

December 2023

# The Employment Picture in Saskatoon:

A Review and Analysis of Statistics Canada's Labour Force Survey

Saskatoon is the 19<sup>th</sup> largest city in Canada with the 9<sup>th</sup> highest population growth rate among the Country's 25 largest cities. Located on Treaty 6 Territory and the Traditional Homeland of the Métis, Saskatoon is home to over 290,000\* people and 12,000 licensed businesses. Saskatoon has positioned itself as an attractive and vibrant city that is a primary engine of the Saskatchewan economy. Recognized globally as a centre for mining, agriculture, life sciences, education and innovation, Saskatoon is a lucrative place to invest and do business in.

We are a resilient welcoming community made stronger through our diversity. We are committed to progress by addressing challenges and capitalizing on opportunities. Saskatoon is a great place to live with a high quality of life and opportunities for all residents.



## Saskatoon ends 2023 with strong labour market fundamentals.



According to the December 2023 Labour Force Survey released by Statistics Canada, the Saskatoon Census Metropolitan Area (CMA) had 11,500 (+6.1%) more persons employed than it did in December 2022 (Table 1). This was the second highest year-over-year employment growth for Saskatoon recorded in December (+14,000 in December 2021) since the data set began in 2006. (See Chart 1 on next page). **As of December 2023, the Saskatoon CMA had 199,000 persons employed.**

Employment was dominated by full-time positions (+9,500) as they accounted for 83% of the year-over-year employment growth. Employment gains were split among core aged (25-54 years of age) females (+5,000) and males (+6,500), while the other age cohorts cancelled each other out. See **Table A-1** in Appendix for more.



**Growth in the working age population and the labour force exploded in 2023.** The Saskatoon CMA's working age population (15 years and over) grew by 12,500 in December 2023, accounting for the highest annual growth on record. Moreover, the labour force--the total of both employed (+11,500) and unemployed (+3,700) persons--grew by 15,200 persons year-over-year, almost five times larger than the pre-2023 average.

Saskatoon's seasonally unadjusted unemployment rate stood at 5.3% in December 2023, an increase of 1.5 percentage points from December 2022. This is because the growth in the labour force (+7.8%) outpaced employment growth (+6.1%). However, both the participation rate (+2.2%) and the employment rate (+1.1%) increased relative to December 2022.

Using the same data, employment in Saskatchewan increased by 20,200 persons over the period (Table 2). **Saskatoon accounted for almost 57% of the year-over-year employment growth in the province in 2023.**

Since December 2016, the number of persons employed in the Saskatoon CMA has increased by 36,100 (+22.2%) while employment in the rest of Saskatchewan increased by 5,600 persons (+1.4%). Going back to December 2006, the number of persons employed in Saskatoon increased by 45.4% while it increased by 10.7% in the rest of Saskatchewan. (See Chart 2).

*\*All data in this document is reported on a three month moving average, seasonally unadjusted unless otherwise noted.*

# Labour Force Characteristics

**Table 1: Saskatoon**

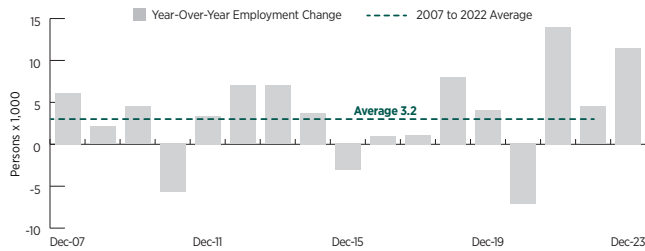
Indicator*	Dec 2023	Dec 2022	Year-over-Year Change
Working Age Population (x 1,000)	296.4	283.9	12.5
Labour Force (x 1,000)	210.2	195	15.2
Labour Force Participation rate (%)	70.9	68.7	2.2
Persons Employed (x 1,000)	199	187.5	11.5
Employment rate (%)	67.1	66.0	1.1
Persons Unemployed (x 1,000)	11.2	7.5	3.7
Unemployment rate (%)	5.3	3.8	1.5

**Table 2: Saskatchewan**

Indicator *	Dec 2023	Dec 2022	Year-over-Year Change
Working Age Population (x 1,000)	934.1	908.2	25.9
Labour Force (x 1,000)	629	606.1	22.9
Labour Force Participation rate (%)	67.3	66.7	0.6
Persons Employed (x 1,000)	601.7	581.5	20.2
Employment rate (%)	64.4	64.0	0.4
Persons Unemployed (x 1,000)	27.3	24.7	2.6
Unemployment rate (%)	4.3	4.1	0.3

