The Ministry of Immigration and Career Training provide career and employment supports to Saskatchewan residents throughout the province. These supports are designed to develop and match the skills of Saskatchewan workers with the skills needed by Saskatchewan employers. These supports are available in-person at Labour Market Services offices, at community-hosted job search resource centers or via phone or email. More information about these supports can be found at [www.saskatchewan.ca/residents/jobs-working-and-training/find-the-labour-market-services-office-near-you](http://www.saskatchewan.ca/residents/jobs-working-and-training/find-the-labour-market-services-office-near-you).

### **Touchwood Agency Tribal Council Labour Force Development Program**

The Touchwood Agency Tribal Council Labour Force Development Program supports the advancement of training and employment initiatives to assist Indigenous job seekers enter the workforce. Staff promote and support career training, skills development and employment opportunities for Indigenous residents living in the Day Star, George Gordon, Kawacatoose and Muskowekwan First Nations communities, as well as those living in the surrounding towns and villages. More information about this service can be found at [www.touchwoodagency.ca/post-secondary--labour-force-development.html](http://www.touchwoodagency.ca/post-secondary--labour-force-development.html).



## **Skills of the Future**

Complex Problem Solving

Critical Thinking

Creativity

People Management

Coordinating with Others

Emotional Intelligence

Judgement and Decision Making

Service Orientation

Negotiation

Cognitive Flexibility

- *World Economic Forum*

**Did you know ...** the province's seven regional colleges adapt their programs to address regional workforce trends and often customize programs to fit the needs of individual employers.

## Workforce Profile

Except for a few, large employers, the region is predominantly home to small-and-medium sized enterprises.

<b>26%</b> 1-4 employees	<b>24%</b> 5-10 employees	<b>17%</b> 20-49 employees	<b>15%</b> 11-19 employees	<b>9%</b> 50-100 employees	<b>7%</b> 200+ employees	<b>2%</b> 101-199 employees
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67% of regional employers are stand-alone businesses (i.e. those that are not head offices or regional branches or franchises).

**21%** of regional employers estimated **over half of their workforce** was 55 years of age or older

**22%** of regional employers integrate **student placements** or **work experience opportunities**

When asked, only 7% of regional businesses indicated they were established within the last five years. The low rate of regional start-ups suggests an employment dominance by established businesses who tend to attract the bulk of talent in the area.

Regional employers also tend to rely on full-time and part-time staff, with seasonal and contract workers supplementing additional workforce needs.

**82%** of regional employers **hired staff** within the last year

**43%** of regional employers hired **recent graduates**

**55%** of regional employers **anticipate hiring staff** over the coming year

**43%** of regional employers **anticipate a skills shortage** in their industry over the next 3-5 years

# Occupations in Demand

In 2019, 3,232 jobs were posted within the region, accounting for approximately 4% of Saskatchewan's total job vacancies during this time.

**83% of job vacancies required a high school diploma, occupation-specific training or a post-secondary certificate, diploma or apprenticeship training.**

Regional hiring demand was focused in the following occupational groups and job categories:

## 1. Healthcare and social assistance

- Nurse aides, orderlies and patient service associates
- Registered nurses and registered psychiatric nurses
- Licensed practical nurses
- Social and community service workers
- Medical laboratory technicians and pathologists' assistants
- Paramedical occupations
- Home support workers, housekeepers and related occupations

## 2. Sales and service

- Wholesale/retail trade managers and supervisors
- Retail salespersons, storekeepers or partspersons
- Food and beverage supervisors and servers
- Food counter attendants, kitchen helpers and related support occupations
- Janitors, caretakers and building superintendents
- Receptionists, administrative officers and general office support workers

## 3. Natural resources, agriculture and related production occupations

- Agricultural service contractors, farm supervisors and specialized livestock workers
- General farm workers

## 4. Trades, transport and equipment operators

- Transport truck drivers
- Automotive service technicians, truck and bus mechanics and mechanical repairers
- Heavy equipment operators
- Cooks and bakers
- Carpenters
- Electricians
- Labourers in processing, manufacturing and utilities
- Facility operation and maintenance managers

