

2011 Report on Labour Market Conditions for the Apprenticeship Trades in Saskatchewan

(2011 to 2014)



Saskatchewan
Apprenticeship and
Trade Certification
Commission



Saskatchewan
Ministry of the
Economy

EXECUTIVE SUMMARY

- This project has been jointly undertaken by the Saskatchewan Apprenticeship and Trades Certification Commission (SATCC) and the Ministry of the Economy. This report reflects the opinions of 35 trade boards surveyed in October 2011.
- The trade boards, consisting of employer and employee representatives, were surveyed on their views of current and future labour market supply and conditions affecting the retention and recruitment of workers in the 35 trades included in this survey.
- The results of this survey are intended to help inform and address: recruitment and retention issues, workforce supply and development, provincial attraction and retention strategies; and to give a perspective on regional challenges.
- These survey results are one source of labour market information and should be considered in the context of additional data and statistics.

KEY FINDINGS

- In 2011, 31 trades (89%) had labour shortages with 12 of them considered severe, including: boilermakers, bricklayers, construction craft labourers, electricians, hairstylists, ironworkers, machinists, motor vehicle body repairers, painters and decorators, powerline technicians, roofers, and sheet metal workers.
- Resource-intensive activities in the mining, oil and gas sector (particularly potash mining) and other major projects contributed to labour shortages in 2011. The continuation of these activities and future projects are expected to increase demand for the skilled trades, causing increased severity of labour shortages over the next three years.
- Looking forward, the number of trades with labour shortages is expected to remain the same, but conditions are expected to worsen with 21 trades having severe shortages by 2014.

KEY FINDINGS

- Expanded economic activity is increasing labour shortages and increased competition for skilled trades people, resulting in higher wages, better hours of work, and working in preferred geographic locations. There is also competition among industries and between trades, including mobility to higher profile or better paying trades.
- Other drivers of future shortages include: increased labour demand due to population growth and expanded economic activity; an aging workforce and increased retirements of skilled, experienced workers; and a concern of Alberta's growing economy drawing labour away from the province.
- In 2011, regions reporting the most labour shortages were Estevan-Weyburn, Regina, Lloydminster, and Moose Jaw; over 90% of the trades in those areas reported labour shortages. The Estevan-Weyburn area has had the most severe trade shortages over the past two years.

KEY FINDINGS

- Five trades that appeared to have regional labour imbalances in 2011 (a surplus of workers in some regions and a shortage of workers in others), include: bricklayers, carpenters, industrial mechanics (millwrights), meatcutters, and partspersons.
- Aging and retirement were the main retention concerns in 2011. Mobility of workers, both in- and out-of-province, is a growing future concern.
- The main recruitment challenges identified were a lack of qualified and/or experienced workers, wage competition from other trades or employers, and a lack of awareness or interest in certain trades (meat cutting, sprinkler system installation, and esthetics). Mobility of workers is expected to be somewhat less of a recruitment concern in the future.

KEY FINDINGS

- Other staffing recruitment and retention concerns include:
 - trades people starting their own businesses (plumbers and sheet metal workers)
 - lack of in-province training (horticultural technicians and boilermakers)
 - lack of apprentices (steamfitters-pipefitters, and steel fabricators)
- Employers are recruiting from under-utilized labour pools, including Aboriginal people and immigrants (including labour from the United States), to help alleviate labour shortages in the province.
- Trades that were focusing on recruiting immigrants include: painters and decorators, ironworkers, construction craft labourers, carpenters, agricultural machinery technicians, sheet metal workers, steel fabricators, and welders.

METHODOLOGY

- The survey was undertaken in October 2011 by the Saskatchewan Apprenticeship and Trades Certification Commission (SATCC) and the Ministry of the Economy.
- This report reflects the responses of 35 trade boards, represented by employers and employees, that were each surveyed for their perspective on their specific trade, including:
 - Ranking of labour market conditions:
 - Current: 2011
 - Future: 2012-14
 - Current rankings for 12 regional areas; and
 - Recruitment and retention concerns – current (2011) and future (2012 to 2014).

METHODOLOGY

- A ranking scale of 1 to 5 is used, with '1' being an excess supply, '2' a surplus, '3' an adequate supply, '4' a moderate shortage, and '5' a severe shortage of labour.
- Rankings are based on group discussion and consensus.
- Rankings for some regions are not available due to limited information either for the specific trade or due to lack of activity in a given area, and therefore are not shown on the graphs.
- Descriptions of the apprenticeship trades are available on the SATCC website at www.saskapprenticeship.ca/Designated_Trades

REGIONAL LABOUR SUPPLY

- There appears to be a regional imbalance of labour supply for the following trades - some areas of the province reported labour surpluses and other areas reported labour shortages for the trade:
 - Bricklayers
 - Carpenters
 - Industrial Mechanics (Millwrights)
 - Meat Cutters
 - Partspersons

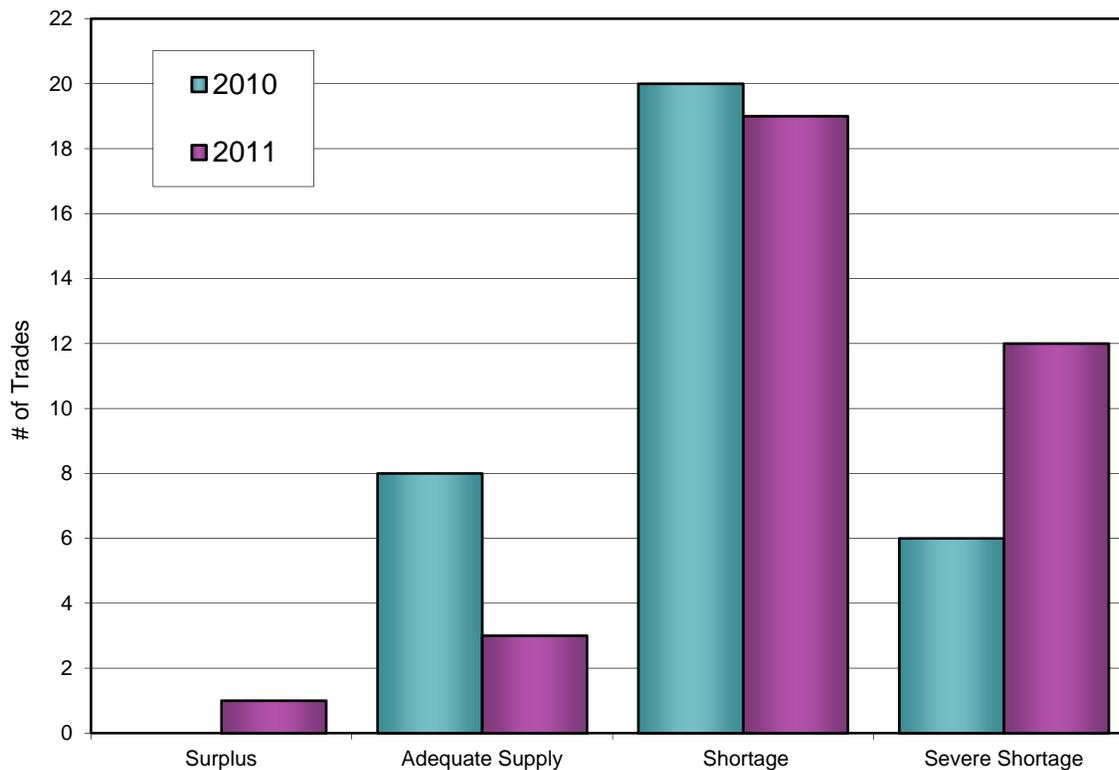
* For the abovementioned trades, a regional labour surplus occurred in only one region of the province, with the exception of Industrial Mechanics (Millwrights) which had five regions reporting surpluses.

RANKING DEFINITIONS

Scale from 1 (Excess Labour Supply) to 5 (Excess Demand/Severe Shortages)	
Ranking	Definition
1	Workers meeting employer qualifications are available in the local markets to meet an increase in demand. Excess supply is apparent and there is a risk of losing workers to other markets
2	Workers meeting employer qualifications are available in local and in adjacent markets to meet an increase in demand at the current offered rate of compensation and other working conditions.
3	The availability of workers meeting employer qualifications in the local market may be limited by large projects, plant shutdowns or other short term increases in demand. Similar or weaker conditions exist in adjacent markets, so that mobility is an option. Employers may need to compete to attract needed workers. Established patterns of recruiting and mobility are sufficient to meet job requirements.
4	Workers meeting employer qualifications are generally not available in local and adjacent markets to meet any increase. Employers will need to compete to attract additional workers. Recruiting and mobility may extend beyond traditional sources and practice.
5	Needed workers meeting employer qualifications are not available in local and adjacent markets to meet current demand so that projects or production may be delayed. There is excess demand; competition is intense and recruiting reaches to remote markets.

LABOUR DEMAND

Labour Supply Shortages 2010 vs. 2011

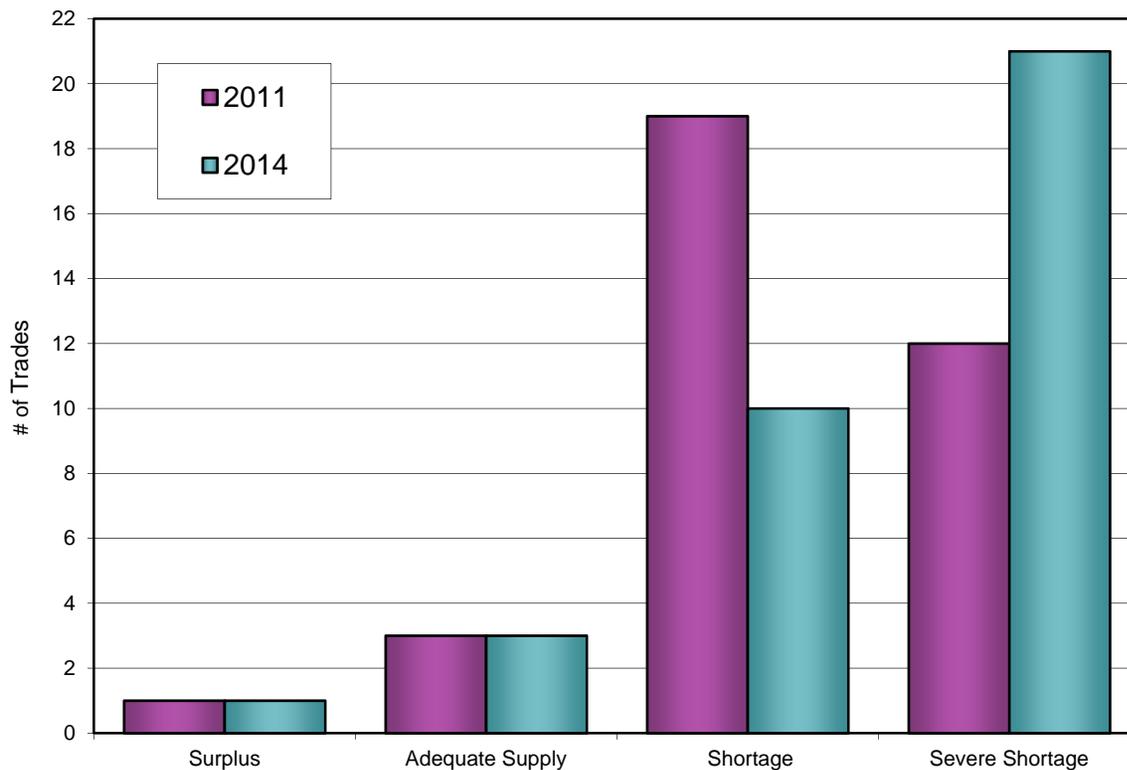


* In 2011, there was a surplus of electronic assemblers in the province

- In 2011, 31 of the 35 apprenticeship trades surveyed (89%) had labour shortages.
- More trades had labour shortages in 2011 than in 2010 (based on the 2010 survey results), with twice as many considered severe.

LABOUR SUPPLY

Labour Supply Shortages 2011 vs. 2014



* A surplus of electronic assemblers was reported in the province

- The severity of labour shortages is expected to increase.
- By 2014, 21 trades are expected to have severe labour shortages – 9 more than in 2011.

RETENTION AND RECRUITMENT

Table 1: Retention Concerns of Surveyed Trades

	No Concerns	Mobility		Aging	Retirement	Other
		<i>Within province</i>	<i>Out of province</i>			
Current	11%	40%	26%	63%	71%	31%
Expected	6%	46%	40%	71%	71%	23%

Table 2: Recruitment Concerns of Surveyed Trades

	No Concerns	Mobility		Aging	Retirement	Other
		<i>Within province</i>	<i>Out of province</i>			
Current	6%	34%	26%	43%	43%	66%
Expected	3%	29%	23%	43%	46%	51%

Other Concerns:

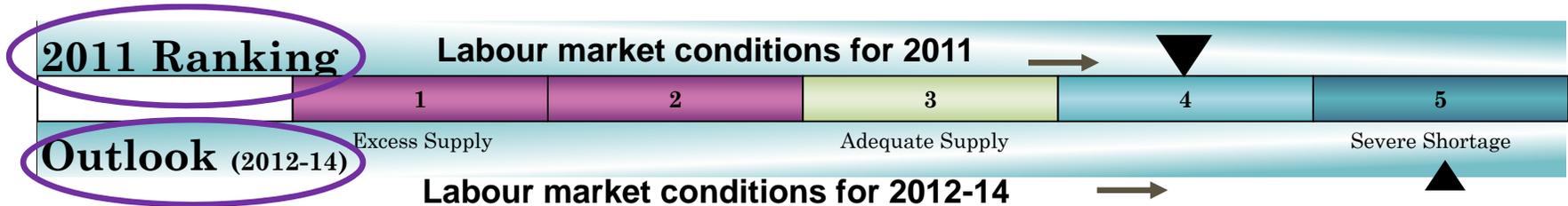
- Lack of qualified workers (19 trades) and lack of formal training institutions (3 trades)
- Wage competition from other employers, trades, regions, and provinces (10 trades)
- Lack of individual awareness and interest in certain trades (3 trades)
- Workers may start their own businesses, or be recruited by other employers (5 trades)
- Language barriers resulting from international recruitment (2 trades)

2011 LABOUR MARKET CONDITIONS FOR APPRENTICESHIP TRADES

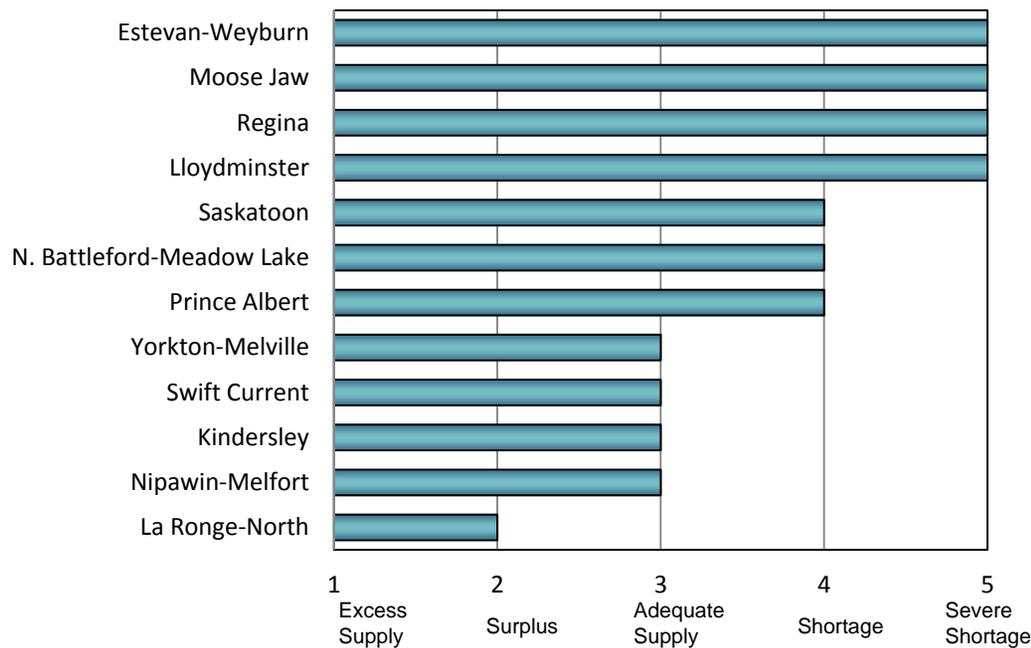
Surplus/Adequate Supply	Moderate Shortage	Severe Shortage
<p>Supply surplus for Electronics Assembler</p> <p>Adequate supply for:</p> <p>Food & Beverage Person/Guest Services Representative</p> <p>Horticulture Technician</p> <p>Industrial Mechanic (Millwright)</p> <p>4 trades (11%)</p>	<p>Agricultural Machinery Technician</p> <p>Automotive Service Technician</p> <p>Cabinetmaker</p> <p>Carpenter</p> <p>Cook</p> <p>Crane and Hoist Operator</p> <p>Esthetician</p> <p>Heavy Duty Equipment Mechanic</p> <p>Industrial Instrument Technician</p> <p>Meat Cutter</p> <p>Partsperson</p> <p>Pipeline Equipment Operator</p> <p>Plumber</p> <p>Refrigeration Mechanic</p> <p>Sprinkler System Installer</p> <p>Steamfitter-pipefitter</p> <p>Steel Fabricator</p> <p>Truck and Transport Mechanic</p> <p>Welder</p> <p>19 trades (54%)</p>	<p>Boilermaker</p> <p>Bricklayer</p> <p>Construction Craft Labourer</p> <p>Electrician</p> <p>Hairstylist</p> <p>Ironworker (Reinforcing Rebar & Structural)</p> <p>Machinist</p> <p>Motor Vehicle Body Repairer</p> <p>Painter and Decorator</p> <p>Powerline Technician</p> <p>Roofer</p> <p>Sheet Metal Worker</p> <p>12 trades (34%)</p>

TRADE PROFILES:
LABOUR MARKET CONDITIONS
(2011 and Outlook for 2012 to 2014)

TRADE PROFILES



Ranking by Region



In the following section:

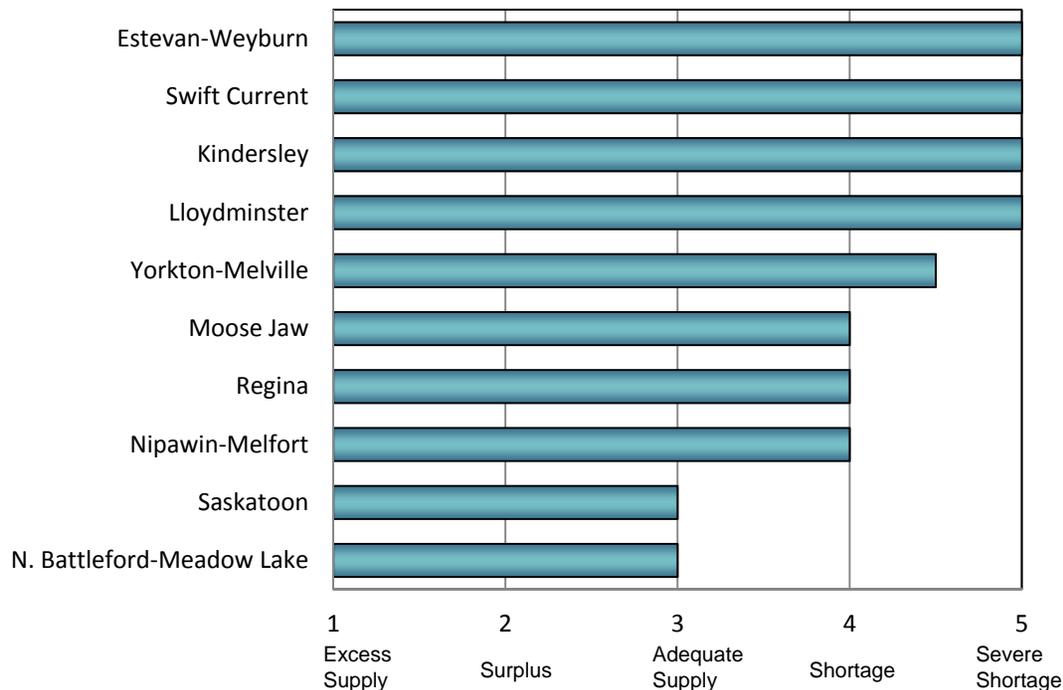
- Provincial ranking of trades for current(2011) and outlook (2012-2014) are included in the bar at the top of each page.
- 2011 labour market condition of the trades are ranked for each regional area in the bar graph; the regional perspective for some trades was not available (and not included on some slides).
- Recruitment and retention concerns and identified economic activity are highlighted in the bullets.

