Workforce and Mobility Challenges

Chad Vickers – Director, Employer Services
Ministry of Immigration and Career Training

July 23, 2019
Host Hotel - Winter Summits in Saskatchewan
2018 Population Estimates for PNWER Jurisdictions

<table>
<thead>
<tr>
<th>Jurisdiction</th>
<th>Population Estimates</th>
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</thead>
<tbody>
<tr>
<td>Washington</td>
<td>7,535,591</td>
</tr>
<tr>
<td>British Columbia</td>
<td>4,991,687</td>
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<tr>
<td>Alberta</td>
<td>4,307,110</td>
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<tr>
<td>Oregon</td>
<td>4,190,713</td>
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<tr>
<td>Idaho</td>
<td>1,754,208</td>
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<tr>
<td>Saskatchewan</td>
<td>1,162,062</td>
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<td>Montana</td>
<td>1,062,305</td>
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<tr>
<td>Alaska</td>
<td>737,438</td>
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<tr>
<td>Northwest Territories</td>
<td>44,541</td>
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<tr>
<td>Yukon</td>
<td>40,476</td>
</tr>
</tbody>
</table>

2018 Total population in PNWER region: 25,826,131

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?