



Environmental Scan

Saskatchewan

2016



KEY HIGHLIGHTS

- Economic growth slowed down substantially in 2015 amid a global drop in commodity prices and spending cutbacks in the energy sector. Provincial GDP declined by 2.8% in 2015, following several years of strong growth. However, the Conference Board of Canada expects Saskatchewan's economic slowdown to be mild and short lived compared to other oil-producing provinces.
- Saskatchewan's unemployment rate surged to 5.0% from lows of 3.8% in 2014; the province's unemployment rate remains among the lowest nationwide.
- Non-metallic mining and quarrying are expected to carry the provincial economy forward in the next few years. Global demand for uranium and further stability in the potash markets should stimulate job growth in the goods-producing sector.
- Higher-skilled occupations will account for nearly two-thirds of all new job openings in the province from 2015 to 2017.
- Among Saskatchewan's five economic regions, employment growth has been strongest in Saskatoon-Biggar. This region generated nearly 24,000 new positions between 2010 and 2015.
- Solid growth in Saskatchewan's economy over the past five years has made the province an attractive destination both for interprovincial and for international migrants, although migration has slowed in recent years.
- Between 2010 and 2015, Saskatchewan's immigrant labour force grew at more than ten times the average annual rate of workers born in Canada.

GENERAL OVERVIEW/ECONOMIC CONTEXT

Global Economic Picture

The global economy grew at an annual rate of 3.9% between 2000 and 2014, but slowed considerably in 2015. The International Monetary Fund (IMF) now foresees growth of 3.1% in 2015 and 3.4% in 2016.¹ Emerging markets such as China (6.9% 2015f) and India (7.3% 2015f) continue to show some of the strongest growth, while growth in Indonesia (4.8% 2015f) and Turkey (3.7% 2015f) is also projected to be strong. In the Eurozone core, economic growth is projected to be flat over the next year, while for other major economies such as Russia and Brazil, a significant contraction is anticipated.² Economic expansion is expected to pick up again in 2017 as the Brazilian and Russian economies recover, but this could be tempered by new global economic and/or political instability.

The slowdown in global growth can partly be attributed to China's plan to reduce overcapacity in manufacturing. As the world's second largest economy transitions to higher value-added production and more service-oriented output, the supply chain throughout Asia and South America will continue to be impacted.³ While consumer spending rose in China in 2015, this was offset by lower industry output and a weakening in both imports and exports. Over the next few years, the rapid growth China experienced over the last decade is not expected to be replicated, as the pace of capital investment and labour force growth both gradually diminish.⁴

Since the summer of 2015, oil prices have continued to slide as members of the Organization of the Petroleum Exporting Countries (OPEC) have kept levels of oil production higher than levels of global demand. This has harmed the economies of many net oil exporting countries.⁵ Moreover, many commodity-dependent nations are struggling to adjust to lower baseline energy and metal prices, and this has had a dampening effect on investment and hiring and also contributed to instability in financial markets.⁶

Global macroeconomic policies also started to diverge late in 2015, and this has added to the overall uncertainty of the global economic picture. For instance, deflationary pressures persist in Europe and this has caused some European countries to experiment with negative rates. Similarly, Japan has also embarked on a negative rate policy in an effort to stimulate growth. In this backdrop, the U.S. economy has performed quite well and the Federal Reserve has started to normalize borrowing costs due to low levels of unemployment and burgeoning price pressures. This in turn has buoyed the greenback and has led some major U.S. trading partners (e.g. Mexico) to raise interest rates in an effort to slow capital outflows and stabilize exchange rates.⁷

For the remainder of 2016, U.S. consumers are expected to continue spending, as strong job growth, lower gasoline prices, reduced debt burdens, rising wages, and rising home valuations enhance their purchasing power.⁸ Nevertheless, turmoil in the oil and gas industry continues to weigh down the U.S. energy industry and a strong American dollar is having a moderating effect on manufacturers and exporters.

National Overview

Moderate economic growth of 1.7% is anticipated for 2016 in Canada, following what many analysts considered a subpar performance in 2015 (1.2%). An ambitious spending program that was announced in

Budget 2016 should help support growth and mitigate the downside risks from the collapse in oil and gas prices.⁹ In the short-term, exports are expected to drive national growth, supported by a lower-valued Canadian dollar and also by growing demand for imports in the United States.¹⁰

The devastating wildfire that swept through Fort McMurray in May is expected to materially affect national second quarter GDP. While no major oil sands operations themselves were damaged, about half of total daily oil production went offline due to the blaze. According to recent estimates, foregone oil sands production has already amounted to 14 million barrels worth about \$750 million. National GDP growth for the second quarter is now expected to be as low as -0.5%.¹¹

In 2015 the Canadian labour market added jobs at a moderate pace with weakness in manufacturing and resources (particularly in the Western provinces) offset by strength in construction and services. While GDP growth has been stronger than expected so far this year,¹² employment growth has been mixed, with modest employment declines in January (-2,300) and February (-5,700) followed by an unexpected increase of 40,600 in March.