AGRICULTURAL MACHINERY TECHNICIAN

2011 Ranking



2011 Regional Labour Market Conditions



- In 2011, competition for younger workers from the oil patch caused severe shortages in many areas.
- Adequate labour supply in Saskatoon and North Battleford-Meadow Lake due to immigration.
- Retention concerns – aging, retirement, and competition from the oil sector.
- Recruitment concerns – competition from the oil and mining sectors.

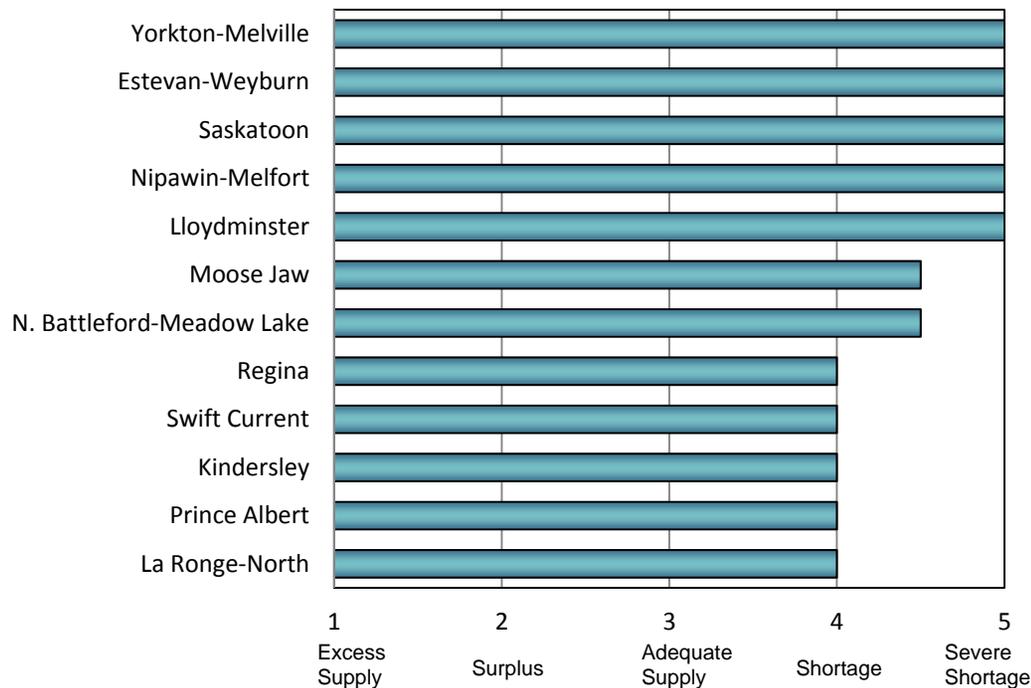
AUTOMOTIVE SERVICE TECHNICIAN

2011 Ranking



Outlook (2012-14)

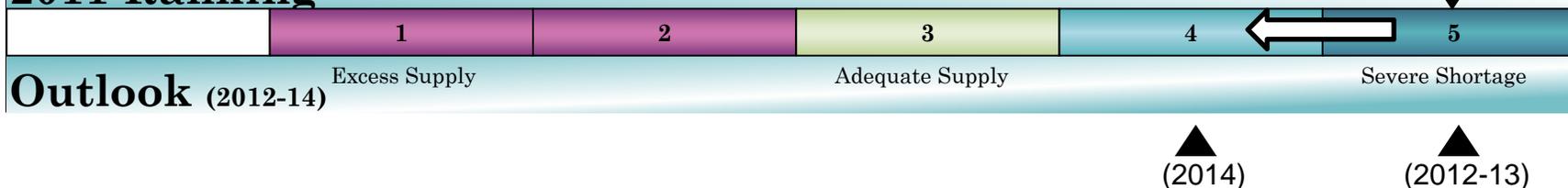
2011 Regional Labour Market Conditions



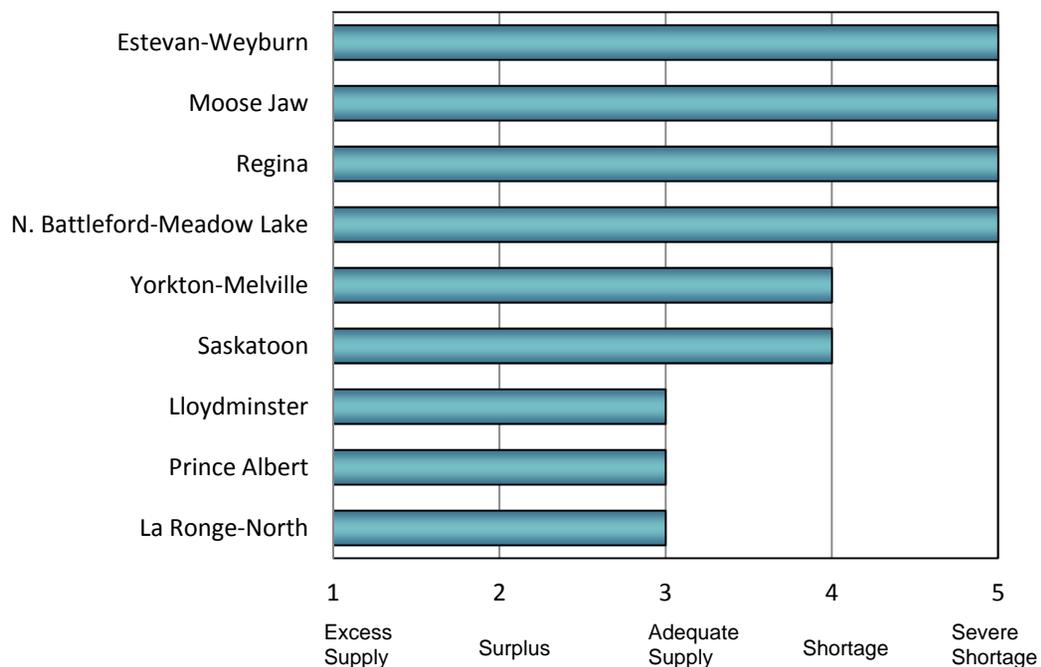
- In 2011, competition for younger workers from oil and mining activities caused severe shortages of workers in the south-east and western areas of the province.
- Shortages are expected to worsen due to an increase in oil and mining opportunities in the future.
- Retention concerns – aging and competition from resource industries.
- Recruitment concerns – out-of-province mobility due to a high cost of living in Saskatchewan (relative to wages).

BOILERMAKER

2011 Ranking



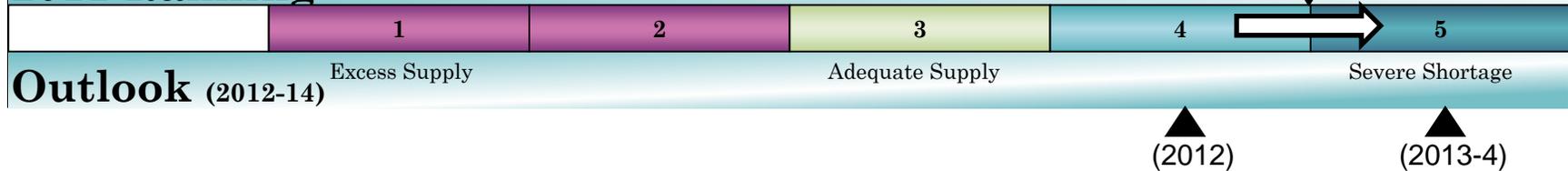
2011 Regional Labour Market Conditions



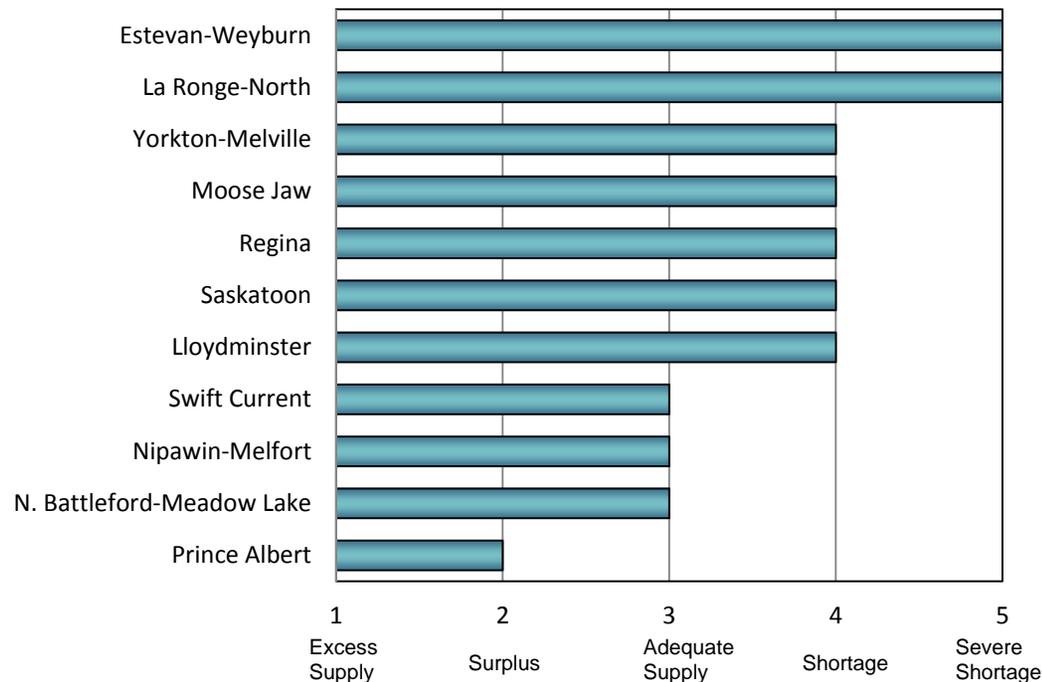
- In 2011, major projects underway caused shortages in Estevan-Weyburn, Moose Jaw, Regina, and North Battleford-Meadow Lake.
- Northern and central regions had an adequate supply of labour.
- Current and future concerns — aging, retirement, and the lack of formal training within the province.

BRICKLAYER

2011 Ranking



2011 Regional Labour Market Conditions



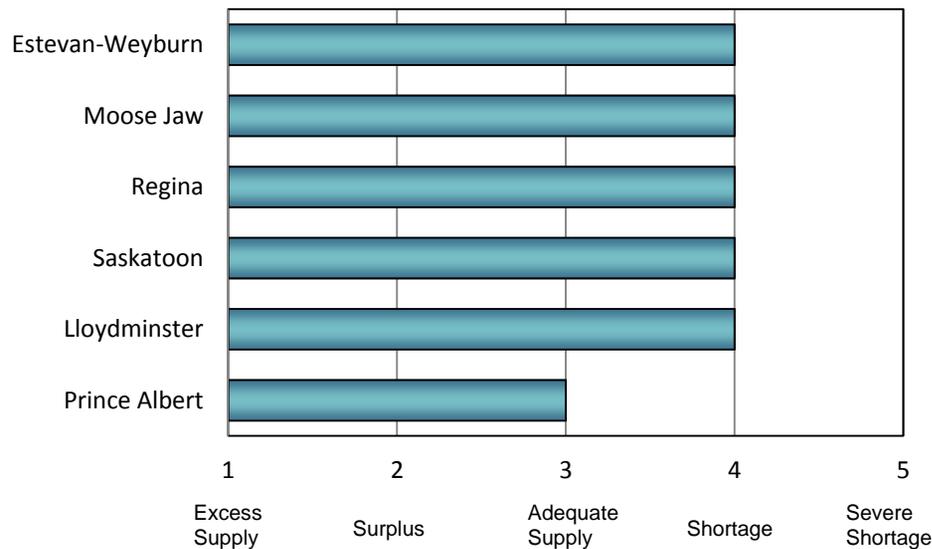
- In 2011, regional labour shortages were due to economic activity and competition from the oil patch.
- There was a perceived labour imbalance as workers were available in Prince Albert, and less activity was occurring in the Swift Current, Nipawin-Melfort, and North Battleford-Meadow Lake areas.
- Three major potash mines planned for 2013-14 are expected to cause severe shortages.
- Aging, retirement, and reluctance to leave large cities are recruitment and retention concerns.

CABINETMAKER

2011 Ranking



2011 Regional Labour Market Conditions



- There was a shortage of qualified workers in 2011, notably in larger centres such as Saskatoon, Regina, and Moose Jaw.
- In the Estevan-Weyburn and Lloydminster areas, shortages were caused by increased oil patch activity and a lack of cabinetmaking companies (employers).
- A major retention concern is in-province competition from the oil and mining industries, and other construction trades.
- Recruitment could become more challenging as competition for workers intensifies in the future.

CARPENTER

2011 Ranking



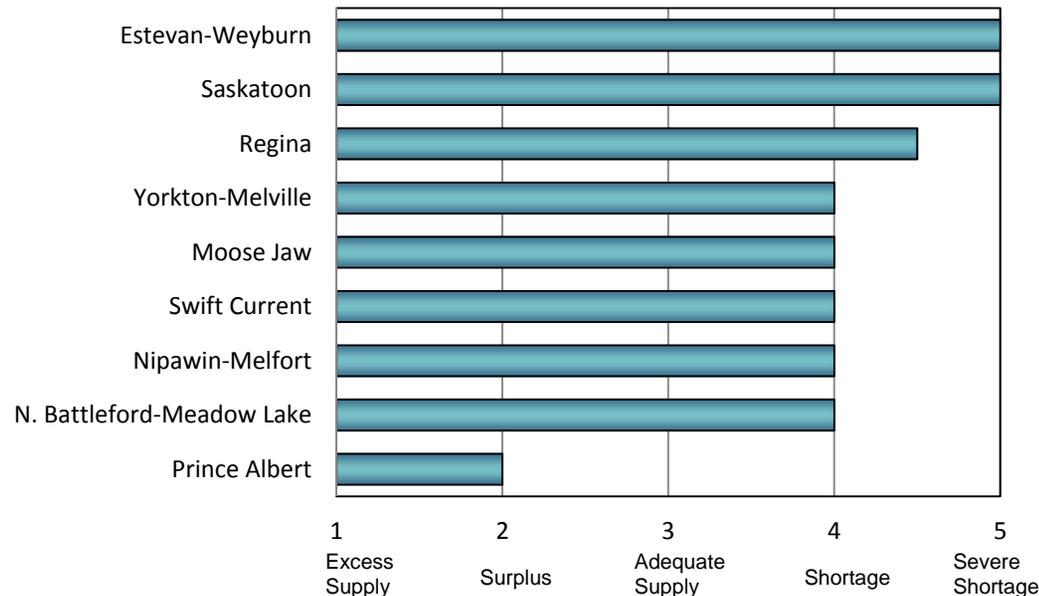
Outlook (2012-14)

Excess Supply

Adequate Supply

Severe Shortage

2011 Regional Labour Market Conditions



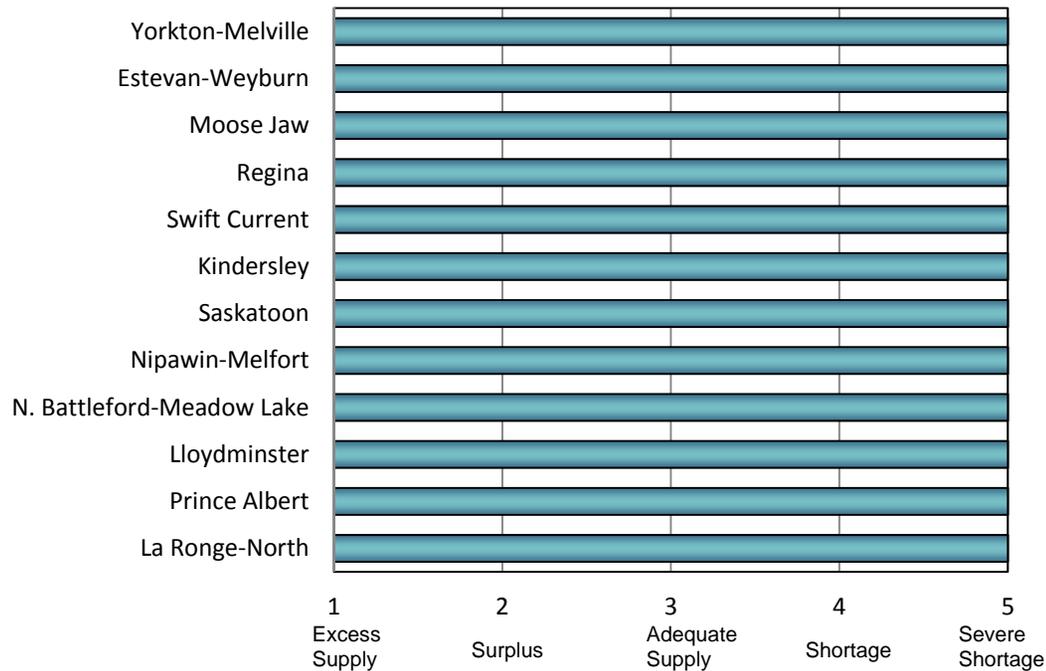
- In 2011, a lot of carpentry work was underway in the province, especially in the Estevan-Weyburn and Saskatoon areas; Prince Albert was the exception.
- Competition from the oil and mining sectors caused shortages in the Swift Current, Estevan-Weyburn, and Yorkton-Melville areas.
- Retention concerns – mobility within and out-of-province, especially to Alberta, and increasing retirements.
- Recruitment concerns – fewer interprovincial migrants are coming to the province, and employers are increasingly looking to immigration to address their labour needs.

CONSTRUCTION CRAFT LABOURER

2011 Ranking



2011 Regional Labour Market Conditions



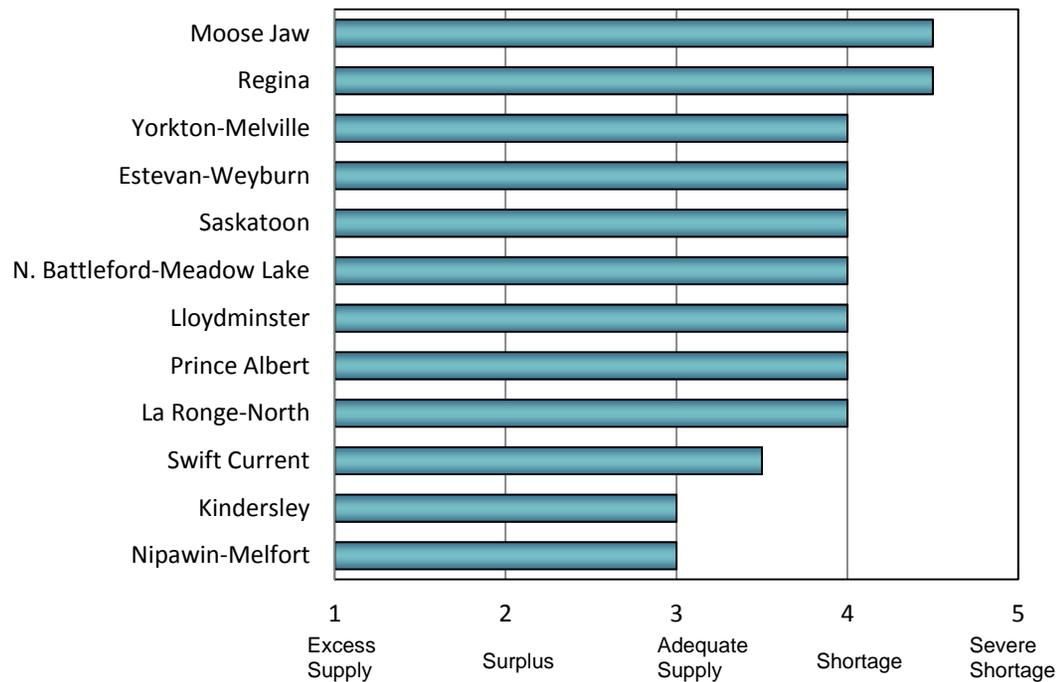
- In 2011, all areas of the province had severe labour shortages that are expected to continue to 2014.
- With all experienced workers employed and a continuing demand for labour, immigration is being used to recruit workers.
- Aging and retirements are future recruitment and retention concerns.
- Of current concern, is a lack of skilled workers due to high demand.

