# ENVIRONMENTAL SCAN

## SASKATCHEWAN

**Fall 2013**

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## Acronyms

**GDP** Gross Domestic Product
**HRSDC** Human Resources and Skills Development Canada

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## About the E-Scan

At least twice a year, the Labour Market Information division of Service Canada, Western Canada and Territories Region develops an Economic/Environmental Scan (E-Scan), a report that provides a general overview of the demographic, economic and labour market condition and trends for Saskatchewan. E-Scans are mainly intended to support regional Service Canada operations by identifying potential pressures on service and program delivery in the regions. However, they may also be of interest to those who seek to know more about the state of a provincial or regional economy and labour market. They are also used by Service Canada economists to help determine outlooks for industries and occupations.

Facts and statistics presented in this document reflect information available as of November 2013.

# Key Points

### General Overview

- Saskatchewan is ideally positioned for strong economic growth in 2014, driven by high levels of capital investment and global demand for the province's resources.
- Production gains in the agricultural sector had a positive impact on the provincial economy last year. Although grain prices have softened in recent months, producers enjoyed another good year production-wise in 2013. Preliminary estimates suggest a 16% increase in output for the provinces top three crops.
- Saskatchewan's labour market rebounded in 2012 after two years of sluggish job growth. And this positive employment trend has continued into 2013, as the provincial economy added over 11,000 new jobs through the first three quarters of this year. Employment opportunities are attracting new residents to the province. Saskatchewan's population reached a record 1.1 million people at the end of the second quarter of 2013.
- Saskatchewan's economy is poised for continued growth in the near-term. The Conference Board of Canada expects Saskatchewan to post gross domestic product (GDP) growth of 3.5% in 2013 and 2.4% in 2014.

### Regional, Provincial and Local Labour Market Conditions

- Between 2007 and 2012, provincial employment growth neared pre-recession levels, propelled by 6.5% growth in construction and utilities, and 3.1% growth in resource extraction (forestry, mining, oil and gas).
- It is expected that heavy investment in the uranium and potash industries, including construction of the province's first potash mine in four decades, will provide an increasing role for the goods-producing sector in the provincial economy.
- The strongest growth in employment since 2007 has been in the 55 and over age group, as many older workers opt to defer retirement, and many employers face challenges associated with the recruitment of younger workers and the loss of corporate knowledge in the workplace.
- Over the next five years, employment demand will be highest for jobs requiring completion of high school and jobs requiring a post-secondary degree or diploma. Combined, these two skill levels will account for more than 60,000 job openings in the province.
- In 2011, Saskatchewan's Aboriginal unemployment rate was nearly three times higher than the unemployment rate for non-Aboriginal persons (16.9% vs. 4.6%). Increasing the participation rate of Aboriginals in the labour market could help reduce labour shortages.
- Despite an increase in the provincial rate of disability among adults, Saskatchewan's disabled population boasts one of the highest participation rates nationwide (65.7% provincially compared to 56.2% nationally).

# Introduction

The purpose of the Environmental Scan is to outline the major trends and issues facing Canada and Saskatchewan that will influence the economic and social environment in the current and future years. The document provides timely, evidence-based information to support the business planning process. It is divided into two main parts: the first part of the document includes a general overview of the economic context and some employment outlook information; the second part provides perspective of the regional, provincial and local labour market. Some terms and definitions are featured on page 14 in the appendices.

# Section 1: General Overview / Economic Context

### The World

The global economy slowed for the second consecutive year in 2012, as weak growth among developed countries – including the United States (US) – continued to take its toll. Coming into 2013 there was general optimism that conditions would improve during the second half of the year; but that upturn is now projected to occur later in 2014. In October 2013, the International Monetary Fund (IMF) lowered its 2013 global economic expansion target to 2.9%, which translates into a third straight year of slowing world growth.

The US is the world's largest economy, responsible for over 18% of global GDP in 2012. However, China could take over this top spot as early as 2016, according to the latest IMF forecast. Not surprisingly, the two economies are closely linked, and China is feeling the effect of slow growth in a number of its large export markets, including the US. In fact, China's expansion has slowed to about 7.5% per year. While this rate of growth seems astronomical by western standards, it represents China's worst performance in 23 years.