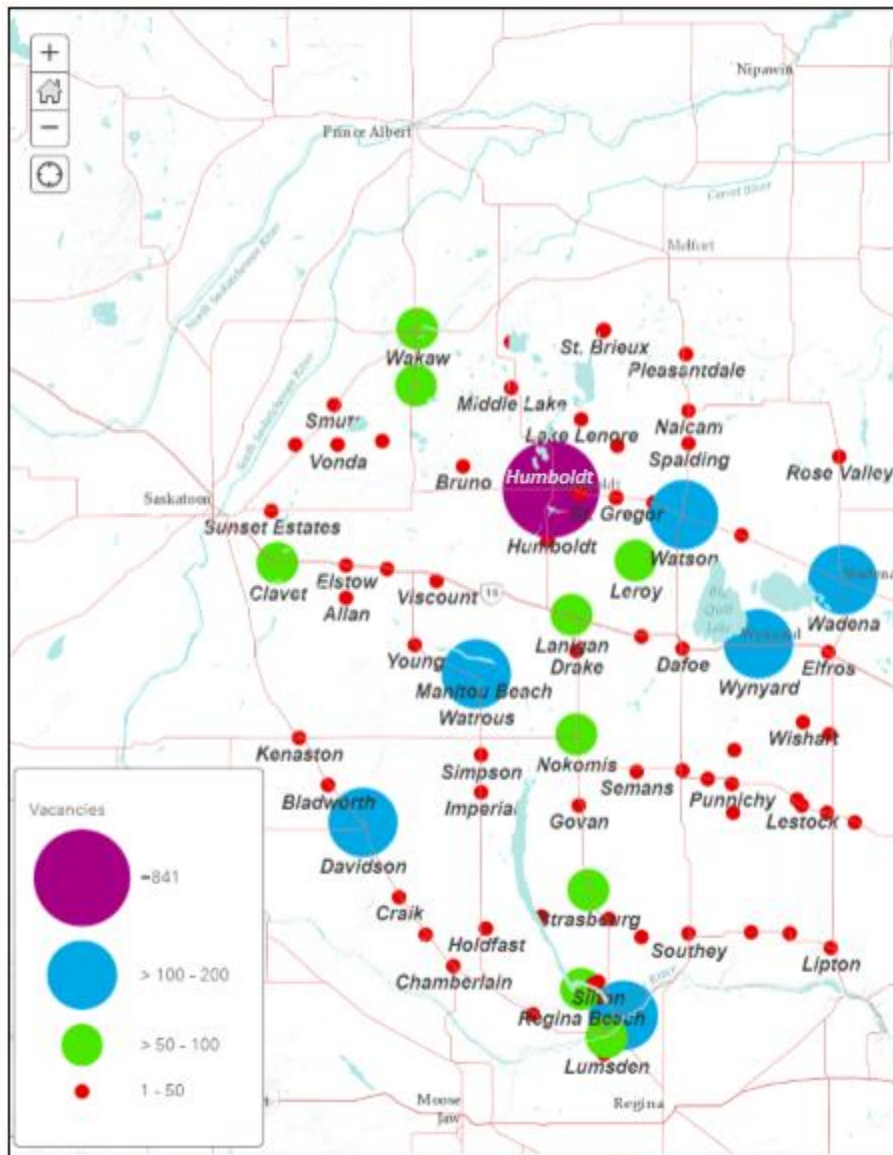
## 5. Education, law and social, community and government services

- Elementary and secondary school teachers and teacher assistants
- Early childhood educators and assistants
- Program leaders, instructors and guides in recreation, sport and fitness
- Security guards and related security service occupations
- Human resource managers

Within the region, healthcare, business, finance and administration were the broad occupational groups that saw an increase in job vacancies over 2019. These groups are identified within the *Saskatchewan Labour Demand Outlook 2019-2023*, which is forecasting increasing job demand in these areas.

The following distribution map shows where job vacancies were clustered within the region.

### Distribution of Regional Job Vacancies (2019)<sup>4</sup>



*“It is difficult for our particular business to find and hire qualified professional staff in certain departments due to the small population of the surrounding towns.*

*It can be frustrating to have to hire outside of our immediate communities, as we would much prefer to hire locally whenever possible.”*

When hiring, **90%** of employers focus on recruiting from within the region. Less than half of employers undertake provincial recruitment.

<sup>4</sup> Government of Saskatchewan - Ministry of Immigration and Career Training, Training and Employer Services Division



## Occupational Forecast

Over a five-year period, close to 100,000 job openings are forecasted in Saskatchewan.

**57% of Saskatchewan’s forecasted job openings will require a high school diploma, occupation-specific training and/or a post-secondary certificate, diploma or apprenticeship training.**

According to the *Saskatchewan Labour Demand Outlook 2019-2023*, **7 of the top 10 occupational groups that are forecasting labour shortages are vital to regional industries.** These include:

- 1. Sales and service**
- 2. Trades, transport and equipment operators**
- 3. Business, finance and administration**
- 4. Education, law and social, community and government services**
- 5. Natural resources, agriculture and related production occupations**
- 6. Health**
7. Natural and applied sciences
- 8. Manufacturing and utilities**
9. Art, culture recreation and sport
10. Senior management