COOK

2011 Ranking



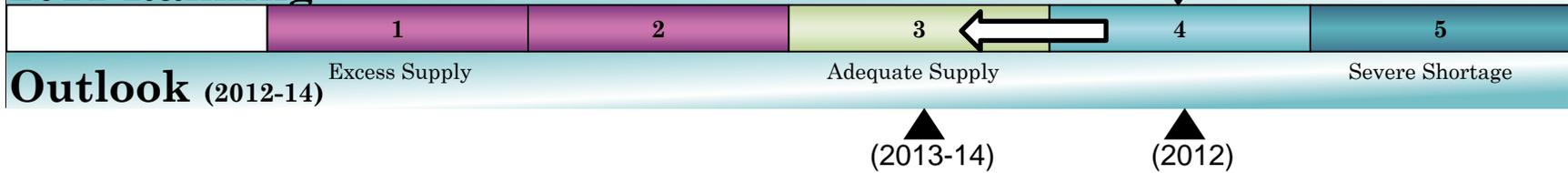
2011 Regional Labour Market Conditions



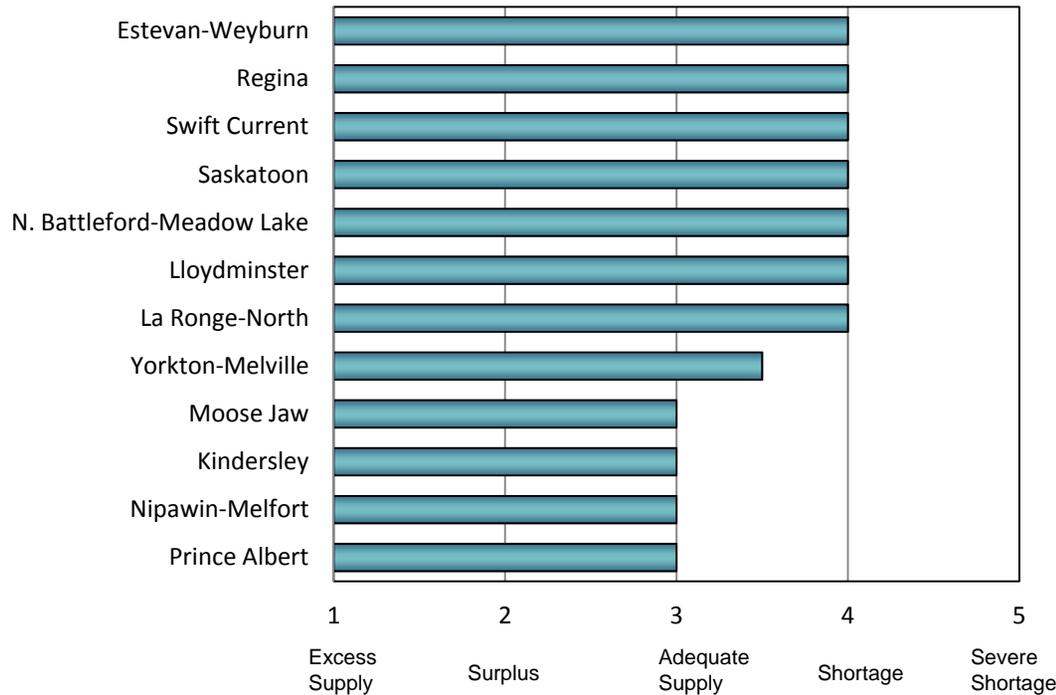
- In 2011, economic growth and competition from the oil and mining sectors caused shortages in most areas of the province, especially Moose Jaw and Regina.
- Decreased tourism eased the demand for cooks in the Nipawin-Melfort and Kindersley areas.
- Aging, retirements, and wage competition are recruitment and retention concerns.
- Mobility of workers (in- and out-of-province) is both a current and future recruitment concern.

CRANE AND HOIST OPERATOR

2011 Ranking



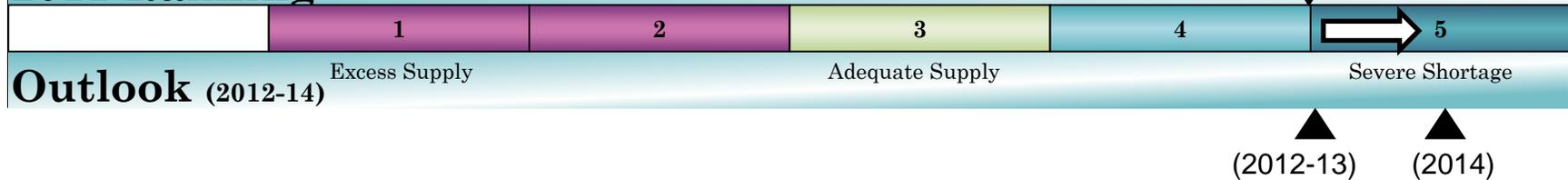
2011 Regional Labour Market Conditions



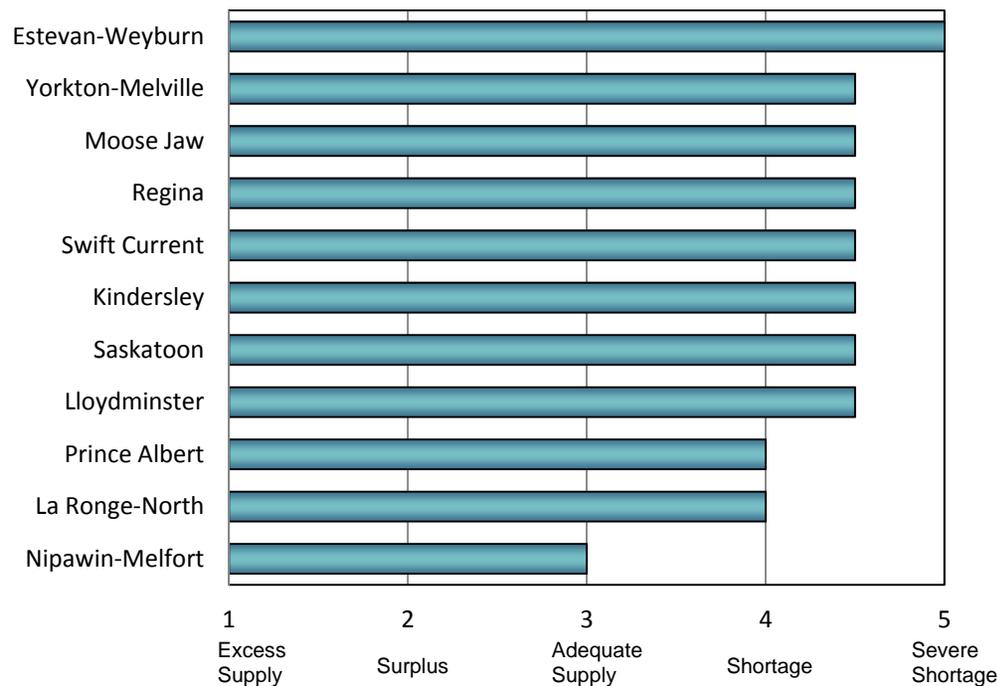
- In 2011, shortages were caused by:
 - mining expansion in the La Ronge-North and Saskatoon areas;
 - oil activity in the Lloydminster, North Battleford-Meadow Lake, Estevan-Weyburn areas; and,
 - major projects underway in Regina.
- Aging, retirement, and out-of-province mobility are current and future retention concerns.
- A lack of experience and work ethic was reported as a recruitment concern.

ELECTRICIAN

2011 Ranking



2011 Regional Labour Market Conditions



- In 2011, labour shortages were reported in all areas of the province, except Nipawin-Melfort.
- Shortages are expected to continue until 2013, and worsen in 2014.
- A current retention concern is increased interprovincial mobility due to signing bonuses.
- Recruitment concerns include aging, retirement, and in- and out-of-province mobility.

ELECTRONICS ASSEMBLER

2011 Ranking



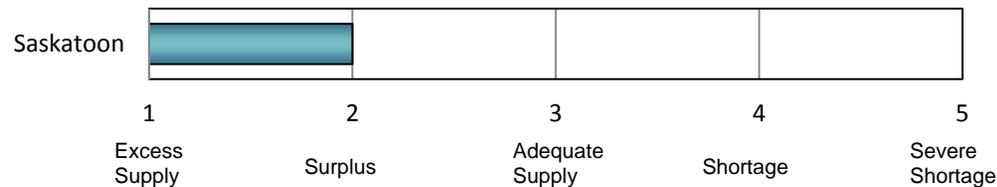
Outlook (2012-14)

Excess Supply

Adequate Supply

Severe Shortage

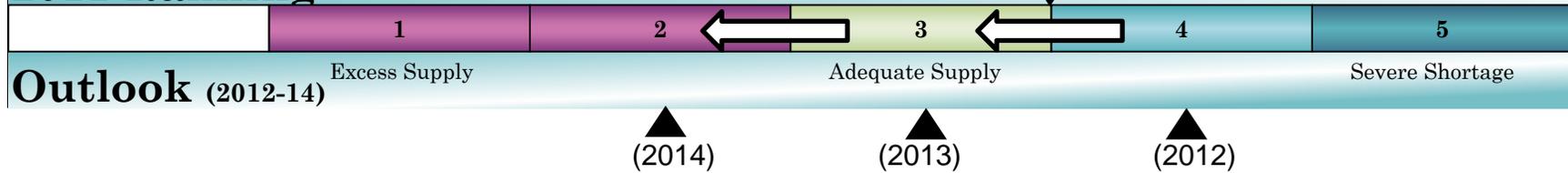
2011 Regional Labour Market Conditions



- Employers are primarily based in Saskatoon.
- In 2011, electronic assemblers were available in the Saskatoon region, although supply could become slightly more limited in the near future.
- There are no current retention concerns as most employees are being retained. To a small degree, aging and retirements are a future concern.
- There are no concerns regarding the recruitment of workers.

ESTHETICIAN

2011 Ranking



2011 Regional Labour Market Conditions



* Information on other regions is not available

- In 2011, non-journeyperson estheticians were available in some areas of the province; however, there was a lack of journeyperson estheticians in the La Ronge-North region.
- Promotion of the industry is expected to ease labour shortages in the future.
- There are no retention concerns reported for this trade.

FOOD & BEVERAGE PERSON/GUEST SERVICES REPRESENTATIVE

2011 Ranking



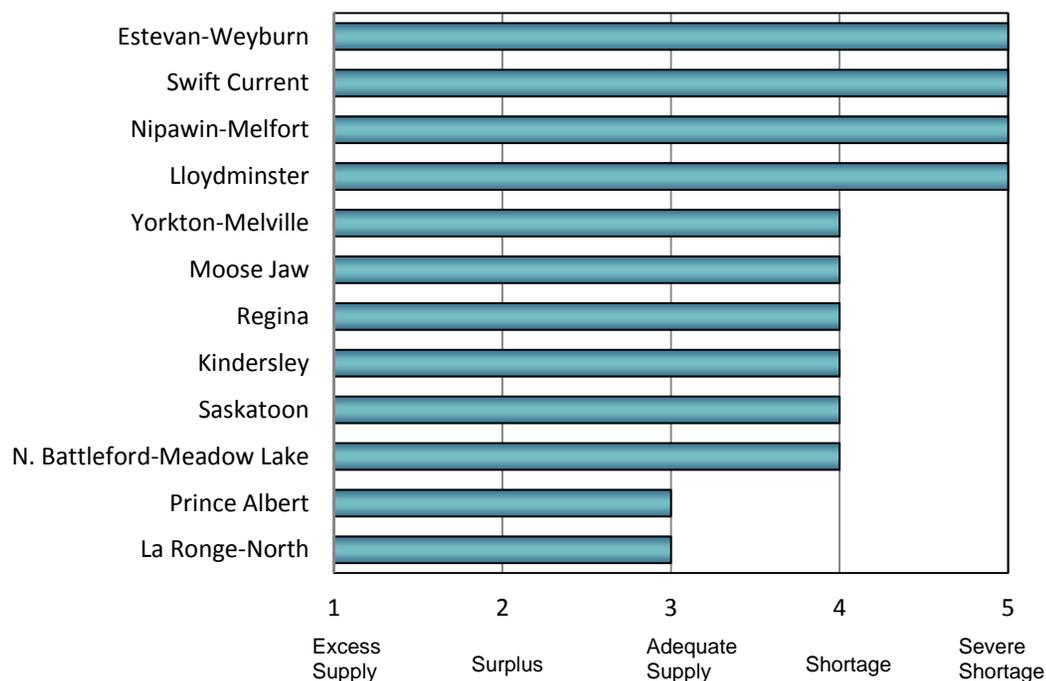
Outlook (2012-14)

Excess Supply

Adequate Supply

Severe Shortage

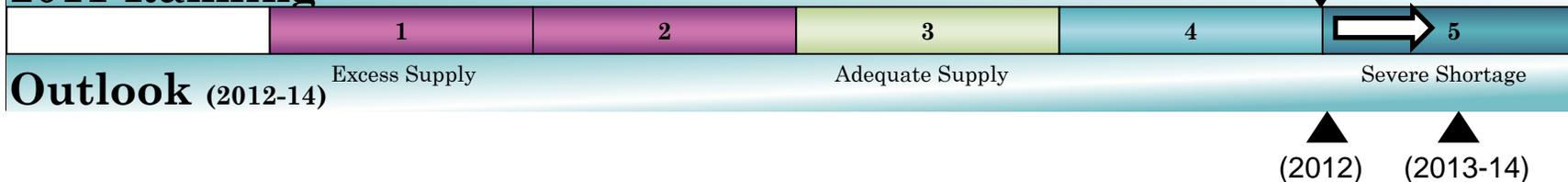
2011 Regional Labour Market Conditions



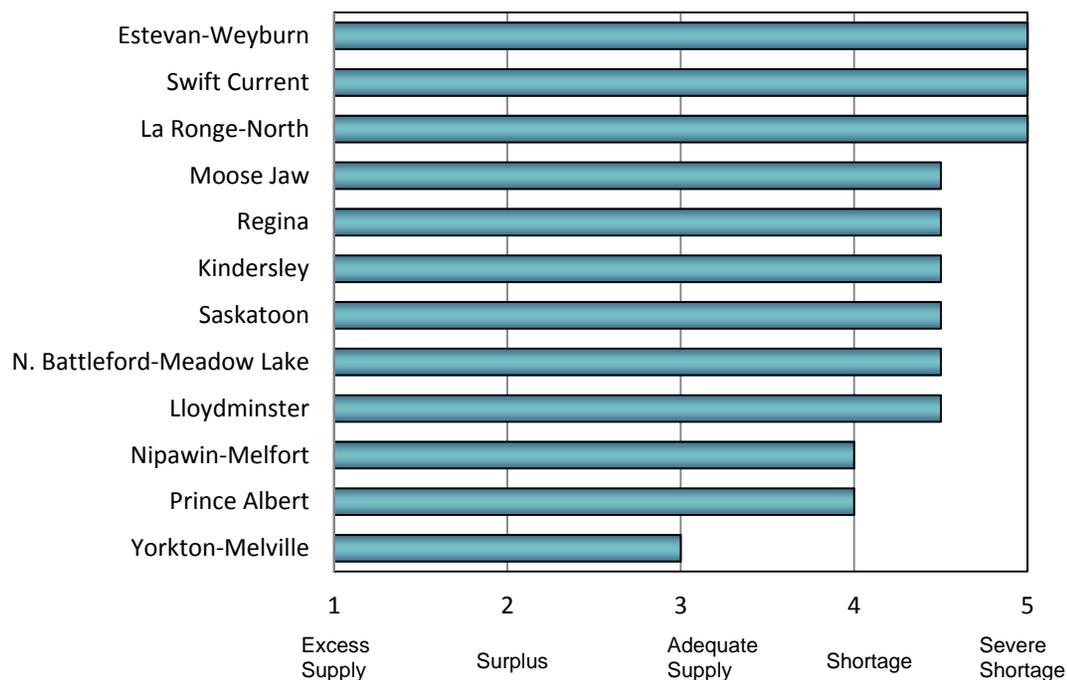
- In 2011, shortages occurred in Lloydminster due to a lack of living accommodations, as well as competition from the oil sector.
- Competition from the mining sector in Nipawin-Melfort and North Battleford-Meadow Lake caused shortages, as did general labour unavailability in Estevan-Weyburn and Swift Current.
- There was an adequate labour supply in the Prince Albert and La Ronge-North areas due to an available Aboriginal workforce.
- There are no retention concerns, but the general unavailability of labour is a major recruitment concern.

HAIRSTYLIST

2011 Ranking



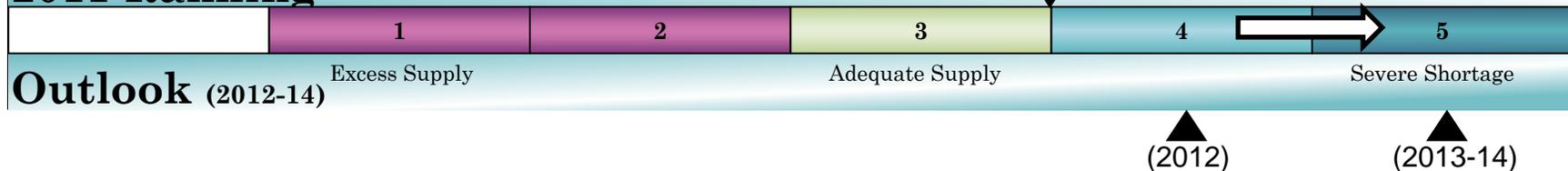
2011 Regional Labour Market Conditions



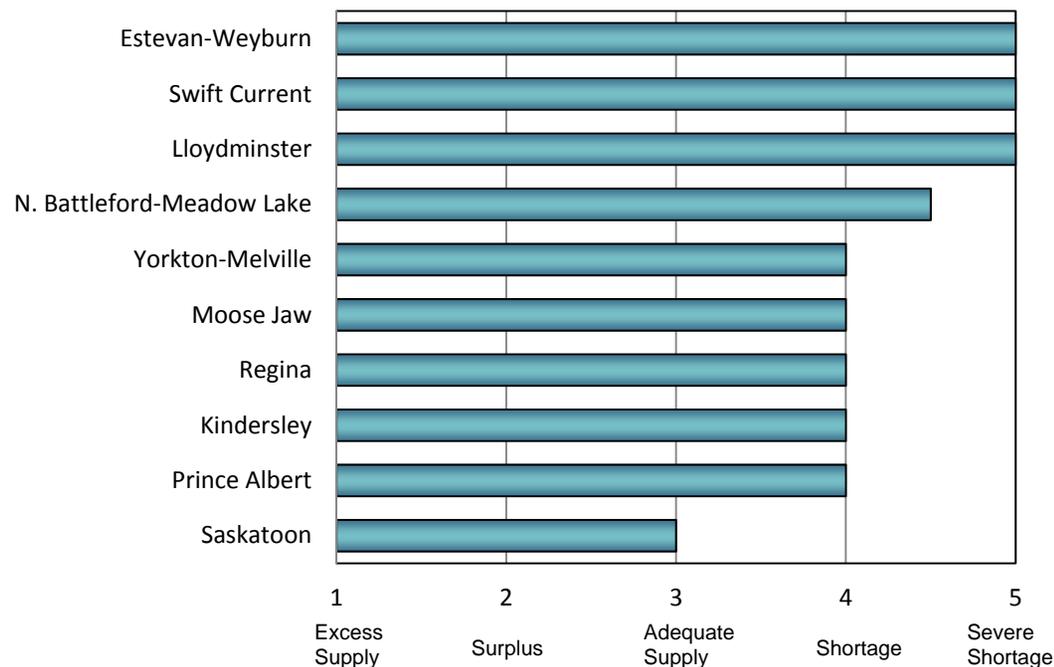
- In 2011, severe shortages were caused by a higher cost of living in the Estevan-Weyburn area, and the La Ronge-North area not being a perceived location-of-choice by workers.
- There was an adequate labour supply in the Yorkton-Melville area, with an available supply of students.
- Population growth may exacerbate labour shortages in the future.
- There are no current retention concerns, but aging and retirements are expected to be future concerns.