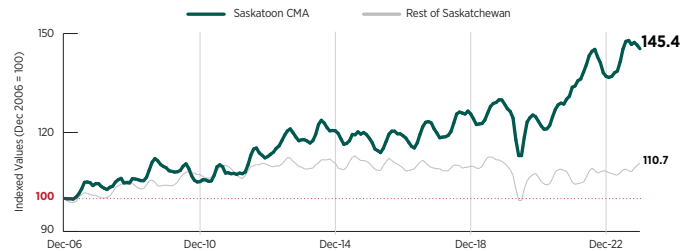
\*For the rates, year-over-year change represents percentage point changes. Source: Table: 14-10-0380-01

**Chart 1: Year-Over-Year Employment Change**



Source: Calculations via Statistics Canada Table: 14-10-0380-01

**Chart 2: Employment Growth Index**



This chart shows indexed values to a base of 100, which would be equivalent to zero. Any trendline above 100 shows a cumulative increase while any trendline below 100 shows a cumulative decrease. For example, the number 110.7 represents the cumulative change from the base year (Dec 2006).



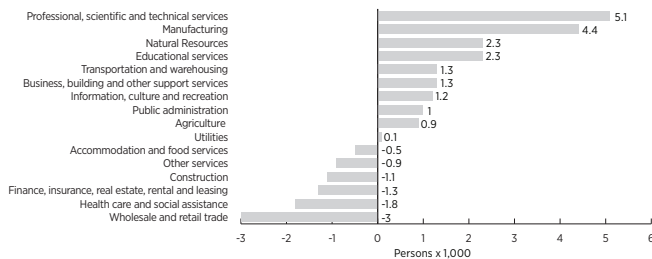
## Employment by Industry and Occupation- Professional services had the largest increases.

In terms of employment by industry, industries within the goods producing sector led the way employing 6,800 more persons relative to December 2022. This was led by the manufacturing industry (+4,400) followed by the natural resources industry (+2,300) and offset by losses in the construction industry (-1,100). Employment in the service providing industries increased by 4,700 persons, led by the professional scientific and technical services industry (+5,100), but offset by losses in the wholesale and retail trade industry (-3,100).

These were offset by employment reductions (-2,400) in sales and service occupations, the largest occupational category.

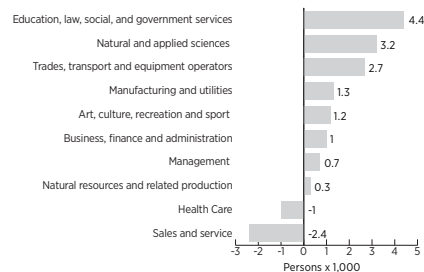
For employment across broad occupational categories, employment gains were led by occupations in the education, law, social and government services category (+4,400) followed by those in the natural and applied sciences occupations (+3,200).

**Employment by Industry Year-Over-Year Change**



Source: Calculations via Statistics Canada Table: 14-10-0379-01

**Employment by Major Occupation Year-Over-Year Change**

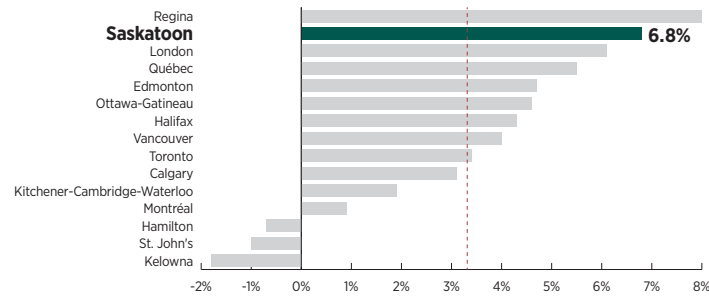


Source: Calculations via Statistics Canada Table: 14-10-0430-01

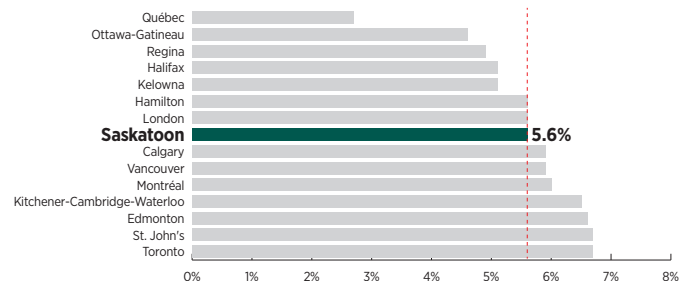
# Compared to other Canadian CMAs, Saskatoon had a strong labour market in December 2023, according to the four main indicators.

Saskatoon had the second highest seasonally adjusted employment growth rate at 6.8%, just behind Regina. Saskatoon's seasonally adjusted unemployment rate came in at 5.6%, sitting at the CMA average. Saskatoon had the highest seasonally adjusted labour force participation rate (71.9%) 4.5 percentage points above the CMA average. Saskatoon had the highest employment rate (67.9%) 4.3 percentage points above the CMA average. Regions like Saskatoon that have younger populations, tend to have higher participation rates and employment rates, all things equal.