This employment picture has been coupled with steady levels of consumer spending, which is helping to support growth. At the same time, weak wage growth and elevated levels of household debt will likely reduce consumer confidence and purchasing power for the remainder of 2016.¹³ Pockets of unemployment, especially in parts of Alberta and Saskatchewan, may also weigh down the economies of those provinces. Unemployment in Alberta's Wood Buffalo region may be difficult to measure in the aftermath of the Fort McMurray wildfire. While rebuilding efforts will boost construction employment later in the year, total employment will remain below pre-fire levels for the foreseeable future.

Residential investment Canada-wide is expected to be steady in 2016, following a 4% jump last year. While the housing markets of Alberta and Saskatchewan struggle, this is being offset by exceptional growth in other parts of the country (i.e. Vancouver, Toronto). Overall, business investment will likely see another year of decline due to the downturn in the energy sector. A weak Canadian dollar should also help trade, while the Bank of Canada is expected to hold overnight rates to current levels through to early 2017.

REGIONAL, PROVINCIAL AND LOCAL LABOUR MARKET CONDITIONS

Saskatchewan's economy faced significant challenges in 2015 amid a global drop in commodity prices and spending cutbacks in the energy sector. The provincial unemployment rate surged to 5.0% on an annual basis, a dramatic upswing from the 3.8% rate in 2014. Still, Saskatchewan's unemployment rate remains among the lowest in Canada, almost two full percentage points below the national rate. The provincial rise in unemployment can be partially attributed to ongoing labour force expansion. In fact, despite struggling to temper the effects of declines in the energy sector, Saskatchewan's diverse economy continues to attract migrants.¹⁴

Employment growth eased in 2015, posing down-side risks to the province's economic expansion. Among these risks is inflation. In 2015, Saskatchewan had the highest rate of inflation across the country (1.6% vs. 1.1% nationally).¹⁵ Meanwhile, average weekly earnings advanced a tepid 0.65% in 2015, resulting in a decline in real purchasing power.¹⁶ With little job creation expected in 2016, consumers are likely to hold back spending.

Looking forward, Saskatchewan's economy will continue to slow down before picking up momentum in 2017. The positive effects from lower gas prices, a weaker Canadian loonie and a strengthening US economy should stimulate economic growth in the near-term. Growth in metal mining and agriculture will certainly help to counterbalance the negative impact of oil and gas declines. According to The Conference Board of Canada, Saskatchewan

will post modest GDP growth of 0.7% in 2016, followed by 2.8% in 2017.¹⁷ Among Canada's three major oil-producing provinces, Saskatchewan's economic slowdown is expected to be the mildest and shortest-lived.¹⁸

The oil and gas industry has certainly been one of the key factors behind Saskatchewan's rapid growth in recent years. As Canada's second-largest oil producer, the plunge in oil prices that started back in 2014 has had adverse effects on capital spending, drilling activities and mineral fuel output in the province. The number of wells drilled fell from a record 3,675 wells in 2014 to 1,831 in 2015 – the lowest number since 2009.¹⁹

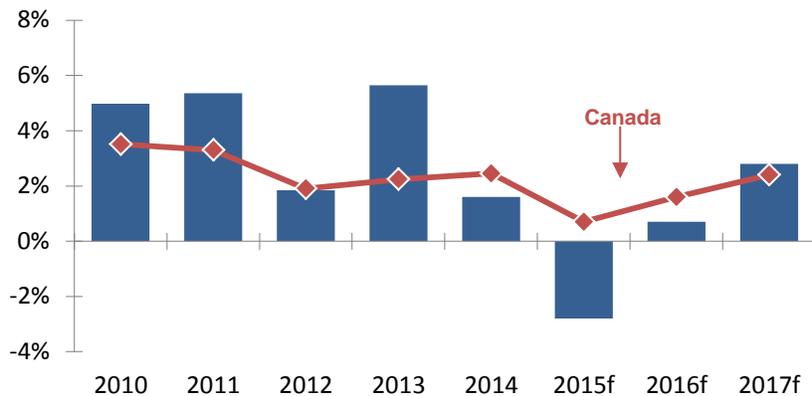
The drop in drilling activities is also partially the result of a shift towards the utilization of more advanced Enhanced Oil Recovery (EOR) technology. While drilling activities in 2015 declined by nearly 50% compared to the previous year, oil production retreated by less than 6%. Nearly 177.6 million barrels were produced in 2015, matching pre-2012 production levels. Based on recent market trends, if oil prices rebound in the near-term, it could allow Saskatchewan to return to the strong economic performance posted following the 2008/2009 recession.