HEAVY DUTY EQUIPMENT MECHANIC

2011 Ranking



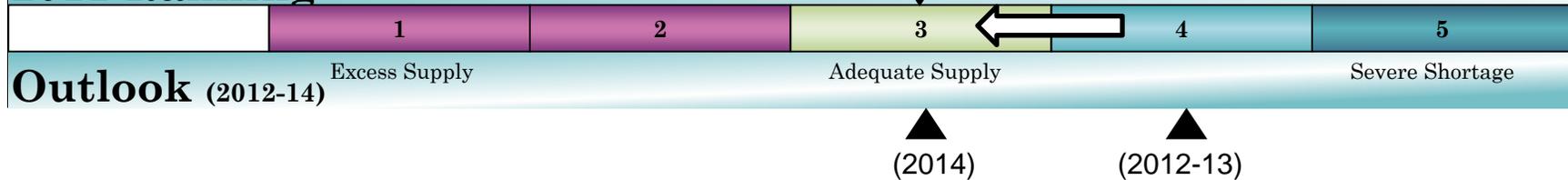
2011 Regional Labour Market Conditions



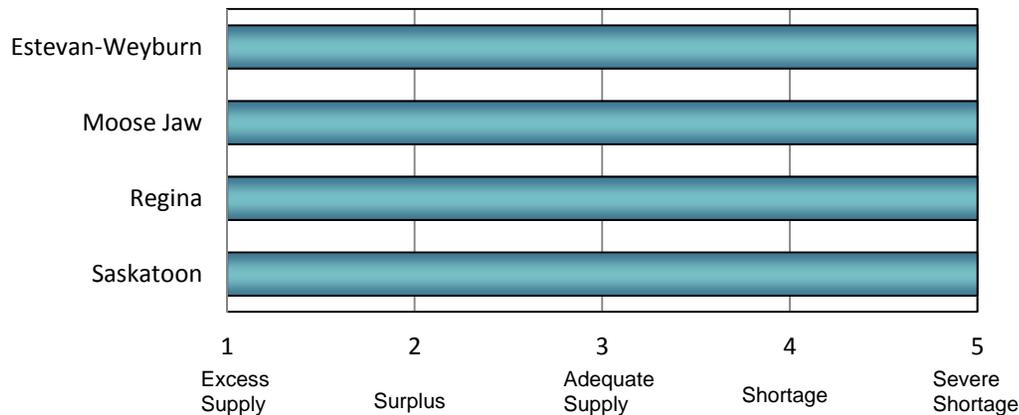
- In 2011, labour shortages were driven by competition from the construction and oil sectors in western areas of the province, and a lack of qualified workers in the Prince Albert, Regina, Swift Current, and Moose Jaw areas.
- The strong economy contributed to labour shortages in 2011, and is expected to drive severe shortages over the next three years.
- Retention concerns – aging, retirement, and new mining opportunities.
- A general lack of workers due to a strong economy is a recruitment concern.

HORTICULTURE TECHNICIAN

2011 Ranking



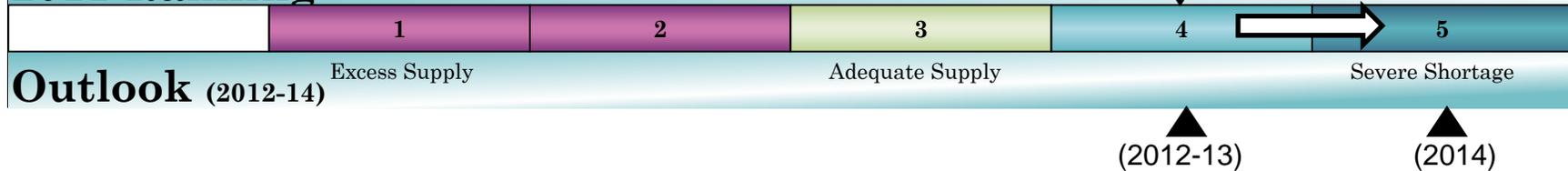
2011 Regional Labour Market Conditions



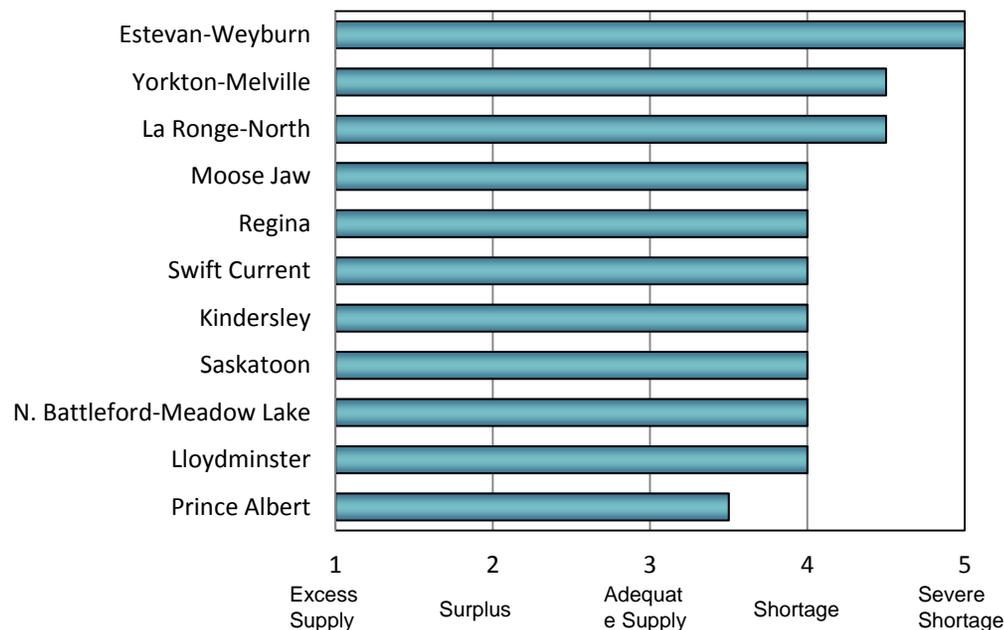
- In 2011, general labourers were available, but there was a limited supply of workers with specialized horticultural knowledge.
- Labour shortages will be alleviated by training developments in the province, and students graduating from the Saskatoon School of Horticulture.
- A retention concern is out-of-province mobility to attend training institutions.
- A current recruitment concern is a lack of qualified workers.

INDUSTRIAL INSTRUMENT TECHNICIAN

2011 Ranking



2011 Regional Labour Market Conditions



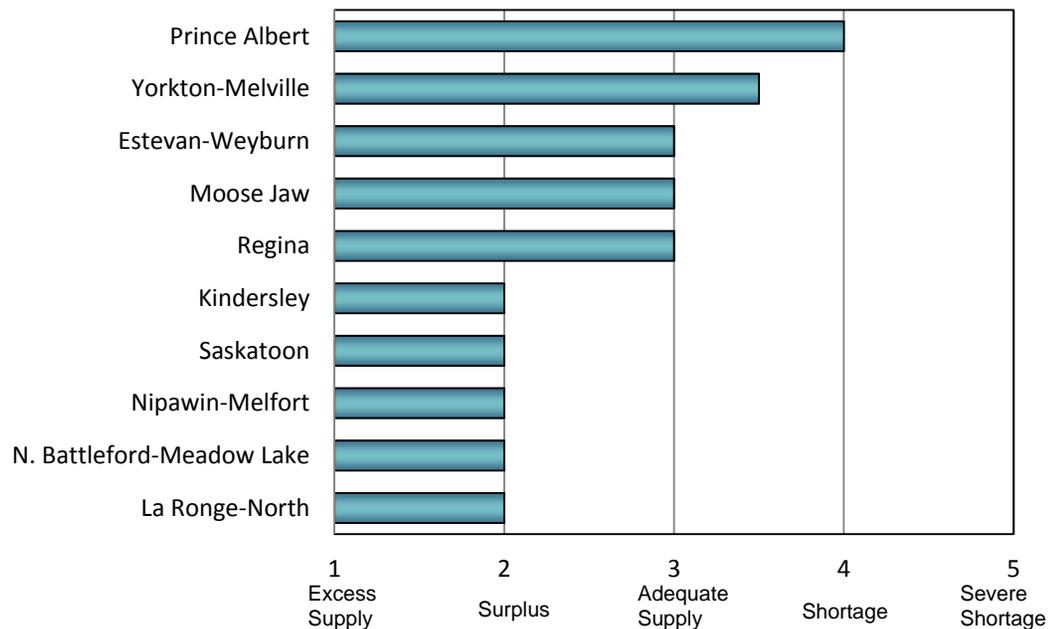
- In 2011, labour shortages were caused by competition from the oil sector in the Estevan-Weyburn and western areas of SK, mining activity in the Moose Jaw area, potash activity in the Yorkton-Melville area, and the upgrader activity in Regina.
- A severe provincial labour shortage is expected by 2014, if planned major projects begin.
- Retention concerns include aging, retirements, worker mobility, and experienced workers moving into supervisory positions.
- Recruitment concerns include a general shortage of workers.

INDUSTRIAL MECHANIC (MILLWRIGHT)

2011 Ranking



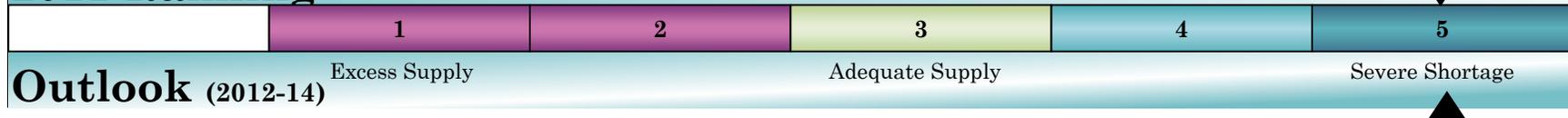
2011 Regional Labour Market Conditions



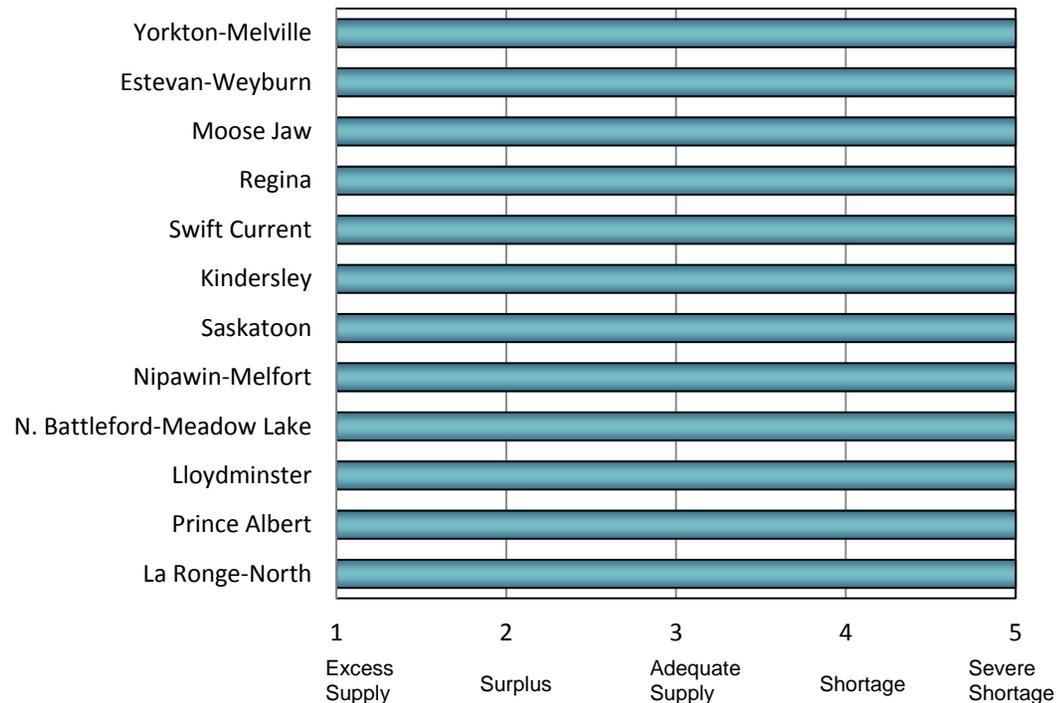
- In 2011, labour was available in northern and central regions.
- Re-opening of factories in Prince Albert and mining expansion in Yorkton-Melville were causing shortages in these regions.
- Increased economic activity and an aging workforce will cause shortages in the future.
- Retention concerns include wage competition, aging, and retirements.
- Mobility of workers to Alberta is a future recruitment concern.

IRONWORKER*

2011 Ranking



2011 Regional Labour Market Conditions



- In 2011, there were severe labour shortages in all areas of the province.
- Current demand for labour will continue, if planned projects go ahead in the next three years.
- Retention concerns include a large number of workers reaching retirement age and worker mobility due to wage competition.
- Employers are currently recruiting out-of-province, including the United States, as qualified workers are generally unavailable.

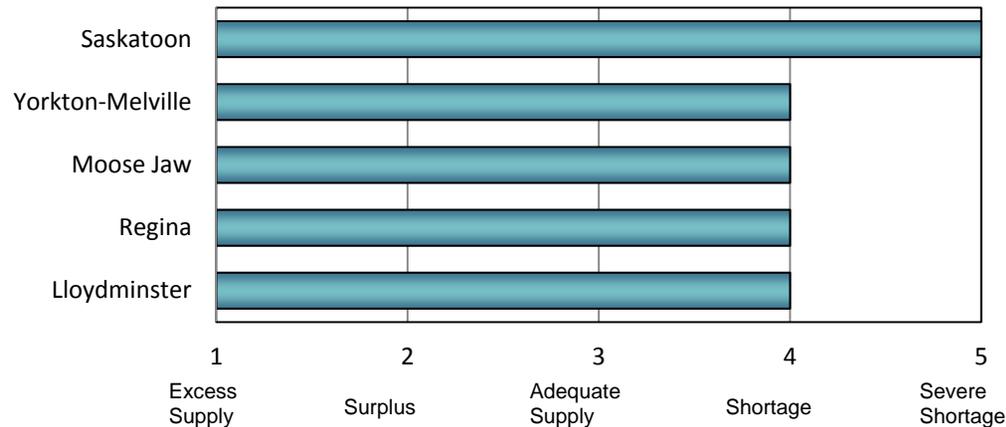
* Note: There are 2 trades related to ironworking: Reinforcing Rebar Ironworkers and Structural ironworkers. Both trades share one trade board.

MACHINIST

2011 Ranking



2011 Regional Labour Market Conditions



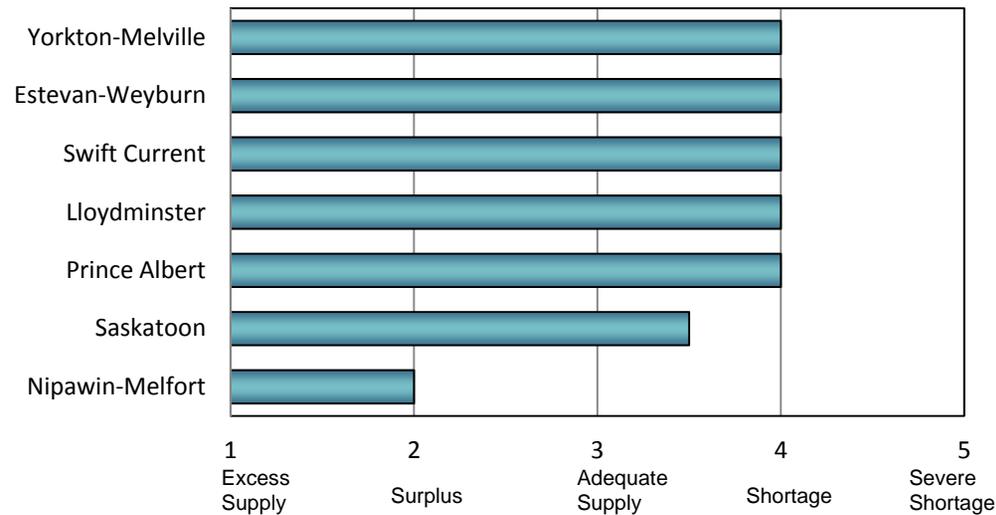
- In 2011, labour shortages were driven by competition from the mining sector in the Yorkton-Melville area and the oil sector in the Lloydminster area.
- Competition from the potash mines will cause severe shortages for the next three years.
- Competition with other industries and Alberta's oil patch is causing retention concerns.
- Mobility of workers within- and out-of-province are recruitment concerns.

MEAT CUTTER

2011 Ranking



2011 Regional Labour Market Conditions



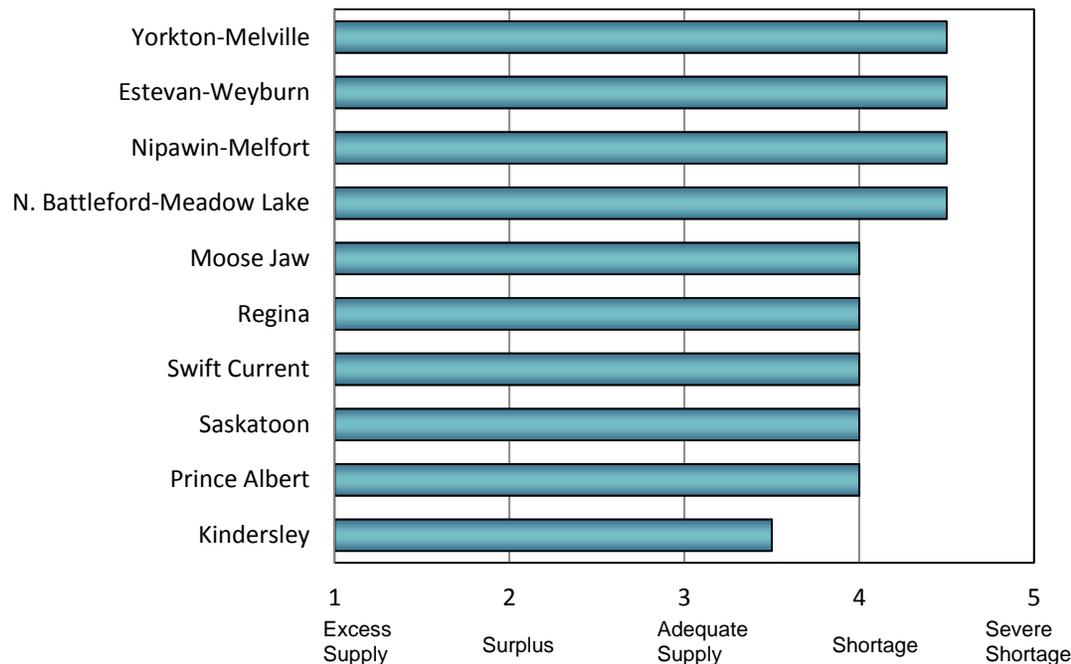
- In 2011, a lack of interest in the trade caused labour shortages in many areas of the province, and is a key factor in recruitment challenges.
- Shortages are expected to worsen due to the lack of technical training in the province.
- Aging and retirement are retention concerns, as is out-of-province mobility due to wage competition.