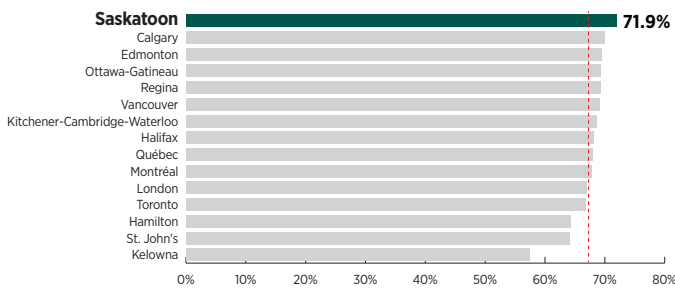
**Percent Change Year-over-Year Employment by CMA (%)**  
3-Month Moving Average, Seasonally Adjusted



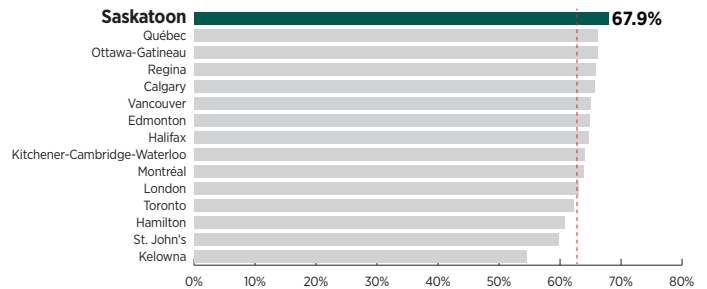
**Unemployment Rate by CMA (%) (Dec 2023)**  
3-Month Moving Average, Seasonally Adjusted



**Labour Force Participation Rate by CMA (%) (Dec 2023)**  
3-Month Moving Average, Seasonally Adjusted



**Employment Rate by CMA (%) (Dec 2023)**  
3-Month Moving Average, Seasonally Adjusted



Source: Statistics Canada Table 14-10-0380-01

# Appendix 1

**Table A-1: Saskatoon CMA Employment Characteristics By Age and Sex**

Age and Sex	Full-Time Employment			Part-Time Employment			Total Employment			Rates (as at December 2023)		
	Dec-23	Dec-22	Y/Y Change	Dec-23	Dec-22	Y/Y Change	Dec-23	Dec-22	Y/Y Change	Unemployment Rate	Employment Rate	Participation Rate
<b>Both Sexes</b>												
15 to 24 years	13.7	11.7	2	15.6	14.4	1.2	29.3	26.1	3.2	12.3	54.6	62.2
25 to 54 years	120.4	109.7	10.7	15.7	15	0.7	136.1	124.7	11.4	4.2	85.8	89.5
55 to 64 years	25.6	28.8	-3.2	7.9	7.9	0	33.5	36.7	-3.2	4.1	39.9	41.3
<b>Total</b>	<b>159.7</b>	<b>150.2</b>	<b>9.5</b>	<b>39.2</b>	<b>37.3</b>	<b>1.9</b>	<b>198.9</b>	<b>187.5</b>	<b>11.4</b>	<b>5.3</b>	<b>67.1</b>	<b>70.9</b>
<b>Males</b>												
15 to 24 years	8.7	6.3	2.4	5.6	5.2	0.4	14.3	11.5	2.8	12.2	53.5	61
25 to 54 years	67.2	61.5	5.7	5.1	4.3	0.8	72.3	65.8	6.5	4.1	90.5	94.2
55 to 64 years	15.8	15.9	-0.1	3.2	3.5	-0.3	19	19.4	-0.4	4.1	46.4	48.4
<b>Total</b>	<b>91.7</b>	<b>83.7</b>	<b>8</b>	<b>13.9</b>	<b>13</b>	<b>0.9</b>	<b>105.6</b>	<b>96.7</b>	<b>8.9</b>	<b>5.3</b>	<b>71.6</b>	<b>75.5</b>
<b>Females</b>												
15 to 24 years	5	5.4	-0.4	10	9.2	0.8	15	14.6	0.4	11.8	55.8	63.7
25 to 54 years	53.2	48.1	5.1	10.7	10.8	-0.1	63.9	58.9	5	4.3	81.1	84.6
55 to 64 years	9.8	12.9	-3.1	4.7	4.5	0.2	14.5	17.4	-2.9	x	33.6	34.6
<b>Total</b>	<b>68</b>	<b>66.4</b>	<b>1.6</b>	<b>25.4</b>	<b>24.5</b>	<b>0.9</b>	<b>93.4</b>	<b>90.9</b>	<b>2.5</b>	<b>5.5</b>	<b>62.7</b>	<b>66.3</b>