Steady growth is proving elusive for the US. Following two relatively slow years, the economy expanded by 2.2% in 2012, the highest rate among G7 countries. US growth slowed in the first half of 2013, and the IMF now anticipates 1.6% total growth on the year.

Yet, there is widespread optimism that the US will drive much of global growth in 2014. According to the Conference Board of Canada[1], the US economy will recover next year, expanding by over three percent. This positive outlook is reinforced by the IMF, which forecasts 2.6% GDP growth in the US in 2014.

Meanwhile, Germany, France, Italy, Spain and other European Union (EU) member states continue to crawl out of recession. Having receded 0.4 percent in 2012, according to the IMF, the EU economy is expected to shrink an additional 0.4 percent in 2013. The effects of the sovereign debt crisis have varied throughout the EU, and the most troubled EU member states continue to suffer through on-going austerity measures. However, business confidence indicators (inflation, interest rates, foreign investment etc.) suggest economic activity is close to stabilizing for some EU members.

### Canada

Canada's economy outperformed those of most other developed nations in 2012, posting real GDP growth of 1.8% on the year. While the country may have done well compared to its peers, on its own merits, 2012's economic performance has to be considered mediocre. Long term, Canada needs GDP growth of between 2.0% and 2.5% for Canadians to maintain their standard of living.

[1] Conference Board of Canada, World Outlook—Global Economic Trends and Prospects: Autumn 2013

As with the world economy, Canadian economic activity was widely expected to pick up during the second half of 2013. Forecasters have since lowered their Canadian outlook, due largely to developments in the US. As of late October 2013, the Bank of Canada calls for the economy to grow by 1.6% in 2013, 2.3% in 2014, and 2.6% in 2015, with commodity-rich Alberta, Saskatchewan, and Newfoundland playing lead roles in the country's economic growth.

Canada's relatively poor showing in 2013 stems in part from lacklustre exports. The central bank had expected exports to show an increase in the third quarter, but weakened demand globally and fiscal turbulence within the US market delayed this turnaround. Stronger US economic growth and a weaker Canadian dollar next year are expected to propel export gains.

In response to slow economic growth and low inflation, the Bank of Canada is likely to hold interest rates at one percent through 2015. This measure could potentially reignite the housing market, increase borrowing and accelerate growth, particularly in the critical export sector.