MOTOR VEHICLE BODY REPAIRER

2011 Ranking



2011 Regional Labour Market Conditions



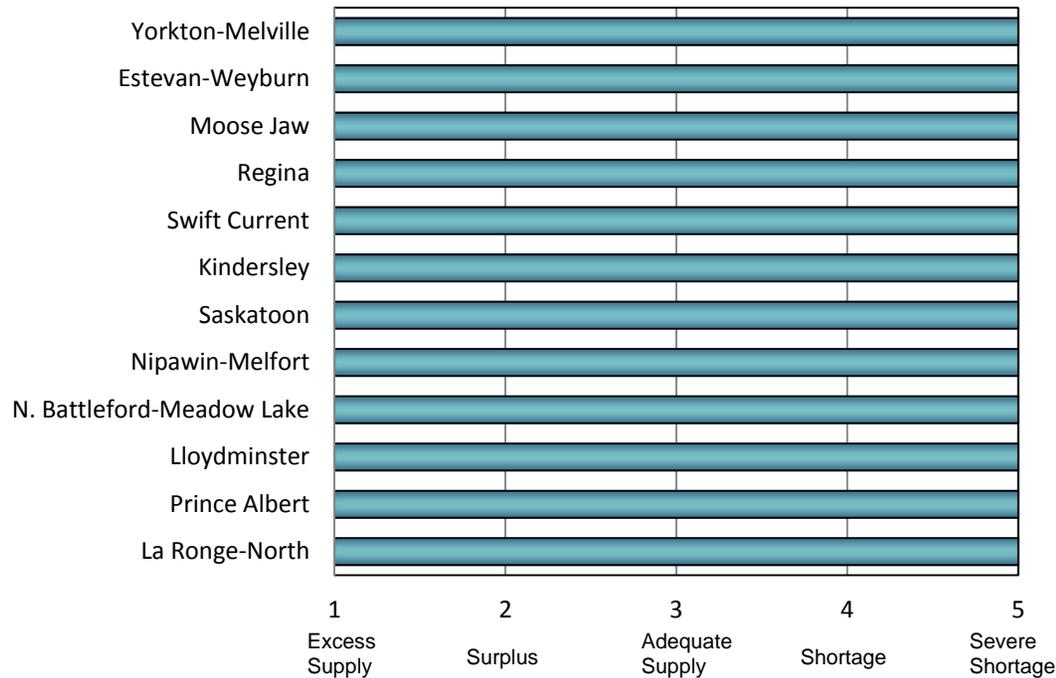
- In 2011, labour shortages occurred in most areas, and are expected to continue to 2014.
- Aging and retirements are retention concerns.
- Recruitment concerns include workers seeking other opportunities, increasing mobility within the province, and a lack of experienced workers.

PAINTER AND DECORATOR

2011 Ranking



2011 Regional Labour Market Conditions



- In 2011, there was a general lack of available, qualified workers in all regions of the province.
- Severe shortage will continue, unless recruitment efforts are expanded to include interprovincial and international migrants.
- Relatively high wages help ease retention concerns, although aging, retirement, and competition are a concern.
- Competition with other provinces is expected to become more of a concern in the future.

PARTSPERSON

2011 Ranking



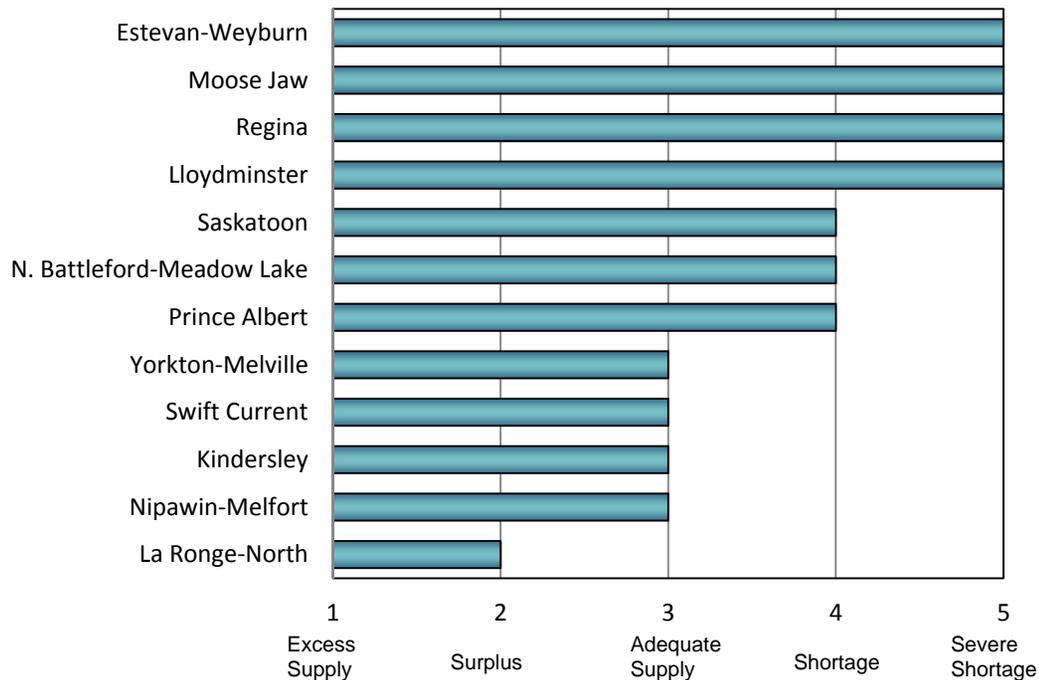
Outlook (2012-14)

Excess Supply

Adequate Supply

Severe Shortage

2011 Regional Labour Market Conditions



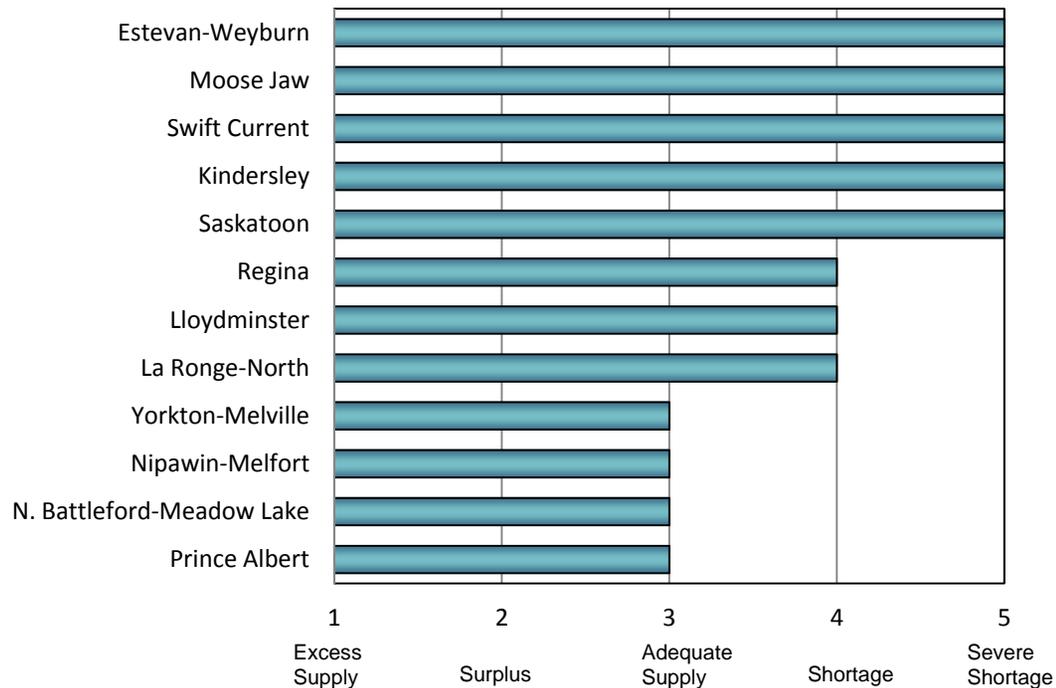
- In 2011, severe regional shortages were due to economic growth in Lloydminster, oil sector competition in Estevan-Weyburn, and demand due to the Global Transportation Hub and the agricultural sector in the Regina and Moose Jaw areas.
- There was a labour surplus in the North due to the closure of uranium mines, and an adequate supply in southern and central areas of the province.
- Recruitment and retention concerns include aging, retirements, a lack of skilled workers, and mobility of workers due to competition with higher paying trades and competition with other skilled trades.

PIPELINE EQUIPMENT OPERATOR

2011 Ranking



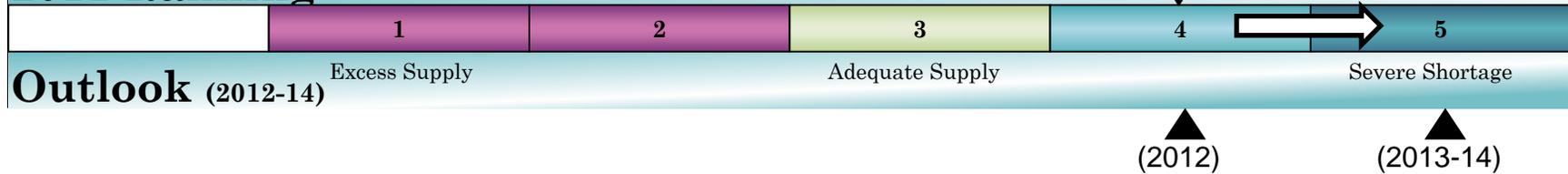
2011 Regional Labour Market Conditions



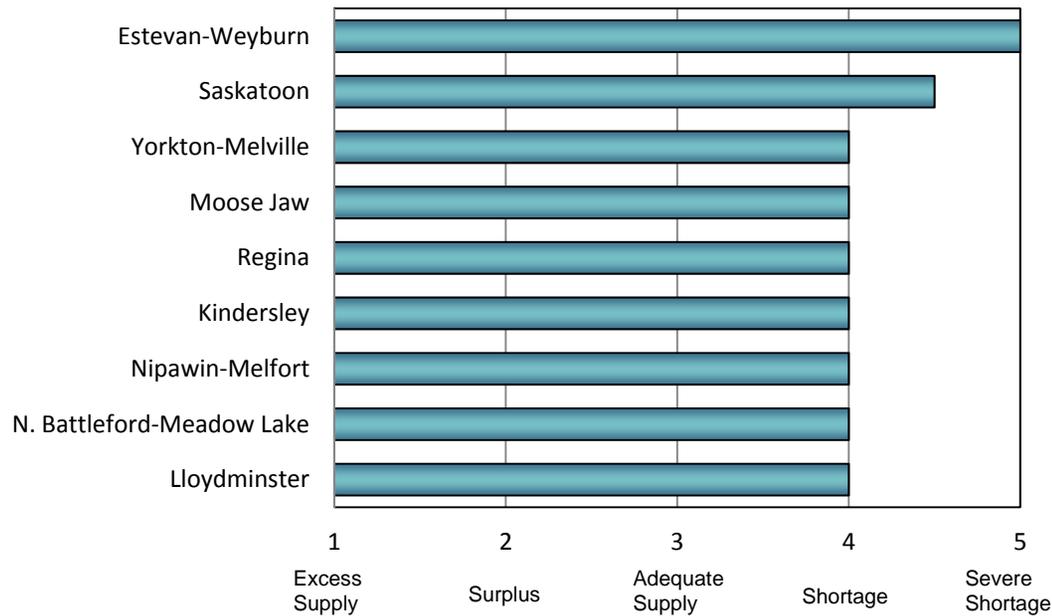
- In 2011, labour shortages were driven by oil patch activity in the Lloydminster, Swift Current, Regina, Moose Jaw, and Estevan-Weyburn areas, and mining activities in the La Ronge-North area.
- Beginning in 2012, shortages are expected to become severe, and continue into 2014.
- Retention concerns – the draw to the oil patch in Alberta is of current and future concern, as are aging and retirement.
- Recruitment concerns – a shortage of available workers and aging/retirements.

PLUMBER

2011 Ranking



2011 Regional Labour Market Conditions



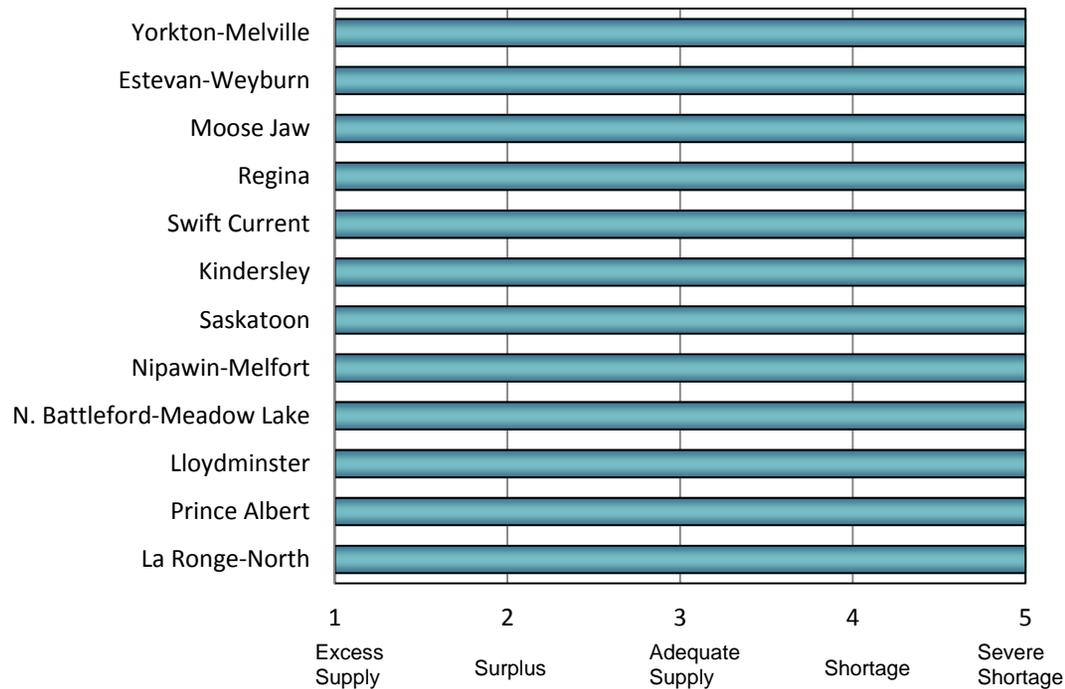
- In 2011, all regions of the province experienced labour shortages, with severe shortages in the Estevan-Weyburn and Saskatoon areas.
- Shortages will become more severe after 2012, as new projects begin.
- Retention concerns – worker mobility, competition for workers, and employees starting their own businesses.
- Labour mobility is both a current and future recruitment concern; and aging and retirements are future concerns.

POWERLINE TECHNICIAN

2011 Ranking



2011 Regional Labour Market Conditions



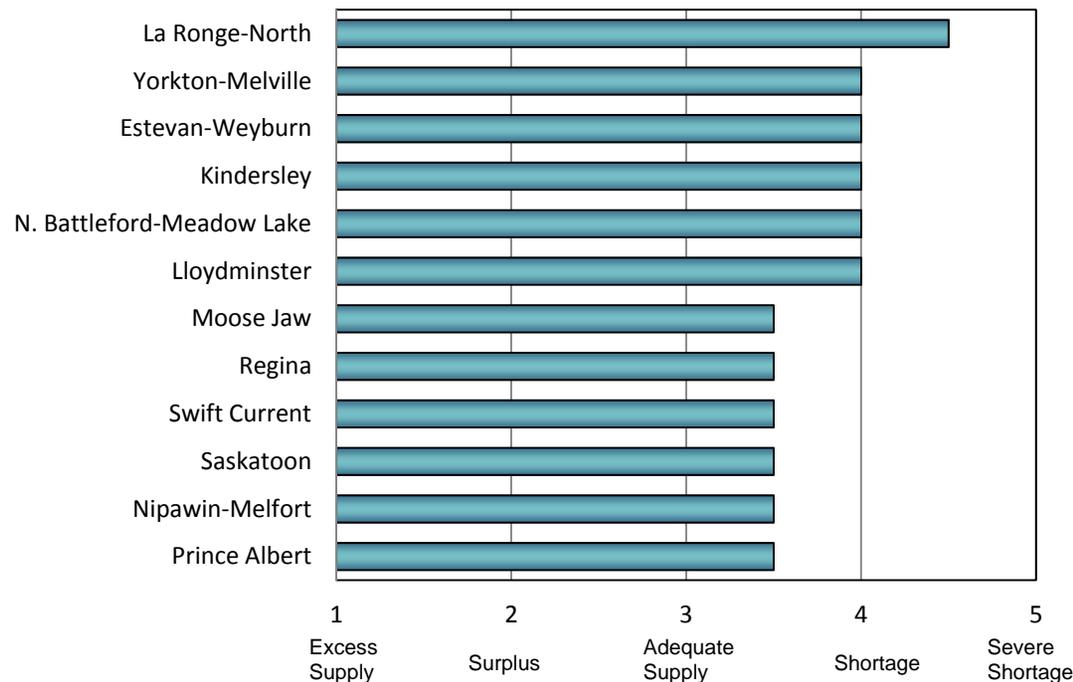
- In 2011, severe shortages were reported throughout the province due to a lack of qualified workers.
- Shortages are expected to continue due to retirements, and economic growth increasing the demand for labour.
- Retention concerns – aging, retirements, and out-of-province mobility due to wage competition.
- Recruitment concerns – wage competition with the oil sector and a lack of qualified applicants.

REFRIGERATION MECHANIC

2011 Ranking



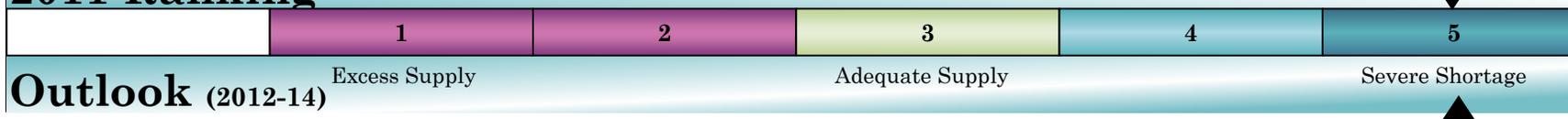
2011 Regional Labour Market Conditions



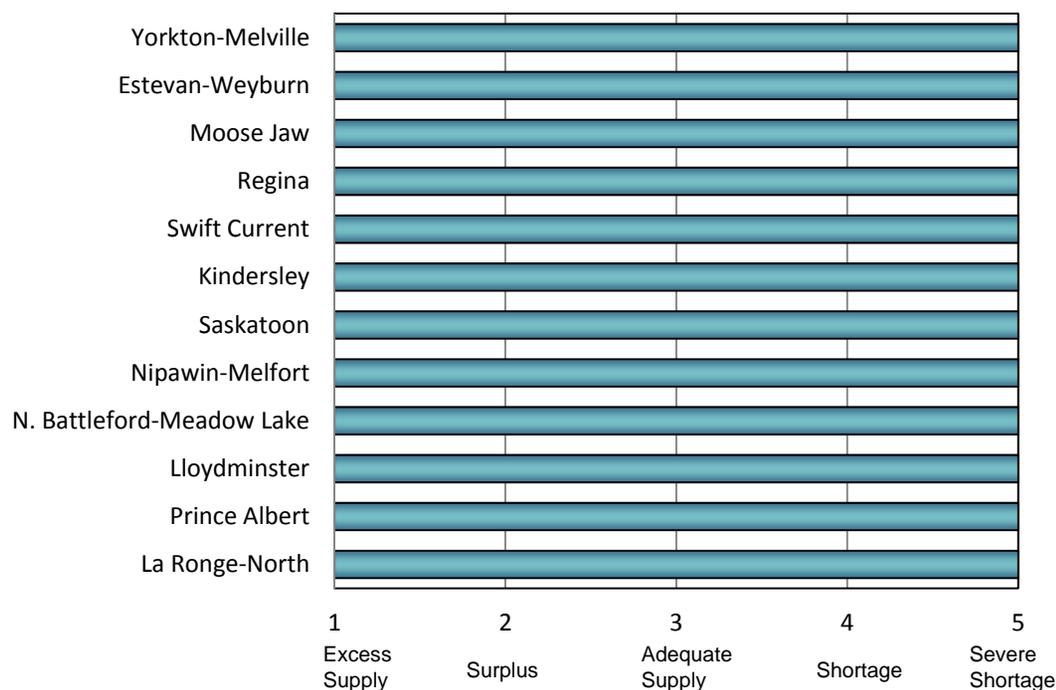
- In 2011, there was an adequate supply of labour, except for the La Ronge-North area where shortages were caused by a lack of available workers, due mainly to remote locations.
- Retention and recruitment – aging, retirements, and competition from other trades in the province are of current and future concern.

ROOFER

2011 Ranking



2011 Regional Labour Market Conditions



- In 2011, severe shortages were caused by a general lack of qualified trade workers, and competition from other industries and locations.
- Severe shortages are expected to continue as the demand for labour is not expected to slow.
- Retention concerns – aging, retirements, and worker mobility, both in- and out-of-province, due to wage competition.
- A major recruitment concern is the lack of skilled labour.