Source Statistics Canada Table 14-10-0378-01

**Table A-2: Saskatoon CMA Employment and Wages by Industry**

Employment and Wages by Industry Saskatoon CMA	Persons Employed (x 1,000) 3-Month Moving Average			Average Weekly Wage Rate (\$)		
	Dec 2023	Dec 2022	Y/Y Change (x 1,000)	Dec 2023	Dec 2022	Y/Y Change (%)
<b>North American Industry Classification System</b>						
<b>Goods-producing sector</b>	<b>40.8</b>	<b>34</b>	<b>6.8</b>	<b>\$ 1,546</b>	<b>\$ 1,508</b>	<b>2.5</b>
Agriculture	2	1.1	0.9	\$ 1,075	\$ 941	14.2
Forestry, fishing, mining, quarrying, oil and gas	7.3	5	2.3	\$ 2,227	\$ 2,044	8.9
Utilities	1.6	1.5	0.1	\$ 1,918	\$ 1,696	13.1
Construction	14.8	15.9	-1.1	\$ 1,434	\$ 1,339	7.1
Manufacturing	15	10.6	4.4	\$ 1,295	\$ 1,407	-7.9
<b>Services-producing sector</b>	<b>158.2</b>	<b>153.5</b>	<b>4.7</b>	<b>\$ 1,131</b>	<b>\$ 1,091</b>	<b>3.7</b>
Wholesale and retail trade	30.3	33.3	-3	\$ 920	\$ 863	6.6
Transportation and warehousing	8.8	7.5	1.3	\$ 1,326	\$ 1,189	11.5
Finance, insurance, real estate, rental and leasing	8.3	9.6	-1.3	\$ 1,381	\$ 1,245	11.0
Professional, scientific and technical services	19.2	14.1	5.1	\$ 1,587	\$ 1,542	3.0
Business, building and other support services	5.9	4.6	1.3	\$ 999	\$ 833	19.8
Educational services	21.4	19.1	2.3	\$ 1,216	\$ 1,255	-3.1
Health care and social assistance	27.4	29.2	-1.8	\$ 1,129	\$ 1,146	-1.5
Information, culture and recreation	6.9	5.7	1.2	\$ 1,024	\$ 942	8.8
Accommodation and food services	11.4	11.9	-0.5	\$ 494	\$ 461	7.2
Other services (except public administration)	8.2	9.1	-0.9	\$ 1,001	\$ 953	5.1
Public administration	10.5	9.5	1	\$ 1,550	\$ 1,542	0.5
<b>All industry total</b>	<b>199</b>	<b>187.5</b>	<b>11.5</b>	<b>\$ 1,210</b>	<b>\$ 1,170</b>	<b>3.4</b>

Note: Wages are monthly. Source: Statistics Canada Tables 14-10-0379-01 and 14-10-0063-01





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## Definitions

**Seasonal Adjustment:** The process of removing systematic movements from economic time series which are repetitive, relatively stable over several years and which are related to the particular seasons of the year.

**Working Age Population:** Number of persons of working age, 15 years and over. Estimates in thousands, rounded to the nearest hundred.

**Labour Force:** Number of civilian, non-institutionalized persons 15 years of age and over who, during the reference week, were employed or unemployed. Estimates in thousands, rounded to the nearest hundred.

**Persons Employed:** 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. Estimates in thousands, rounded to the nearest hundred.

**Persons Unemployed:** Number of persons who, during the reference week, were without work, had looked for work in the past four weeks, and were available for work. Those persons on layoff or who had a new job to start in four weeks or less are considered unemployed. Estimates in thousands, rounded to the nearest hundred.

**The unemployment rate** is the number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (age, sex, marital status, etc.) is the number unemployed in that group expressed as a percentage of the labour force for that group. Estimates are percentages, rounded to the nearest tenth.

**The participation rate** is the number of labour force participants expressed as a percentage of the population 15 years of age and over. The participation rate for a particular group (age, sex, marital status, etc.) is the number of labour force participants in that group expressed as a percentage of the population for that group. Estimates are percentages, rounded to the nearest tenth.

**The employment rate** is the number of persons employed expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (age, sex, marital status, etc.) is the number employed in that group expressed as a percentage of the population for that group. Estimates are percentages, rounded to the nearest tenth.

**Census Metropolitan Area (CMA)** is formed by one or more adjacent municipalities centred on a population centre (known as the core). A CMA must have a total population of at least 100,000 based on data from the current Census of Population Program, of which 50,000 or more must live in the core based on adjusted data from the previous Census of Population Program.

<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1410038001>