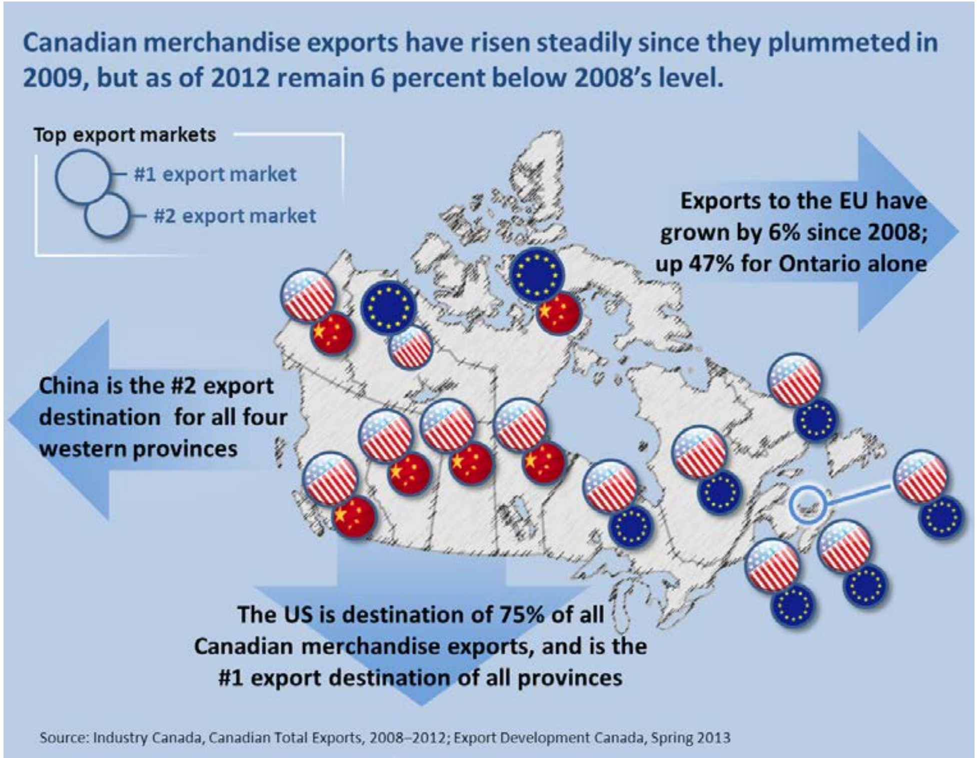
**Global Growth and Canada's Exports**

International trade makes up a large part of the Canadian economy, accounting for more than 45% of GDP. In 2012 the US, EU and China were the top three destinations for Canadian exports, together accounting for almost 90% of all shipments. The US, by far Canada's largest trading partner, is typically the destination for three-quarters of Canadian export goods. In 2012 the EU received 8.5% of Canadian shipments, China about half that. Between 2008 and 2012, China supplanted Japan as Canada's third largest export market.

Given the increasingly uncertain prospects for Canada's largest trading partner and the available partial-year data, it seems reasonable to expect modest export growth in 2013 and 2014. Although Canadian businesses have generally welcomed the tentative Canada – EU trade deal, it will be at least two years before the deal is implemented and begins to impact export volumes.

Through the first eight months of 2013 Canada's leading exports to:

- the US were: energy products, including oil & gas and electrical power; motor vehicles and parts; and wood, lumber, and pulp and paper products;
- the EU were: precious stones and metals, including gold and diamonds; aircraft and parts; and crude and petroleum oils, and to
- China were: wood, lumber, and pulp and paper products; seed and food oils, grains, and legumes; and iron and copper ores.

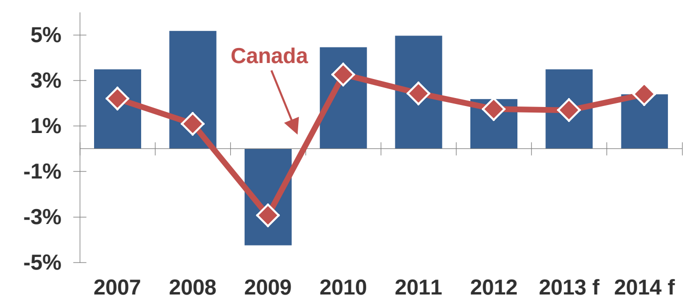



## Saskatchewan

Saskatchewan posted real gross domestic product (GDP) growth of 2.2% in 2012. Not surprisingly, Saskatchewan's economy is being driven by exports and capital investment. Provincial merchandise export sales were at an all-time high last year and demand for natural resources continues to spur capital investment in the province's non-residential construction sector. As a result, Saskatchewan now boasts one of the strongest labour markets in the country and is attracting a significant number of international migrants to the province.

Saskatchewan is a resource-based, trade-dependent province. As such, the province's economic fortunes are highly connected to international trade markets. And 2012 was an exceptional year for Saskatchewan trade, as the province's merchandise exports reached a record $32.6 billion – agriculture and energy products accounting for the majority of this growth. Although grain prices have softened in recent months, producers are enjoying another good year production-wise. This year's harvest continues to exceed expectations, and preliminary estimates suggest a 16% increase in output for the province's top three crops.

**Chart 1**
**Year-over-year percentage change in Saskatchewan's Gross Domestic Product between 2007 and 2014 (forecast), in 2007 dollars**




Sources: Statistics Canada Economic Accounts; Conference Board of Canada (forecast)

Strong demand for commodities has ratcheted up non-residential construction investment in Saskatchewan. Many of these new investments are taking place in mining, particularly in the potash industry. While lower potash prices have prompted key players in the industry to pull back on production this year, the long-term outlook for the industry remains positive. Existing potash mines in the province are undergoing over $13 billion worth of expansions through 2020. Work is also underway on K + S Potash Canada's Legacy Project near Moose Jaw; the province's first new potash mine in nearly four decades. Production at the new $3.25 billion mine is anticipated to begin in 2017. Meanwhile, there are also significant investments taking place in the uranium industry. Work is almost complete at the new Cigar Lake uranium mine in northern Saskatchewan and production is slated to begin in the first quarter of 2014. Cigar Lake—the world's second largest high-grade uranium deposit—is expected to employ up to 250 people.