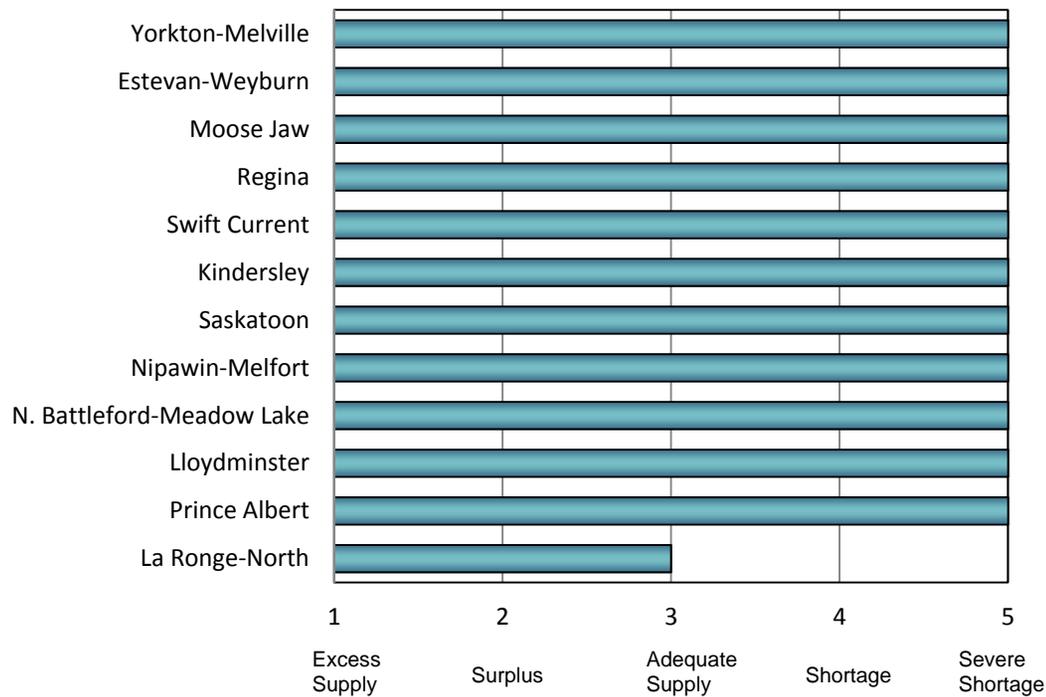
SHEET METAL WORKER

2011 Ranking



Outlook (2012-14)

2011 Regional Labour Market Conditions



- In 2011, severe shortages occurred throughout the province, except for the La Ronge-North area, where labour is recruited from Prince Albert. Severe shortages are also thought to be nation-wide.
- Shortages are expected to continue into 2014. Labour organizations are currently recruiting workers from the United States to help alleviate future shortages.
- Retention and recruitment concerns – competition for wages and from the oil sector, and employees starting their own businesses.

SPRINKLER SYSTEMS INSTALLER

2011 Ranking



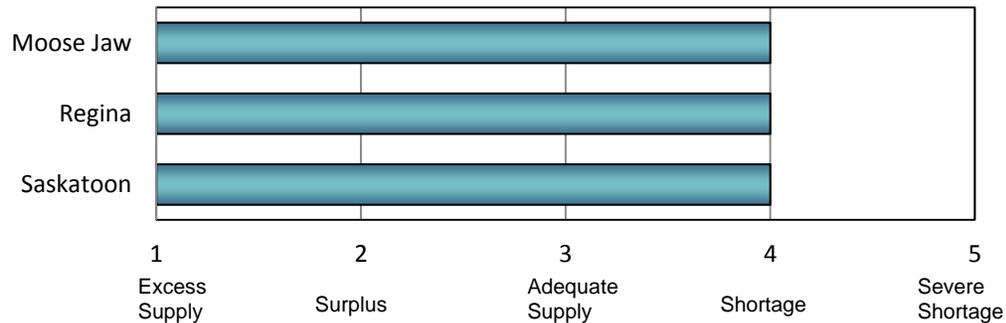
Outlook (2012-14)

Excess Supply

Adequate Supply

Severe Shortage

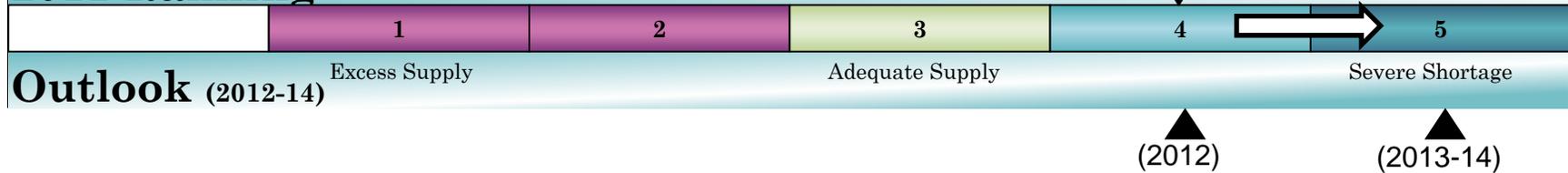
2011 Regional Labour Market Conditions



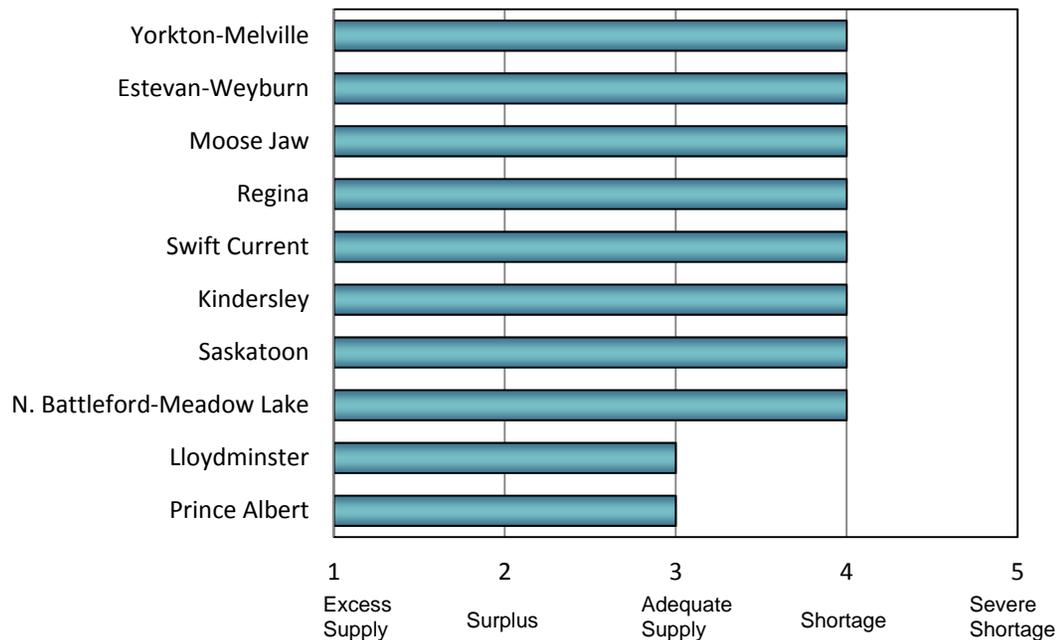
- In 2011, labour shortages were caused by economic growth, retirements, and a lack of skilled workers. Potash mines and other major projects will increase demand in the future, causing shortages to continue.
- Retention concerns – retirements, within-province mobility, and competition with the pipefitting and steamfitting trade.
- Retention concerns – a lack of skilled labour and trade awareness, as well as aging and retirements.

STEAMFITTER — PIPEFITTER

2011 Ranking



2011 Regional Labour Market Conditions



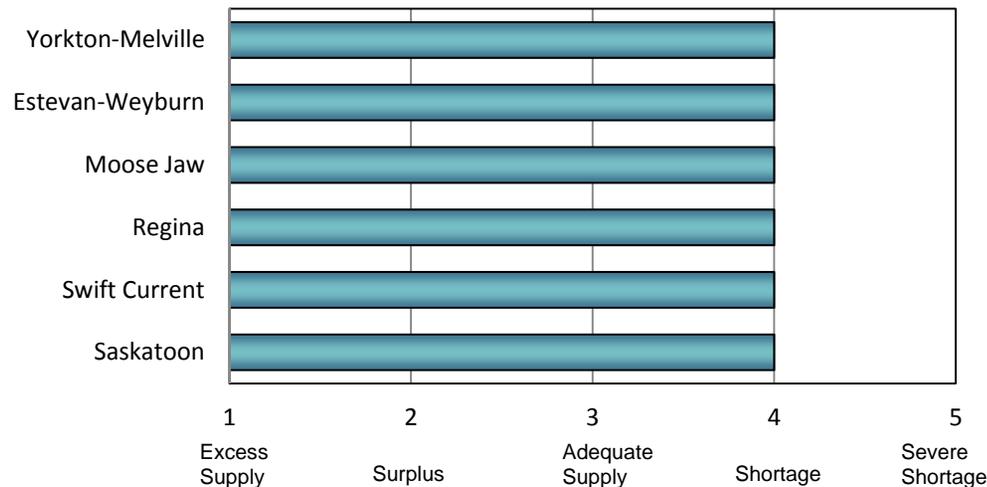
- In 2011, labour shortages occurred in many regions of the province, but Lloydminster and Prince Albert had adequate labour supplies.
- Shortages will persist and worsen as new major projects begin.
- Current retention concerns include aging, retirement, and mobility within the province. Out-of-province mobility may become a concern in the future.
- Recruitment concerns are similar to retention concerns, with a lack of qualified apprentices as an added concern.

STEEL FABRICATOR

2011 Ranking



2011 Regional Labour Market Conditions



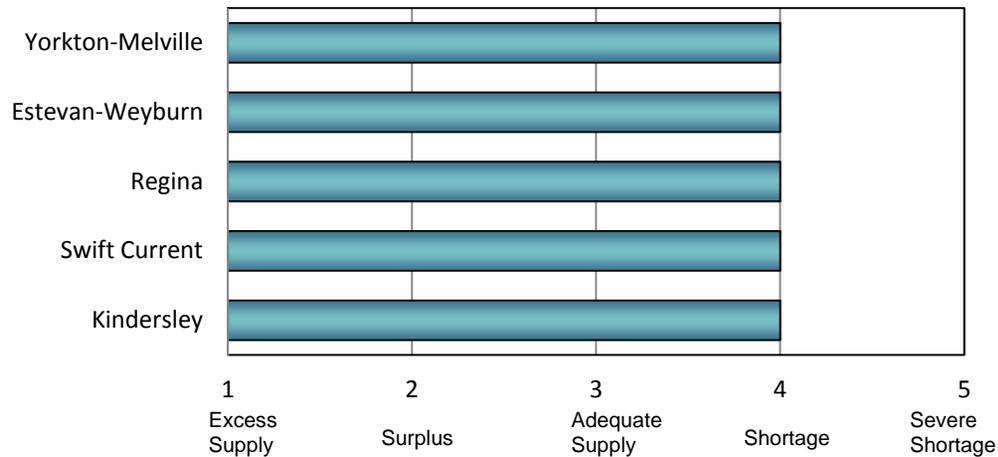
- In 2011, fewer qualified workers in all regions and oil sector activity in the Swift Current, Regina, Moose Jaw, Estevan-Weyburn, and Yorkton-Melville areas contributed to an overall shortage in the province.
- Shortages are expected to worsen due to the amount of existing and future work planned, and the number of apprentices not increasing.
- Plentiful job opportunities in the province have increased intra-provincial mobility, which is expected to continue.
- Shortages are necessitating the recruitment of immigrants.

TRUCK AND TRANSPORT MECHANIC

2011 Ranking



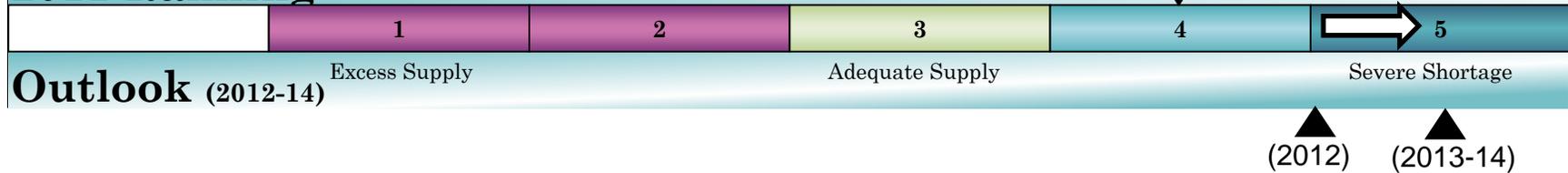
2011 Regional Labour Market Conditions



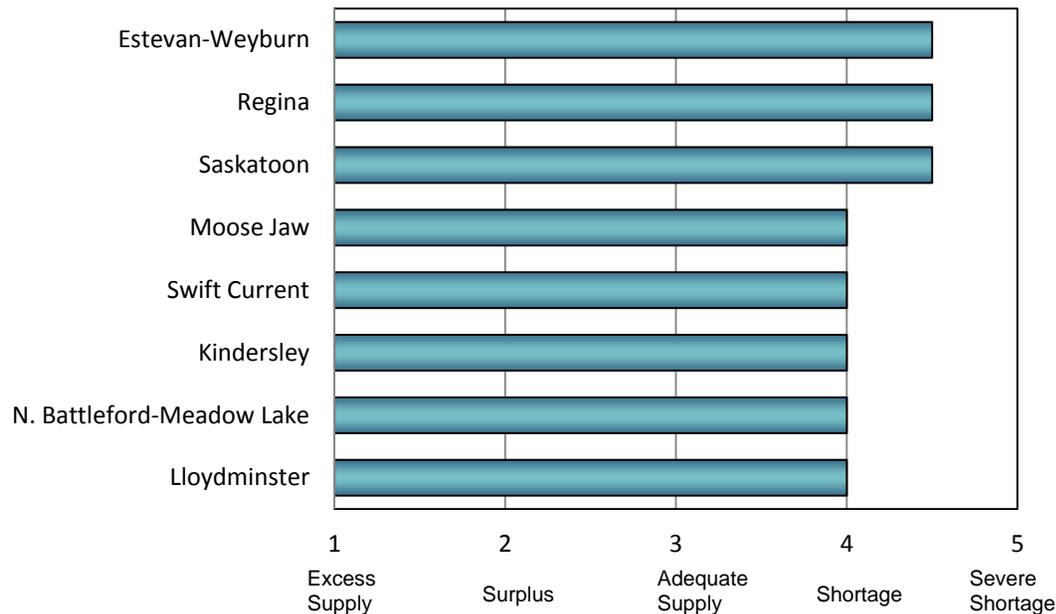
- In 2011, a lack of qualified technicians in the Swift Current, Regina, and Yorkton-Melville areas, and competition from the oil sector in the Kindersley and Estevan-Weyburn areas caused regional labour shortages in the province.
- Shortages are expected to continue due to economic and population growth.
- Retention and recruitment concerns – an aging and retiring workforce that is more than offsetting the supply of new hires, and competition for labour.

WELDER

2011 Ranking



2011 Regional Labour Market Conditions



- In 2011, oil patch activity in the Kindersley, Swift Current, Estevan-Weyburn, and Lloydminster areas, and increased economic activity in Saskatoon and Regina, caused a provincial shortage.
- Shortages are expected to worsen as the number of retirements increase and major projects begin.
- Retention concerns – aging, retirement, mobility, and workers leaving the trade for less physically demanding work.
- Recruitment concerns – language barriers for international workers.

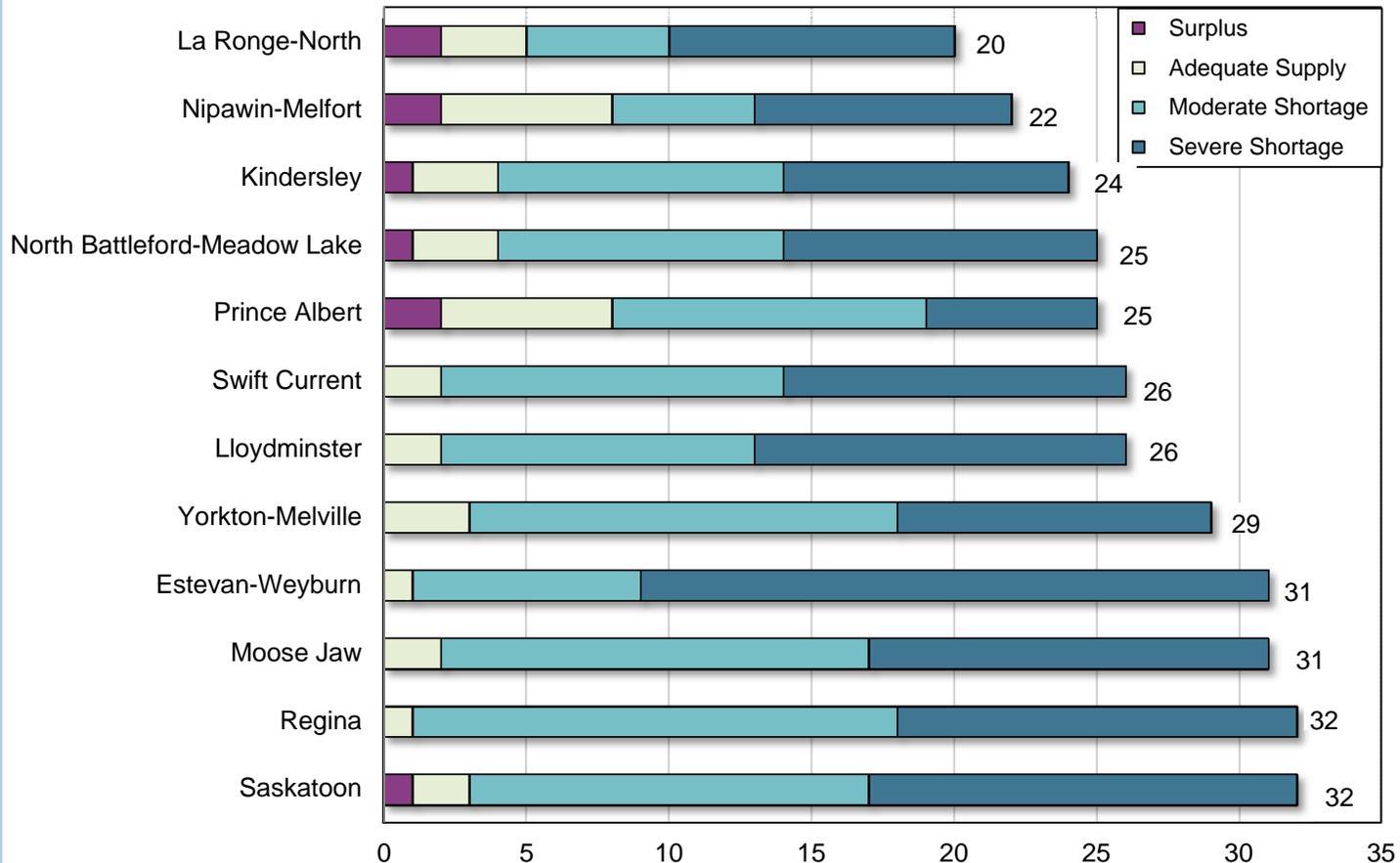
REGIONAL PROFILES: 2011 LABOUR MARKET CONDITIONS

REGIONAL HIGHLIGHTS FOR 2011

- Economic growth caused major labour shortages in many apprenticeship trades throughout the province, e.g. Regina and Moose Jaw (Global Transportation Hub, Co-op upgrader), Estevan-Weyburn (Saskpower projects), and the Saskatoon area.
- Oil patch activity in the province created skilled trade shortages in many regions, e.g. the La Ronge and Northern SK, Lloydminster, Kindersley, Estevan-Weyburn, Yorkton-Melville, and Swift Current areas.
- Mining activity, particularly potash, is driving demand and caused trade shortages in the La Ronge-North, North Battleford-Meadow Lake, Nipawin-Melfort, Saskatoon, and Yorkton-Melville areas.
- A combination of fewer major projects and immigration efforts have helped ease labour demand in the Nipawin-Melfort, Prince Albert, Kindersley, and North Battleford-Meadow Lake areas.