A closer look at the *Saskatchewan Industry Labour Demand Outlook 2019-2023* also reveals the forecasted job openings across the province, by sector:

<b>Industry/Sector</b>	<b># of Job Openings</b>
Wholesale/Retail Trade	16,600
Healthcare and Social Assistance	13,200
Agriculture	8,300
Education Services	7,100
Transportation and Warehousing	6,800
Construction	6,300
Accommodation and Food Services	5,900
Public Administration	5,600
Manufacturing	5,500
Finance, Insurance, Real Estate and Leasing	4,800
Other Services <i>(includes automotive repair and maintenance services, administrative assistants, private household and personal services as well as grant-making organizations)</i>	4,600
Professional, Scientific and Technical Services	4,400
Information, Culture and Recreation	3,800
Business, Building and Other Support Services	3,600
Utilities	1,100
Forestry, Fishing, Mining, Oil and Gas	700

**As indicated by both regional job vacancies and provincial forecasts, strong demand for skilled workers is expected to continue over the next 3-5 years.**

# Conclusion

The information within this report indicates that skilled labour is increasingly needed for the region. Hundreds of professionally-trained individuals will be required to fill new employment positions as industries grow and develop and replace people who will be moving into retirement.

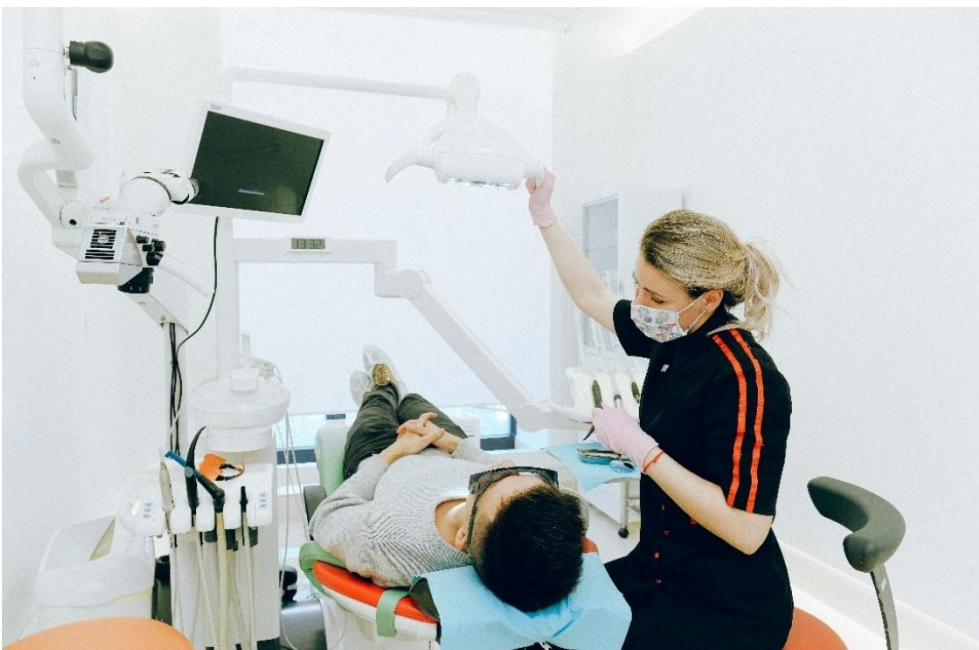
While opportunities exist for individuals at all skill levels, the mix of industries and activities within the region indicates that employers will continue to value trades and college certificates, diplomas and apprenticeships along with important 'soft skills' such as communication, problem-solving and working with others. As labour shortages increase, employers will be challenged to find relevant ways to recruit, coach and develop their workforce. Supporting ongoing training and professional development opportunities for employees should continue to be a key strategy for businesses and organizations.

To help meet regional demand, it will be important to continue to work with First Nations communities to train and connect youth to employment opportunities. Identifying and hiring workers from underutilized segments of the labour force, including immigrants, newcomers or those with disabilities, will also help employers address labour shortages.

**39%** of small and medium-sized businesses are already having difficulty finding new workers.

- *Business Development Bank of Canada*

While each sector will have its own strengths and challenges over the coming years, understanding the region's workforce needs will aid business, industry and educational partners develop responsive work-readiness plans, programs and strategies.



## **About the Report**

The information and assumptions presented in this report are based on several sources considered to be reliable, including regional employer survey responses, data and labour market information from the Saskatchewan Bureau of Statistics and the Ministry of Immigration and Career Training, census, industry and employment data from Statistics Canada, along with a variety of studies, forecasts, articles and reports relating to labour market issues and occupational demand. In providing this information, Carlton Trail College does not assume any responsibility or liability for its interpretation and/or use.