Employment opportunities, driven by record exports and investment, are attracting new residents to Saskatchewan. In fact, the province's population reached a record 1.1 million people at the end of the second quarter of 2013. Recent population growth is primarily being driven by international migration. Approximately 10,000 new immigrants moved to the province between July 2012 and July 2013, and this influx of new people is having a positive impact on the domestic economy. For example, demand for new housing is stronger than it's been in over three decades, especially in the province's larger urban centers. According to Canada Mortgage and Housing Corporation, housing starts in Saskatchewan totaled nearly 10,000 units in 2012. Not only does this figure represent a 40% jump over 2011 levels, it is also the highest number of housing starts recorded in the province since 1979. This residential construction momentum has continued into this year. Urban housing starts are up slightly (0.7%) in the first nine months of 2013 compared to the same period in 2012.

Saskatchewan's labour market rebounded in 2012 after two years of sluggish job growth. Provincial employment increased by 2.1% last year, almost doubling the national growth rate of 1.2%. And this positive employment trend has continued well into 2013. The provincial economy added over 11,000 new jobs through the first three quarters of this year, all of which were for full-time positions. Employment growth in 2013 has been particularly strong in the accommodation and food services and health care industries. As of September 2013, Saskatchewan's unemployment rate was at 4.3%, tied with neighbouring Alberta for the lowest rate in the country.

Saskatchewan's economy is poised for continued growth over the next couple of years. The Conference Board of Canada expects Saskatchewan to post 3.5% GDP growth in 2013 and 2.4% growth in 2014. However, there are a number of factors that could hinder economic expansion in the province. No doubt, Saskatchewan's export-driven economy is vulnerable to volatility in world markets. Instability in the potash industry poses a down-side risk to growth. Furthermore, tightening labour market conditions will create challenges for the province. Ongoing recruitment of skilled labour from outside of the province will be necessary; moreover, Saskatchewan employers will be competing with their provincial counterparts for this labour, which will undoubtedly put upward pressure on wages.

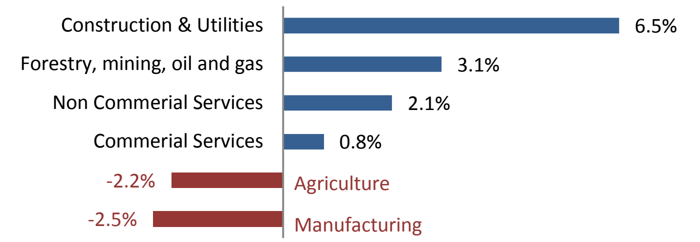
## Section 2: Regional, Provincial and Local Labour Market Condition

**Employment by Sector**

Employment growth in Saskatchewan has approached pre-recession levels over the past year. The province's goods-producing and services-producing sectors both exhibited a similar growth pattern, rising 1.3% annually between 2007 and 2012. Over this time period, employment expansion in construction and utilities led all other industries, posting an average annual growth rate of 6.5%. Resource extraction also added jobs, averaging 3.1% employment growth per annum. Despite these job gains, some producers, particularly in the potash industry, curtailed production late in 2012 due to declining market prices in recent years.

Meanwhile, the number of jobs in agriculture dropped between 2007 and 2012. Producers have struggled as successive drops in grain prices have adversely affected farm revenues, pushing many farmers to exit the market. Despite these challenges, agriculture's near-term outlook remains positive as global demand for food increases.

**Chart 2**
**The average annual compound growth rate of industry employment in Saskatchewan, between 2007 and 2012**




Source: Statistics Canada Labour Force Survey
Based upon average annual compound growth rate from 2007 to 2012

Due to a number of factors, employment has also declined in manufacturing, a significant driver of the provincial economy. Saskatchewan manufacturers have faced a slowdown in global economic conditions, unprecedented skill shortages and infrastructure deficiencies. Combined, these challenges have tempered the industry's productivity and global competitiveness.