SUMMARY – LABOUR SUPPLY IN ALL REGIONS

2011 Regional Labour Market Conditions

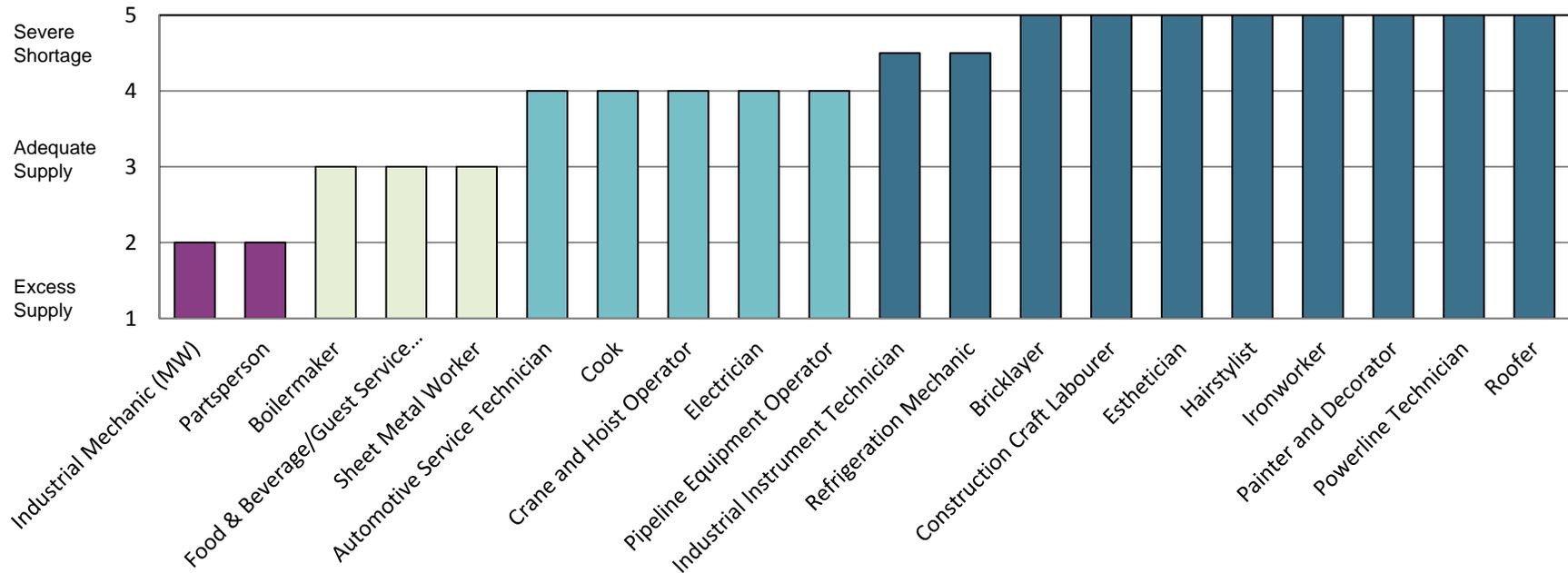


The number of trades (out of 35) providing information on the region are noted at the end of each bar.

*Surplus = Excess Supply + Surplus

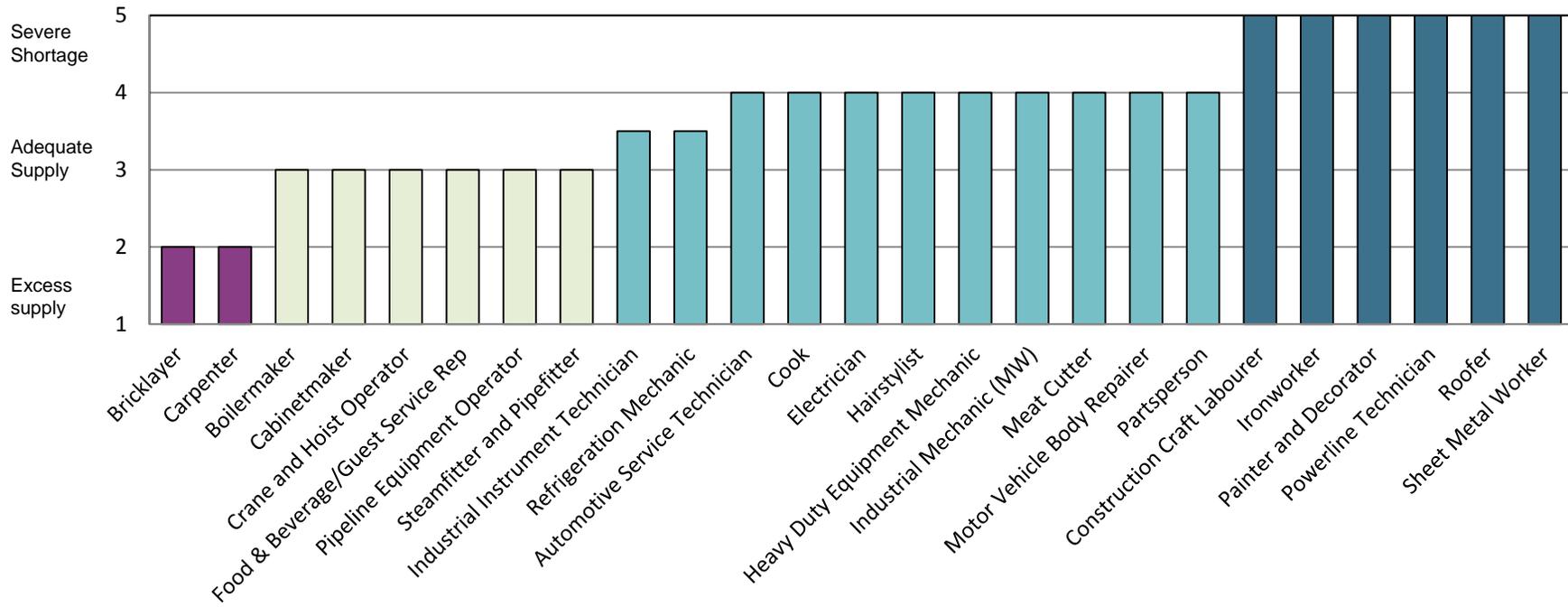
- All areas of the province had moderate to severe shortages for most of the trades in 2011, with the most severe shortages in the Estevan-Weyburn area.
- Six regions had a small number of trades with supply surpluses.

LA RONGE-NORTH



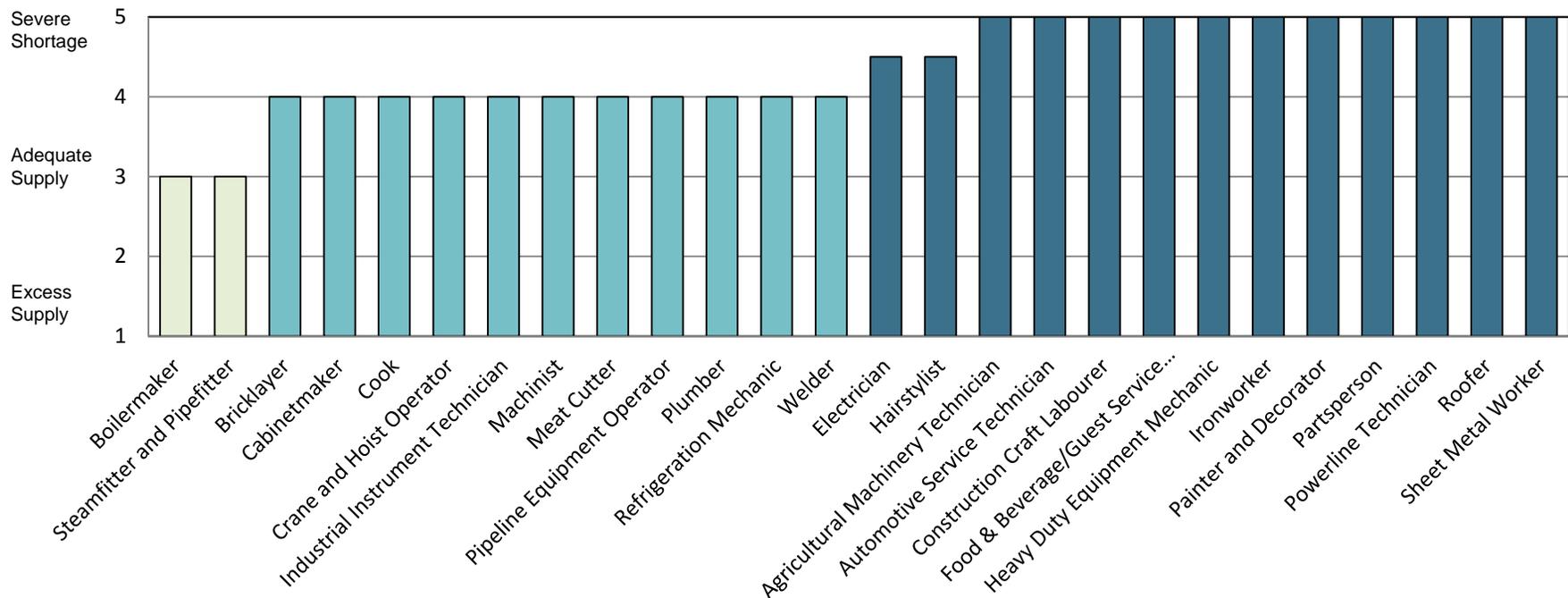
- Economic growth and competition with the oil sector have caused a severe shortage of qualified and available bricklayers, construction craft labourers, ironworkers, painters/decorators, powerline technicians, and roofers.
- La Ronge-North is reportedly not considered a “location of choice” for some skilled trade workers.
- Labour is available in the partspersons and industrial mechanics trades due to the closure of uranium mines in the region. Access to an Aboriginal workforce eased supply concerns for food and beverage persons.

PRINCE ALBERT



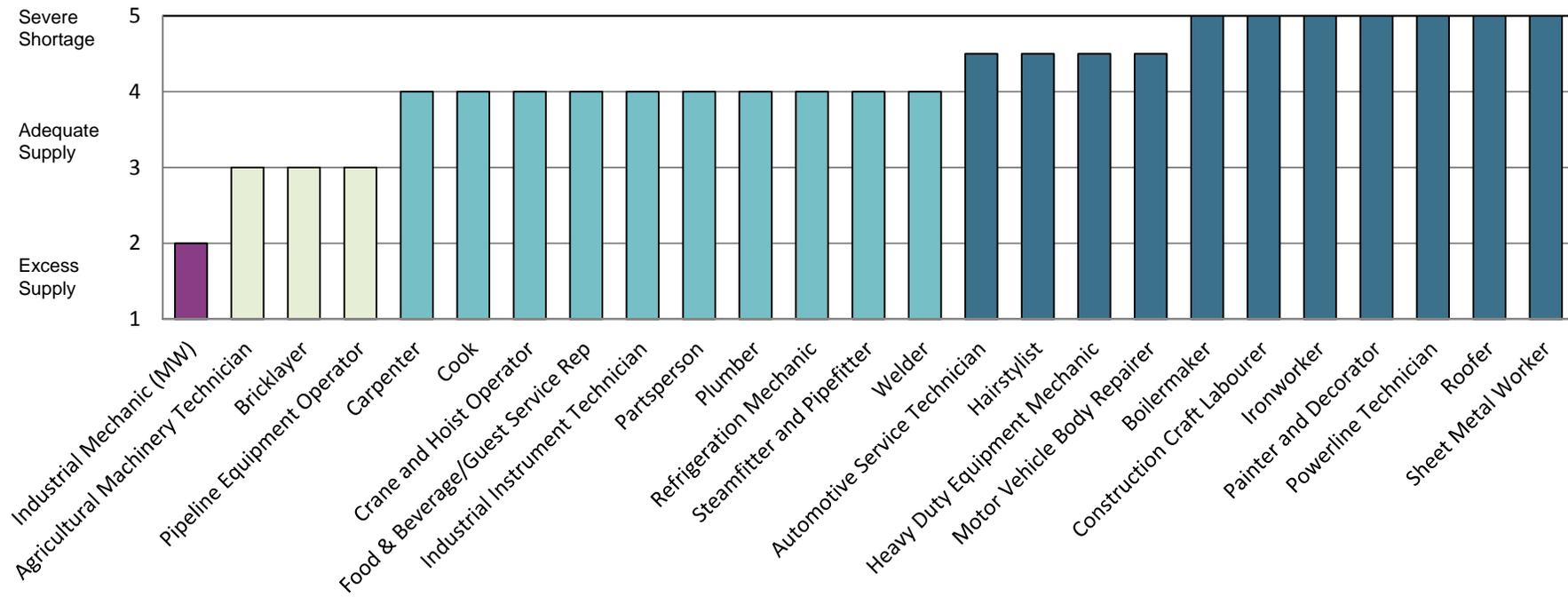
- Bricklayers and carpenters are generally available in Prince Albert, due to relatively fewer projects underway in the region.
- Economic growth in the La Ronge-North area (specifically in the mining sector) has resulted in competition for labour and a shortage of cooks and sheet metal workers.
- The reopening of mills in the area caused a shortage of industrial mechanics and partspersons.

LLOYDMINSTER



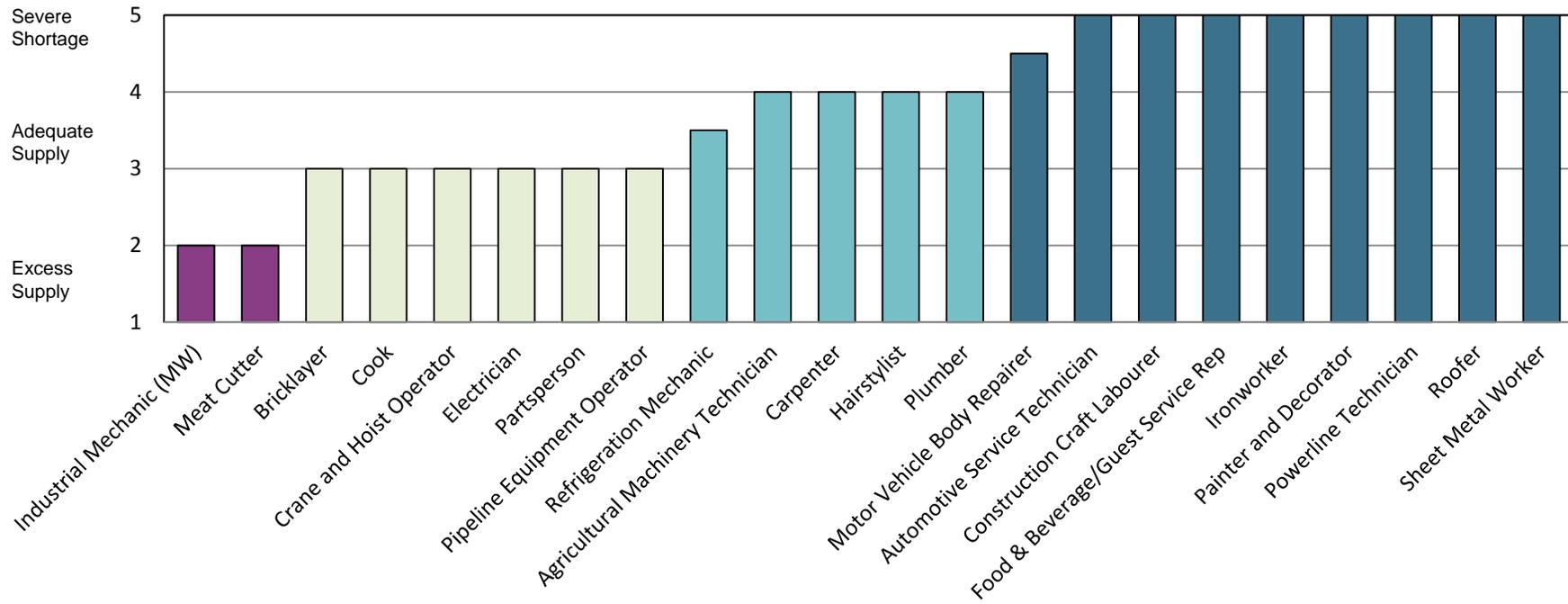
- Demand in the oil and construction industries caused shortages for crane and hoist operators, welders, agriculture machinery technicians, automotive service technicians, food and beverage persons, and heavy duty equipment mechanics.
- High levels of economic growth and competition from surrounding regions caused a general shortage of apprentices in Lloydminster.

NORTH BATTLEFORD-MEADOW LAKE



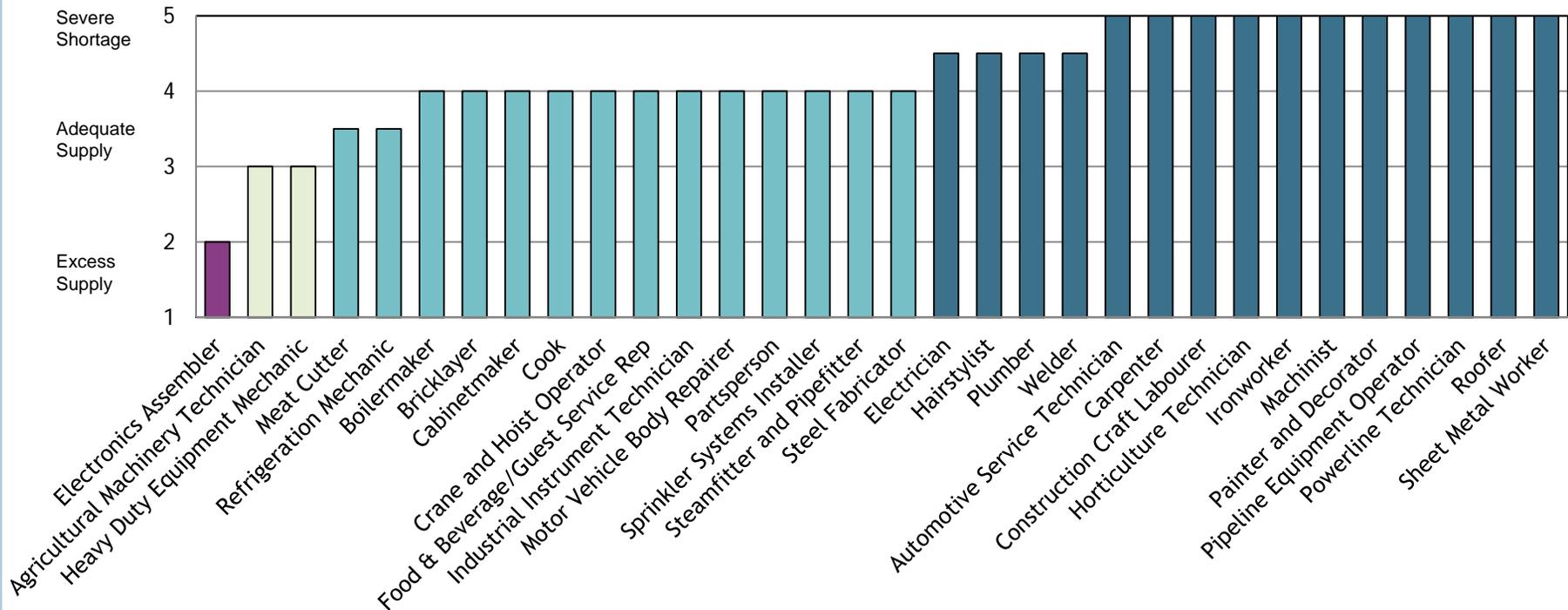
- There was an adequate supply of bricklayers due to fewer major projects in the region, and immigration efforts have alleviated a shortage of agricultural machinery technicians.
- Mining and oil activity caused a shortage of crane and hoist operators, heavy duty equipment mechanics, and food and beverage persons in the region.
- Shortages of boilermakers and steamfitters-pipefitters were due to ongoing major projects.

