

Workforce and Mobility Challenges

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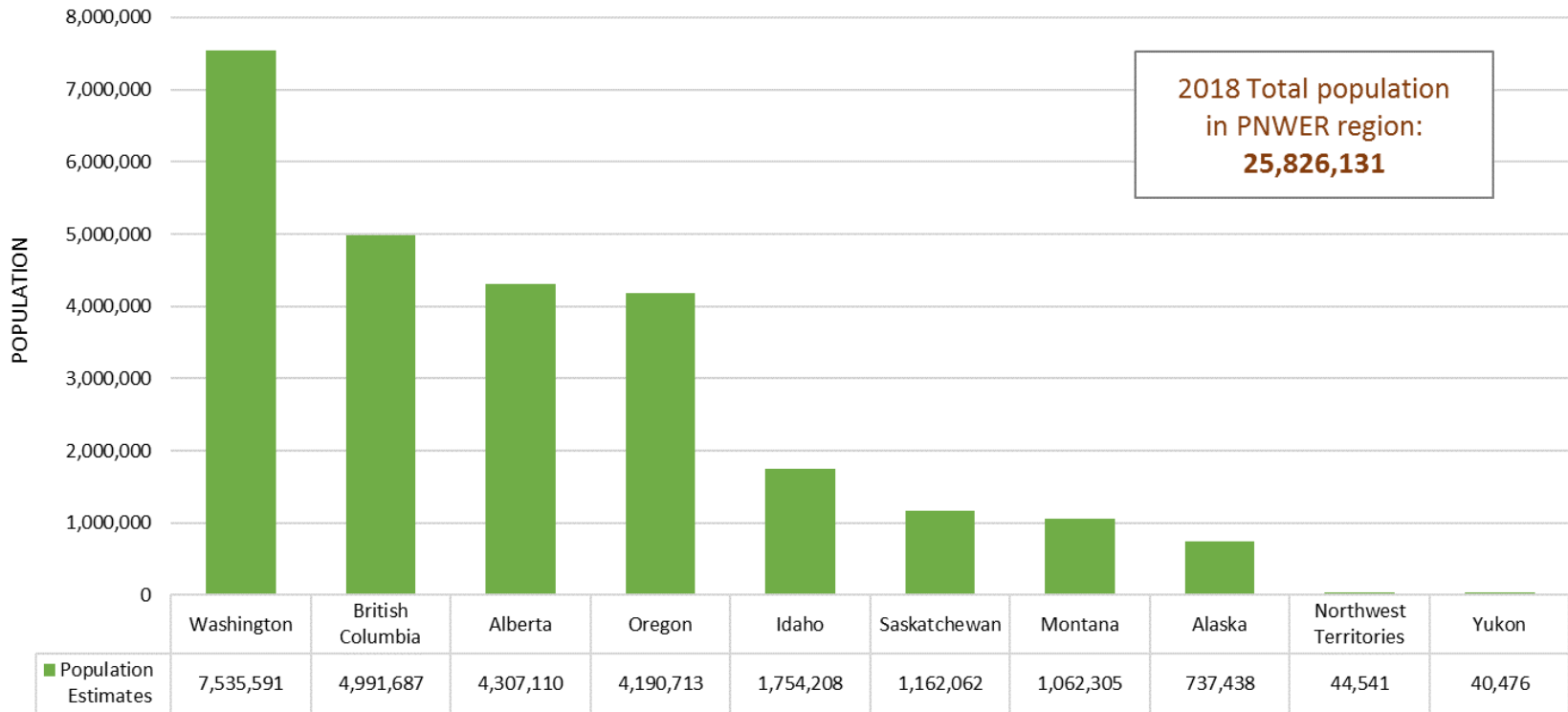
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Host Hotel - Winter Summits in Saskatchewan



PNWER Population

2018 Population Estimates for PNWER Jurisdictions



Source: Statistics Canada and U.S. Census Bureau

PNWER Workforce Trends

Lower birth rates and aging populations

- PNWER population growth rate: 1%

Lower unemployment and higher job vacancy rates

- PNWER unemployment rate: 4.6%
- PNWER Canada job vacancy rate: 3%

Growing labour/skill gaps = risk to economic growth

Risk to economic growth = risk to quality of life

Current Workforce Gaps in Saskatchewan

- Hospitality (e.g., Food Service Supervisors)
- Agriculture (e.g., General Farm Workers)
- Retail (e.g., Sales Supervisors)
- Information Technology (e.g., Software Programmers)
- Transportation (e.g., Long Haul Truck Drivers)
- Health (e.g., Psychologists)
- Education (e.g., Early Childhood Educators)

Filling Workforce Gaps

Solution - Immigration and Career Training

Career Training Programs in Saskatchewan:

- Canada-Saskatchewan Job Grant
- Saskatchewan Apprenticeship and Trade Certification
- Saskatchewan Polytechnic and Regional Colleges
- Saskatchewan Indian Institute of Technologies
- Dumont Technical Institute

Filling Workforce Gaps

Career Training Programs in Saskatchewan continued:

- Adult Basic Education
- Provincial Training Allowance
- Employment Assistance for People with Disabilities
- Universities

Filling Workforce Gaps

Immigration Programs in Saskatchewan:

- Saskatchewan Immigrant Nominee Program
 - International Skilled Worker (with and without job offer)
 - Saskatchewan Experience
 - Entrepreneur and Farm

Filling Workforce Gaps

Immigration Programs in Saskatchewan continued:

- Federal Family Sponsorship
- Federal Express Entry
- Federal Refugees
- Federal Temporary Foreign Worker Program
- Federal International Mobility Program

Workforce Mobility

Within Canada

- Canadians and permanent residents
- Foreign workers with open work permits
- Temporary foreign workers

Between Canada and United States

- North America Free Trade Agreement

Between Canada and Other Countries

- Various immigration and work permit avenues
- Federal Global Skills Strategy

Foreign Qualification Recognition

80% of jobs in Saskatchewan are not regulated (e.g., Carpenter, Continuing Care Aide)

20% of jobs in Saskatchewan are regulated (e.g., Physician, Nurse, Teacher, Electrician)

Pan-Canadian Framework for the Assessment and Recognition of Foreign Qualifications

Challenges and Opportunities

Case Study – IT Workers in Saskatchewan

Government support:

- Local and national job boards
- Technology careers website on ThinkSask.ca
- Social media campaign
- Immigrant emails
- Provincial Nominee Program adjustments

Case Study – IT Workers in Saskatchewan

Government support continued:

- IT Credential recognition adjustments
- K-12 and post-secondary
- ComIT
- Job fair in Saskatoon
- Labour recruitment mission to São Paulo, Brazil

Questions?