**Table 1**
**Change in employment by industry in Saskatchewan between 2007 and 2012**

| | 2012 | 2007 | % Share 2012 | Growth rate* |
|---|---|---|---|---|
| **Total, all industries** | **537.1** | **504.4** | **100.0%** | **1.3%** |
| **Goods-producing sector** | **142.0** | **133.1** | **26.4%** | **1.3%** |
| Agriculture | 38.9 | 43.4 | 7.2% | -2.2% |
| Forestry, fishing, mining, quarrying, oil and gas | 25.7 | 22.1 | 4.8% | 3.1% |
| Utilities | 5.8 | 4.3 | 1.1% | 6.2% |
| Construction | 44.4 | 32.4 | 8.3% | 6.5% |
| Manufacturing | 27.2 | 30.9 | 5.1% | -2.5% |
| **Services-producing sector** | **395.2** | **371.3** | **73.6%** | **1.3%** |
| Trade | 80.6 | 82.8 | 15.0% | -0.5% |
| Transportation and warehousing | 26.0 | 25.2 | 4.8% | 0.6% |
| Finance, insurance, real estate and leasing | 30.2 | 26.9 | 5.6% | 2.3% |
| Professional, scientific and technical services | 25.0 | 20.9 | 4.7% | 3.6% |
| Business, building and other support services | 13.1 | 11.7 | 2.4% | 2.3% |
| Educational services | 43.0 | 40.0 | 8.0% | 1.5% |
| Health care and social assistance | 70.1 | 62.0 | 13.1% | 2.5% |
| Information, culture and recreation | 19.4 | 19.7 | 3.6% | -0.3% |
| Accommodation and food services | 30.9 | 31.5 | 5.8% | -0.4% |
| Other services | 25.6 | 22.5 | 4.8% | 2.6% |
| Public administration | 31.3 | 28.1 | 5.8% | 2.2% |

Source: Statistics Canada Labour Force Survey
*Based upon average annual compound growth rate from 2007 to 2012

## Employment by Age

Employment in Saskatchewan has not been uniform across all age groups. Between 2007 and 2012, the fastest employment increases were for workers aged 55 years and over. Employment in this age group grew 5.5% per year over this time period, more than four times faster than the 1.3% growth averaged for the entire working age population (aged 15 and over). A larger number of older workers (55 years and over) are also opting to defer retirement. Conversely, the number of employed youth (aged 15-24 years) in 2012 was lower than it was five years earlier. The economic slowdown likely discouraged many from continuing to search for work and prompted some youth to return to school. Nevertheless, this trend is slowly reversing. After significant job losses in 2010, youth employment (aged 15-24 years) grew by 1,900 positions in 2012, to total 85,200 jobs. Meanwhile, employment in the 25-54 working age group has slowly contracted from 65.2% of provincial employment in 2007 to 63.5% in 2012.

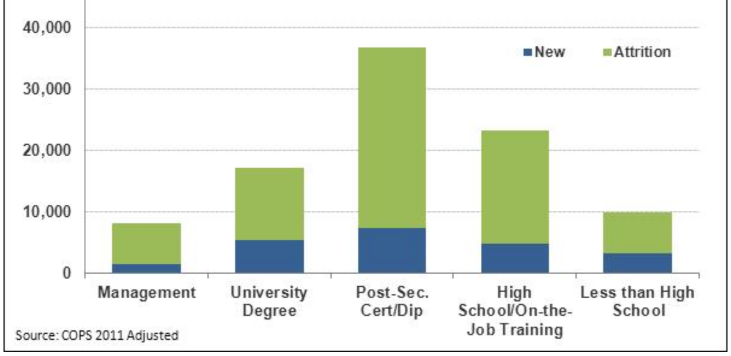
**Non-Standard Employment**

The strongest employment growth in Saskatchewan over the last five years has been for temporary jobs, which have increased 3.2% annually. In contrast, self-employment increased annually by just 1%, and part-time work decreased 0.3% per year over this period. This is of particular concern, given that in 2012, females comprised the overwhelming majority of part-time workers in Saskatchewan (about 70%). On a more positive note, females made up about one-third of all self-employed workers in Saskatchewan in 2012.

**Job Opportunities by Skill Level**

Demand is expected to be greatest for occupations that require some form of post-secondary education; high-skilled occupations represent 33% of all projected job openings between 2013 and 2018. On the other hand, demand for jobs requiring a high school diploma will remain high and will even surpass demand for jobs requiring a completed university degree. This is due to a number of factors, including the temporary nature of low-skilled jobs, the skills shortage facing many industries in Saskatchewan, and the lure of solid employment returns for youth with little educational attainment. In total, jobs requiring completion of high school/on-the-job training and jobs requiring a post-secondary degree or diploma will account for more than 60,000 openings between 2013 and 2018.