NIPAWIN-MELFORT



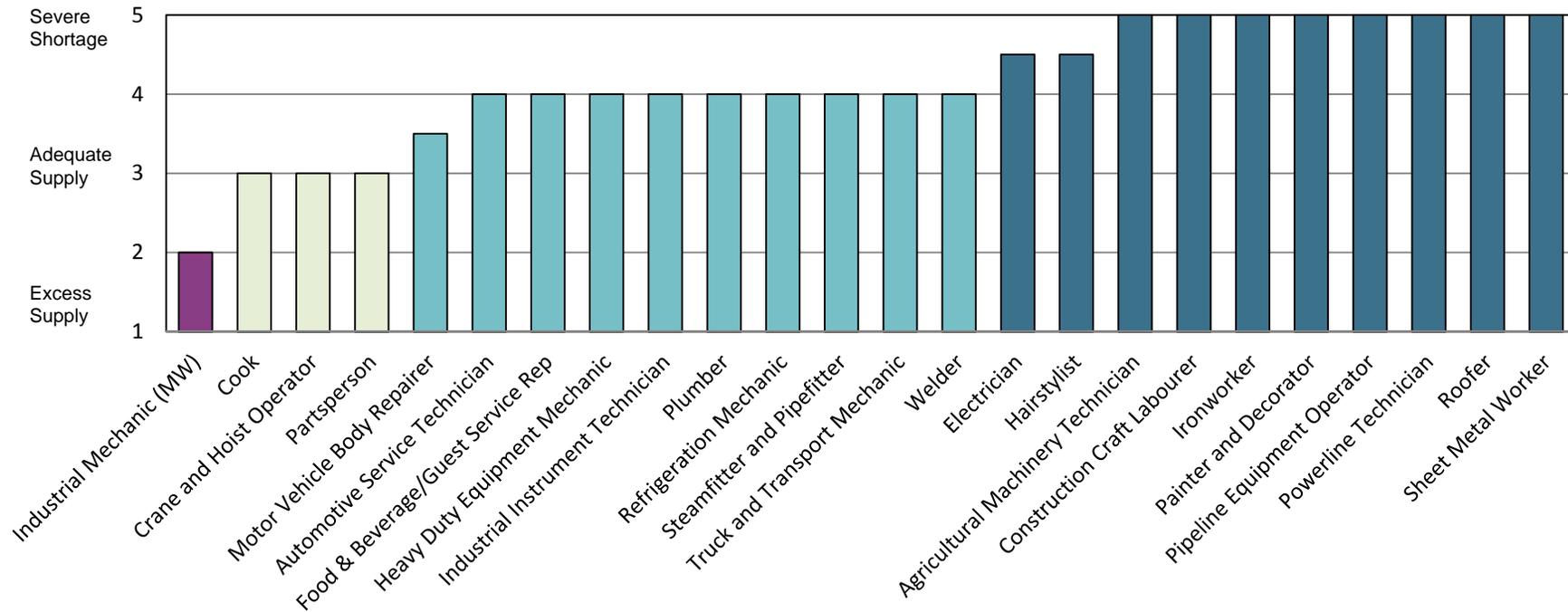
- Industrial mechanics and meat cutters are generally available in the region.
- A decrease in tourism eased the demand for cooks, and competition with mining industries caused a shortage of food and beverage persons.
- There is a shortage of carpenters due to major projects in Nipawin, and labour is being drawn to trades in the oil & gas and mining sectors, causing labour shortages in the area.

SASKATOON



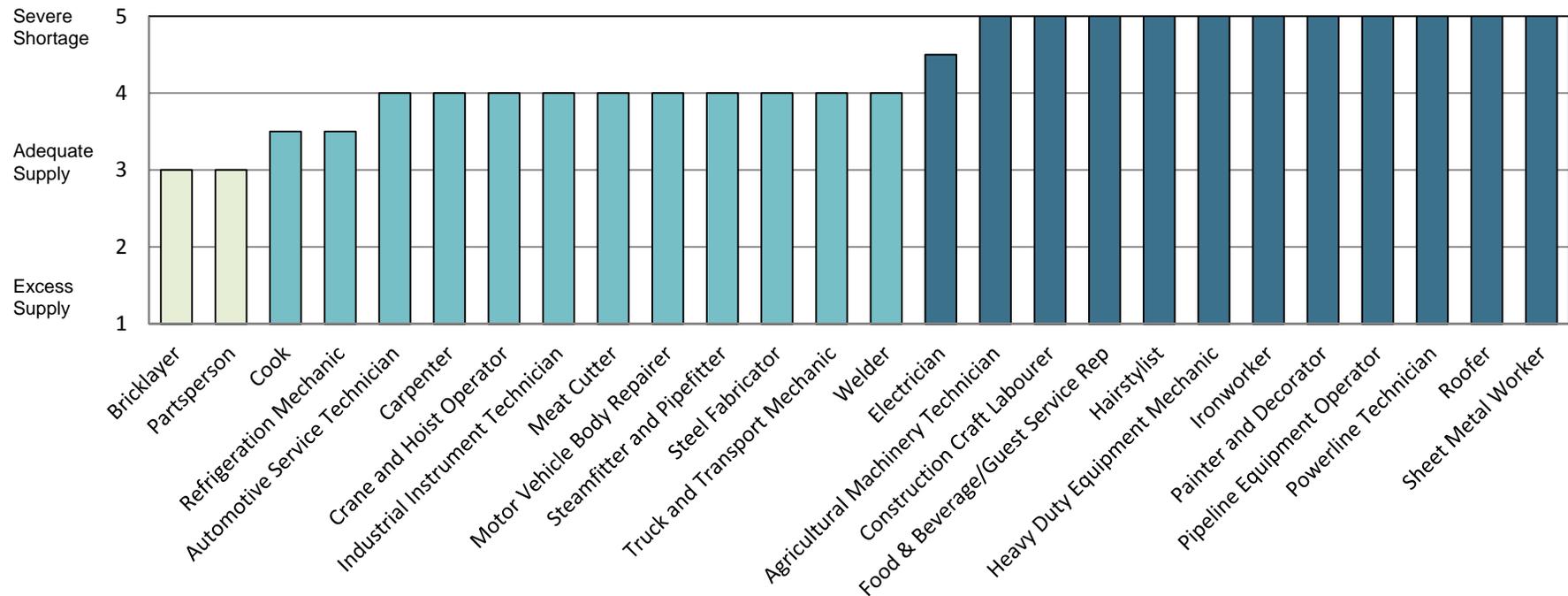
- The large population of Saskatoon and the fact that workers have shown a preference towards living in larger urban centres helped ease labour shortages for agriculture machinery technicians and heavy duty equipment mechanics.
- The quantity of major projects in the area caused a shortage of cabinetmakers, and severe shortages of carpenters and welders.
- Mining and construction activity contributed to shortages of boilermakers and crane and hoist operators.

KINDERSLEY



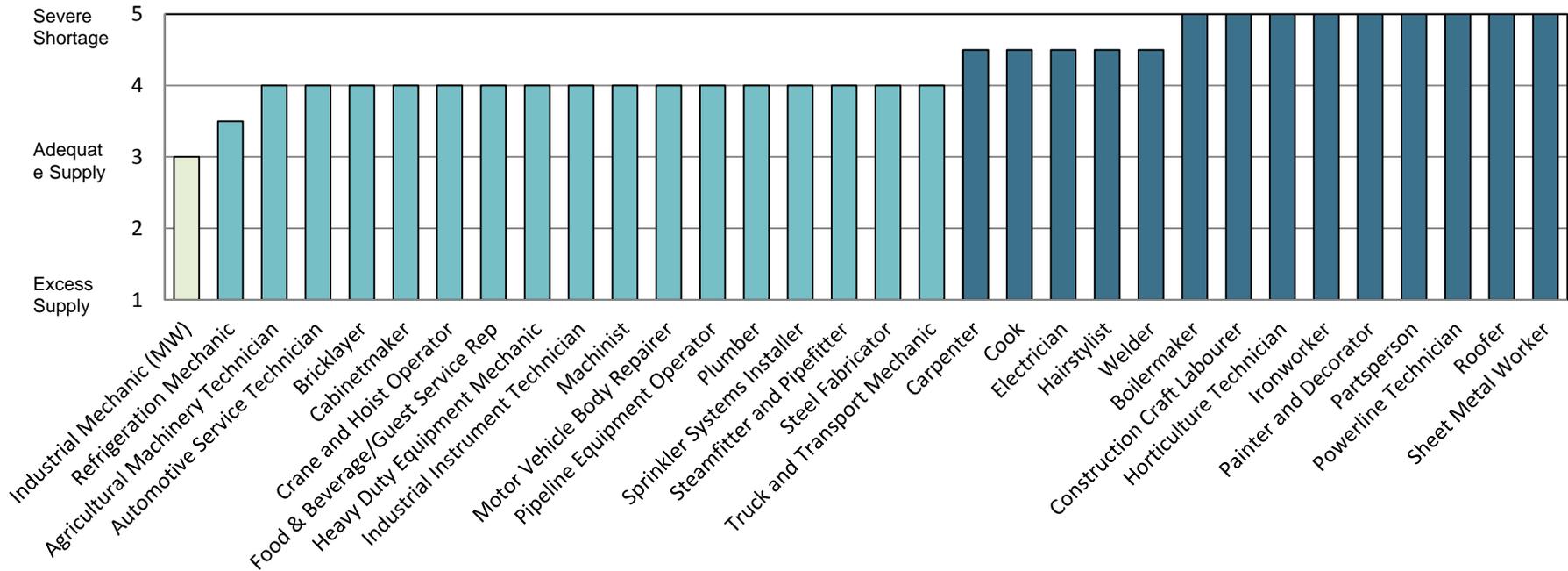
- Competition from the oil sector has resulted in shortages of agricultural machinery technicians, truck and transport mechanics, heavy duty equipment mechanics, industrial instrument technicians, and welders in the area.
- Although a shortage remains, an influx of foreign workers has helped alleviate a severe shortage of food and beverage persons in the area.

SWIFT CURRENT



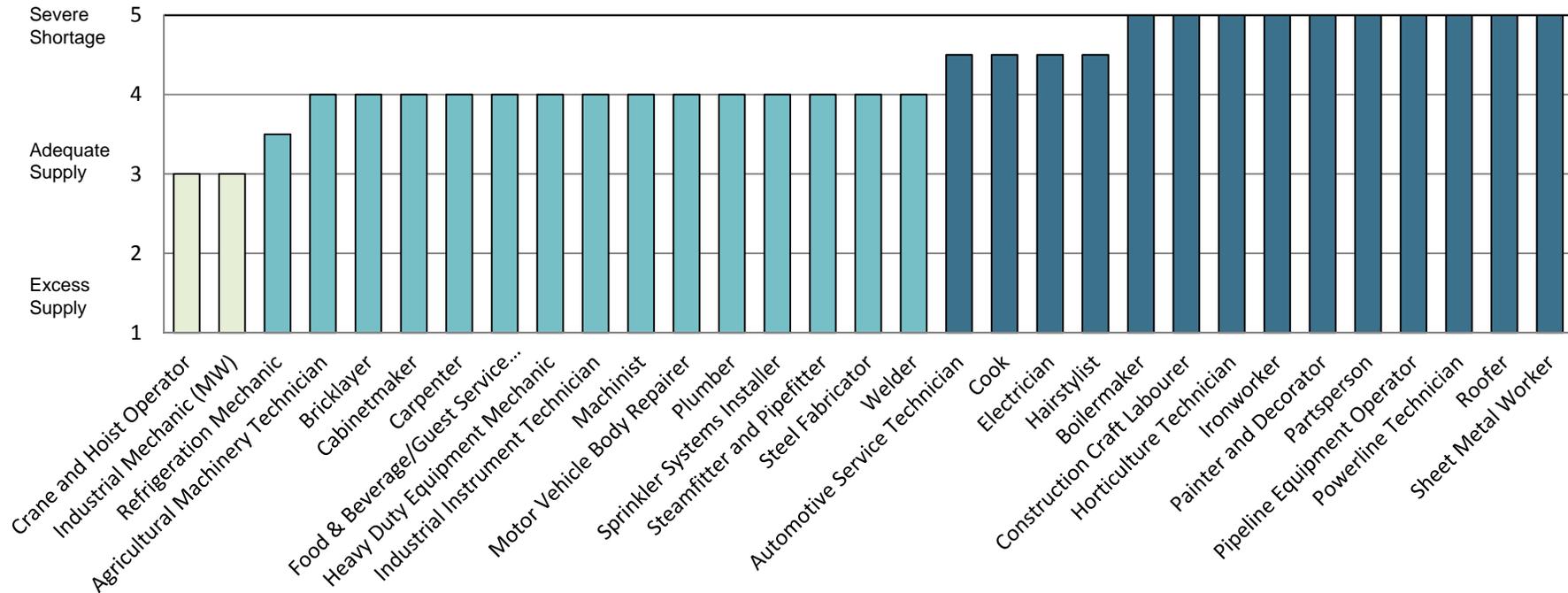
- There was an adequate supply of bricklayers and partspersons due to fewer major projects underway in the area.
- Oil patch activity caused severe shortages of agricultural machinery technicians, pipeline equipment operators, and steel fabricators.
- There is a shortage of heavy duty equipment mechanics due to a lack of qualified workers.

REGINA



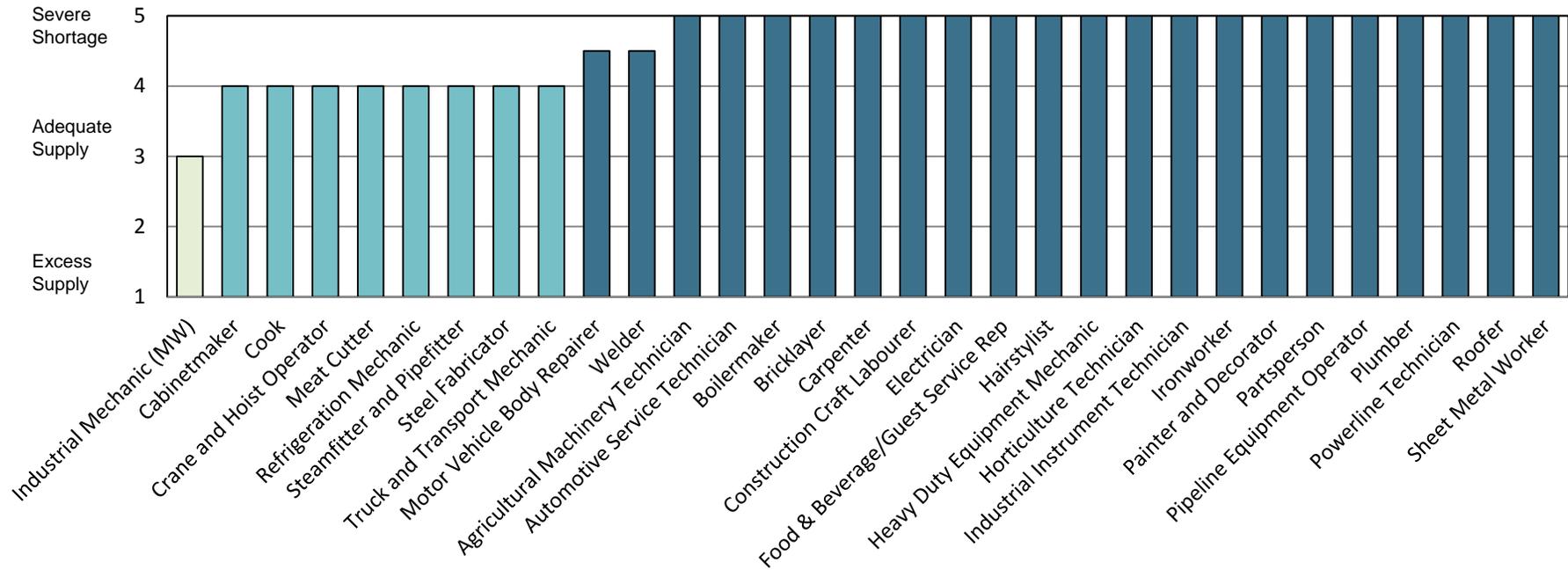
- High levels of economic growth and ongoing major projects, such as the Global Transportation Hub and Co-op upgrader expansion, generally increased demand for most trades, especially partspersons, industrial instrument technicians, crane and hoist operators, bricklayers, cooks, and boilermakers.
- Oil sector activity has caused shortages of steel fabricators and pipeline equipment operators.
- A lack of qualified workers caused shortages of horticulture technicians, truck and transport mechanics, and heavy duty equipment mechanics.

MOOSE JAW



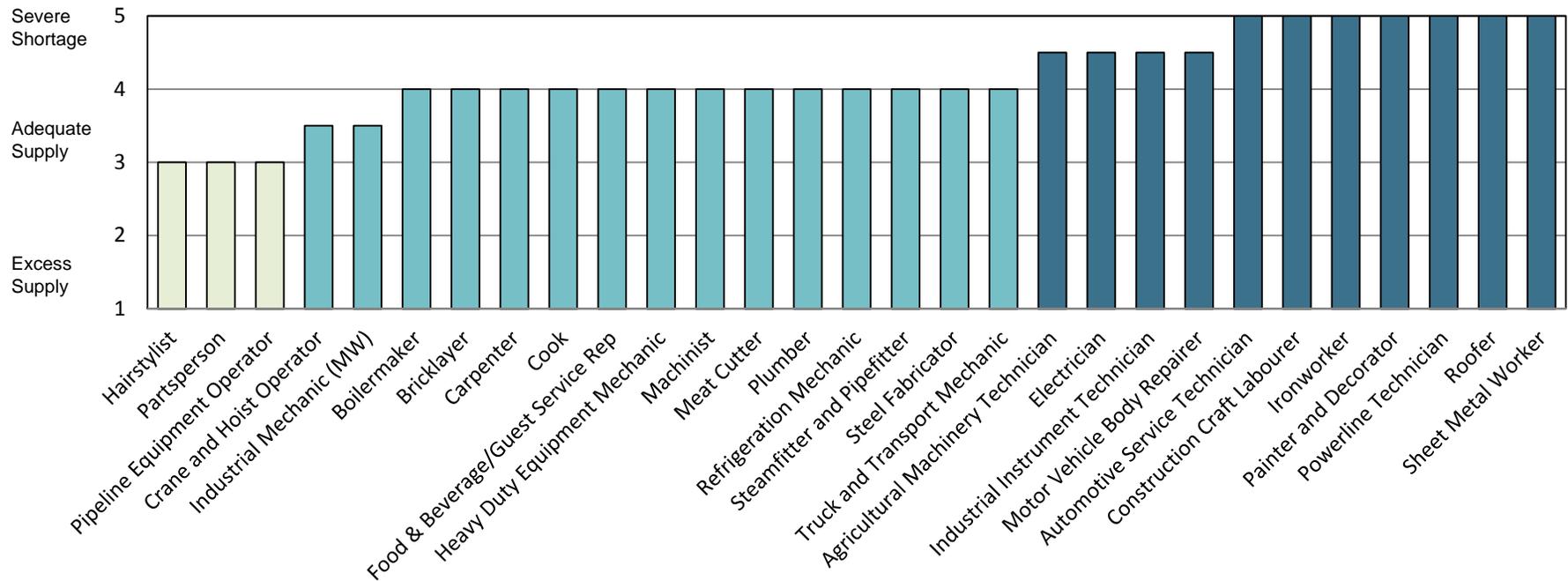
- Oil patch activity and several major projects led to a labour shortage for many trades, including: boilermakers, bricklayers, steel fabricators, industrial instrument technicians, and pipeline equipment operators.
- A lack of qualified workers caused a shortage in horticulture technicians, heavy duty equipment mechanics, food and beverage persons, and carpenters.
- There is a shortage of partspersons and welders in the region due to Moose Jaw's proximity to Regina, which is experiencing high labour demand.

ESTEVAN-WEYBURN



- The Estevan-Weyburn area had the highest percentage of skilled trades with labour shortages in both 2011 and 2010 (based on the 2010 survey). There were severe shortages in several skilled trades in the area due to economic growth and several major projects.
- Oil and mining activity caused severe shortages of pipeline equipment operators, partspersons, industrial instrument technicians, welders, carpenters, bricklayers, and automotive service technicians.
- The high cost of living (relative to wages) in the area contributed to the shortage of hairstylists.

YORKTON-MELVILLE



- There is an adequate supply of hairstylists in the region, as it was reported that there is an available pool of students.
- Oil, mining, and potash activity caused competition within and among skilled trades resulting in shortages of agricultural machinery technicians, automotive service technicians, carpenters, heavy duty equipment mechanics, industrial instrument technicians, and steel fabricators.
- There was a lack of qualified truck and transport mechanics in the region.

CONTACT US

If you have questions about the content of this report, please contact:

- **Dawn Stanger, (306) 787-0123**

Saskatchewan Apprenticeship and Trade Certification Commission

(or)

- **Lorraine Beckman, (306) 787-5626**

Economic\Labour Market Information and Analysis Unit
Saskatchewan Ministry of the Economy