**Chart 3**
**Projected employment opportunities by skill level in Saskatchewan, 2013 to 2018**



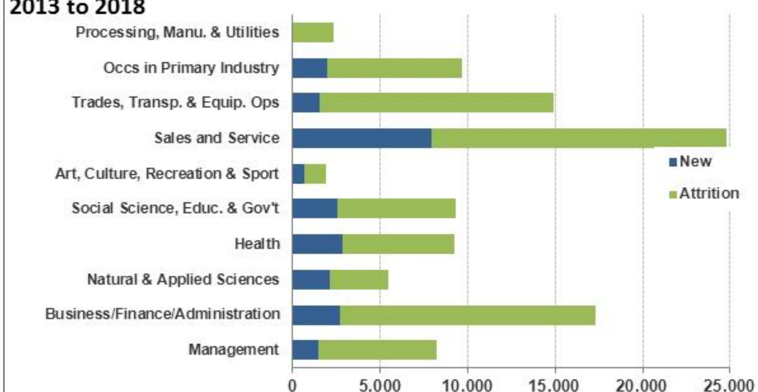

Source: COPS 2011 Adjusted

**Job Opportunities by Skill Type**

Over the next five years, over 100,000 job openings are projected across all skill types, with 24% in sales and service, 17% in business, finance and administration, and 14% in trades and transportation. These openings will primarily result from older workers retiring, although a smaller percentage of openings will come from new job creation.

Between 2013 and 2018, only processing, manufacturing and utilities is projected to experience a loss of new and existing jobs (-53 positions). However, according to Employment and Social Development Canada's Canadian Occupational Projection System (COPS) data, the overall employment outlook for these three industries remains positive due to an increase in retirements. Attrition is also expected to play a

**Chart 4**
**Projected employment opportunities by skill type in Saskatchewan, 2013 to 2018**




Source: COPS 2011 Adjusted

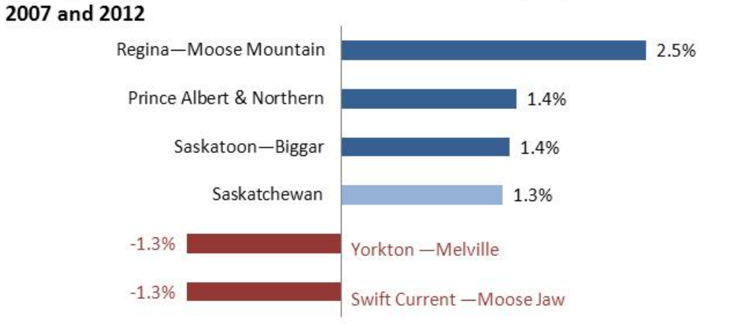
significantly larger role in three other skill types: business, finance and administration; sales and services; and trades and transport.

**Local Labour Market Condition**

Between 2007 and 2012, employment in Saskatchewan expanded at 1.3% per year; however, job growth exceeded this rate in the province's urban centres. In Regina—Moose Mountain, employment expanded more rapidly at 2.5% per annum. By comparison, employment growth in Saskatoon was 1.4% annually over the same time period, slightly above the provincial level. Expansion and development projects within the potash industry, such as Karnalyte Resources' $590 million mine near Wynyard, have resulted in rapid growth for the region.

To the north, employment expanded 1.4% in Prince Albert and Northern. The region has some of the province's most significant uranium deposits and has potential for more rapid employment growth in the future. Only two regions suffered job losses between 2007 and 2012: Yorkton—Melville (-1.3%) and Swift Current—Moose Jaw (-1.3%). Both regions are agriculture and manufacturing-based, with low employment. However, Yorkton—Melville is the site of Mosaic's $1.7 billion potash mine expansion near Esterhazy, a project that started in 2008 and is slated for completion by 2017.

**Chart 5**
**Employment growth for Saskatchewan's economic regions, between 2007 and 2012**




Source: Statistics Canada Labour Force Survey
Based upon average annual compound growth rate from 2007 to 2012

**Labour Market Outcomes for Client Segments**

***Immigrants/Newcomers***

In recent years, Saskatchewan's growing immigrant workforce has emerged as a key contributor towards the province's strong economic performance. The immigrant population represented 9.3% of Saskatchewan's labour force in 2012, expanding more than 15% annually between 2007 and 2012. By contrast, the Canadian-born labour force exhibited marginal growth, increasing at a rate of 0.2% annually between 2007 and 2012.

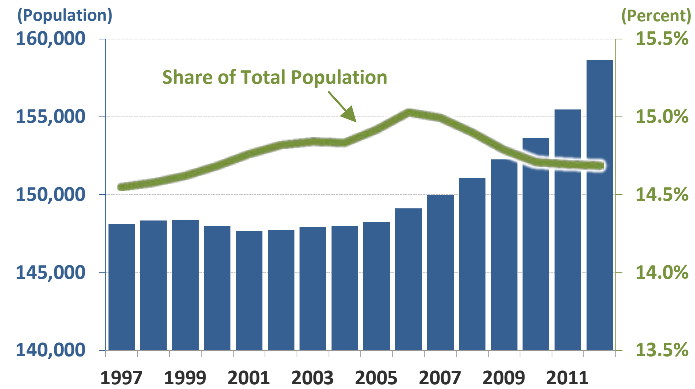
***Aboriginal Workers***

In 2011, Saskatchewan's Aboriginal unemployment rate was nearly three times higher than the unemployment rate for non-Aboriginal persons (16.9% vs. 4.6%). However, the gap between Aboriginal and non-Aboriginal unemployment narrows as education levels rise. Among holders of a University certificate, diploma or degree at a bachelor level, the Aboriginal labour force faced an unemployment rate of 6.4%, compared to 3.5% for the same non-Aboriginal cohort. And while overall Aboriginal unemployment is comparable to that of British Columbia, the province's participation rate for Aboriginal peoples remains significantly lower. Engaging this more youthful population could help to ease any looming skilled labour shortage the province may face in the future.

### *Older Workers*

Comparing 2007 figures with 2012, the number of older workers (aged 55 years and over) in Saskatchewan's labour force increased by more than 30%, representing the strongest growth in labour force participation among all age groups. This employment growth for older workers is projected to continue, as the provincial population ages. The main industries employing Saskatchewan's older workers (aged 55 years and over) are agriculture, trade, and health care and social assistance.

**Chart 6**
**The change in Saskatchewan's population aged 65 years and over, and change in its share of the total population, between 1997 to 2012**




Source: Statistics Canada, Annual Demographics Estimates

### *Seniors*

Saskatchewan's seniors (aged 65 and over) accounted for a smaller share of the population in 2012 than five years earlier, due in part to an influx of young job seekers. Nevertheless, the number of seniors remaining employed past the age of 65 actually increased, from 3.6% in 2007 to 4.5% in 2012. This trend is expected to continue as the provincial population ages more rapidly in the near term, and employers grapple with the loss of corporate knowledge.

### *Workers with Disability*

Saskatchewan has the third highest rate of disability nationwide, with 16% of adults self-identifying as having some form of disability in 2006. While the province's disability rate is comparable to that of BC and Manitoba, it remains higher than the national rate (14.3%). The territories have the lowest rate of disability nationwide due to their large youth population.

Between 2001 and 2006, the provincial rate of disability among adults in Saskatchewan increased. This has been partly due to the aging of the population, given that most reported disabilities were related to pain, mobility and agility. In spite of this increase in disability, persons with disabilities in Saskatchewan boast a significantly higher participation rate (65.7%) compared to the national average (56.2%).

### *Youth Labour Force*

Over the last five years, Saskatchewan experienced a net outflow of youth (aged 15-19 years). Unemployment among this age group increased from 10.9% in 2007 to 13.5% in 2012. Youth aged 15-19 years were more likely to leave the province than their older counterparts aged 20-24 yrs. While this net outflow of 15-19 year olds could be for a number of reasons, including seeking educational opportunities in other provinces, typically, relocation is more common among groups facing high unemployment rates while searching for entry-level positions.

***Official Language Minority Communities***

Saskatchewan's French-speaking population decreased over the last five years. After comprising 1.6% of the province's population in 2006, the number of Francophones dropped to 1.4% in 2011. The majority of French-only speakers reside in the urban centres of Saskatoon and Regina, while smaller numbers live in the province's north-central region. Saskatchewan's growing immigrant population has also resulted in a drop in English-only speakers.

***Interprovincial Migration***

Saskatchewan has historically been a net out-migration province. In 2007, this trend was reversed for the first time in decades. Fuelled by lucrative job opportunities in the resource and energy sectors, Saskatchewan cities have attracted people from other provinces, particularly Alberta, Ontario and British Columbia. Over the past five years, youth aged 25-29 were most likely to re-settle in Saskatchewan; whereas seniors aged 65+ were least likely. Most migrants have settled in the larger urban centres, resulting in a surge in population. In Saskatoon, population growth was 3.5% between 2001 and 2006, compared to 11.4% growth between 2006 and 2011.

# Conclusion

Saskatchewan is in the midst of an impressive economic boom, but growth is expected to slow a bit next year. Driven by capital investment and increased global demand for natural resources, Saskatchewan has one of the strongest provincial economies in Canada. And while most other provinces struggle with spending restraints, Saskatchewan's positive fiscal balance, robust resource-sector and steady population growth position the provincial economy to be the top performer nationwide, despite expected cooling in the near-term.

Lower potash prices have prompted key players in the industry to pull back on production this year, reducing their workforces in some cases; however, the long-term outlook for the industry remains positive. Major expansion projects in mining and utilities have bolstered the province's construction activity. This growth has rippled to other industries, resulting in strong net in-migration that has expanded the provincial labour pool. All of this activity should fuel demand for consumer goods and services, placing downward pressure on an already low unemployment rate, and upward pressure on wages. Saskatchewan's challenge will be to sustain this level of growth despite growing competition for skilled workers from other labour markets.

***Note**: In preparing this document, the authors have taken care to provide clients with labour market information that is timely and accurate at the time of publication. Since labour market conditions are dynamic, some of the information presented here may have changed since this document was published. Users are encouraged to also refer to other sources for additional information on the local economy and labour market. Information contained in this document does not necessarily reflect official policies of Employment and Social Development Canada.*

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# Appendices

## Appendix A: Glossary of Terms

**Aboriginal Identity Population** - Refers to individuals who reported identifying with at least one Aboriginal group, i.e. First Nations people, Métis or Inuit and/or who reported being a Treaty Indian or a Registered Indian as defined by the Indian Act of Canada and/or who reported they were members of an Indian Band or First Nation.

**Average Annual Compound Growth Rate –** The average year-on-year growth rate of a given indicator over a number of years. Although indicators seldom change at a constant rate, the compound annual return smoothes out figures by assuming constant change.

**Employed -** Persons who worked during the Labour Force Survey reference week.

**Gross Domestic Product (GDP) –** Refers to the total value of the goods and services produced in Canada or in a province or territory, often referred to as a global measure of economic activity.

**Immigrant Population –** Refers to persons residing in Canada who were born outside of Canada, excluding temporary foreign workers, Canadian citizens born outside Canada and those with student or working visas.

**Labour force –** Refers to the total number of individuals 15 years of age and over who are either employed or unemployed in the week prior to a given survey such as the Labour Force Survey or the Canadian Census.

**Non-Standard Employment –** Refers to employment other than permanent full-time work, including part-time, temporary, and self-employment.

**Older Workers –** Refers to workers aged 55 and over.

**Participation Rate** – The labour force expressed as percentage of the population 15 years of age and over.

**Seniors Population –** Refers to persons aged 65 and over.

**Unemployed –** Refers to persons who were without work and were available for work during the Labour Force Survey reference week.

**Unemployment Rate** – The unemployed expressed as a percentage of the labour force.

**West Texas Intermediate (WTI) Oil** – A light, sweet (low sulphur) crude oil that is used as a benchmark in North American oil pricing. WTI oil sells at higher prices than heavy sour (high sulphur) crudes which yield oil products such as gasoline and jet fuel. (Source: Natural Resources Canada)

**Workers with Disability –** Refers to persons who self-identify as having a physical condition, a mental condition, or a health problem, that reduces the amount or the kind of activity that they are able to do. These include difficulty hearing, seeing, communicating, walking, climbing stairs, bending, learning or doing any similar activities