Non-metallic mining and quarrying is expected to be a bright spot for the province in the year ahead. Growing global demand for uranium, as a result of nuclear power plant developments in China and India, will be supported by production gains at facilities such as Cameco's Cigar Lake mine. In April 2015, Cameco signed a deal with India, effectively ending the moratorium on uranium exports that had been in place since the 1970s.²⁰

Meanwhile, weak demand for potash and low prices added to the mining industry's woes last year. Following a year of subdued production levels, more stability is projected in potash in 2016. A supply agreement with China is expected in the first half of the year and last March, Saskatoon-based Karnalyte Resources Inc. signed an agreement with an Indian fertilizer and chemical manufacturer for the development of a new potash mine near Wynyard. Construction is expected to create nearly 400 positions when it begins this fall.²¹

Weak economic conditions slowed construction activity in Saskatchewan from the brisk pace exhibited in 2014. A drop in housing demand led to a rise in the inventory of homes for sale on the market; in fact,

Chart 1
Annual change in Saskatchewan's Gross Domestic Product between 2010 and 2017 (forecast), in 2007 dollars.



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

provincial housing starts fell by 38% in 2015 (over 2014 levels).²² Declining investment in residential construction and in major capital projects has also deflated demand for tradespeople in the province.

Employment in the construction industry dropped 1.7% in 2015 compared to 7.1% growth in 2014.²³ Moving forward, growth in construction will be subdued in 2016, before increasing sharply at a projected rate of 12.1% in 2017.²⁴ Overall, the growth of non-residential investment, especially in potash, and provincial infrastructure spending are expected to drive the construction industry over the next few years.

In agriculture, Saskatchewan farmers had another disappointing crop year in 2015 as dry conditions in many parts of the province led to lower crop production volumes. As a result, feed costs for cattle tripled, forcing some livestock producers to reduce the size of their herds. On the other hand, a lower loonie has also made Canadian agricultural products more competitive on the international market. Assuming a return to more normal growing conditions, Saskatchewan's agriculture industry is expected to rebound in 2016, and expand by an estimated 11.1%.²⁵

Employment by Sector

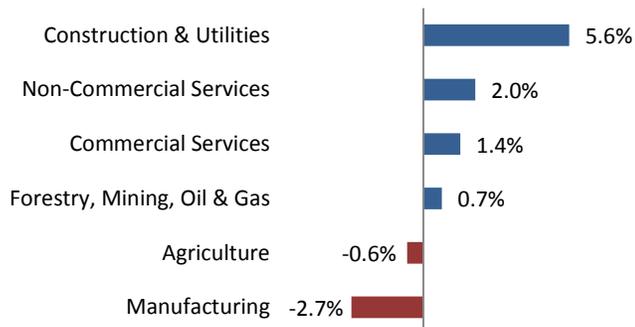
Employment in Saskatchewan continued to trend upwards in 2015, albeit at a slower rate than in previous years. Year-over-year employment growth was 0.5% in 2015, about half the rate of growth in 2014 and well below the 5-year average annual growth rate from 2010–2015 (1.6%). Over the past five years, employment in the province advanced in both the goods-producing and services-producing sectors of the economy.

In the goods-producing sector, employment expanded 1.4% on average annually over the past five years, spurred primarily by gains in construction. Employment in construction and utilities grew at an annual rate of 5.6% between 2010 and 2015, significantly below the rate recorded between 2009 and 2014 (8.0%). In the medium-term, the province's construction sector will likely be driven by non-residential activity. Weak commodity prices and declining global demand for resources is anticipated to slow but not stall momentum. Moreover, maintenance work on a number of existing mines and major infrastructure projects across the province should enhance growth in construction over the next decade.

Weakness in the commodity markets has negatively impacted Saskatchewan's manufacturers with employment slipping nearly 10% in 2015.²⁶ Many of the province's manufacturers produce machinery and equipment for the oil and gas industry and falling oil prices, prompted many companies to scale back operations, investments and spending on machinery. These recent cutbacks follow an overall decline in manufacturing employment of 2.7% annually between 2010 and 2015. However, with a weaker loonie,

Chart 2

Industry employment growth in Saskatchewan between 2010 and 2015.*



Source: Statistics Canada Labour Force Survey

*The average annual compound growth rate between 2010 and 2015.

Canadian exports are expected to be cheaper in international markets. This should stimulate demand and provide manufactures with a much needed boost.

Meanwhile, employment in Saskatchewan's services-producing sector expanded by 1.6% annually from 2010-2015. Employment growth in the sector was propelled by gains in accommodation and food services (3.6%), and business, building and other support services (3.5%).

Table 1**Change in employment by industry in Saskatchewan between 2010 and 2015.**

	2015	2010	% Share 2015	Five Year Growth rate
Total, all industries (000s)	573.7	531.0	100.0%	1.6%
Goods-producing sector	156.7	146.0	27.3%	1.4%
Agriculture	41.4	42.7	7.2%	-0.6%
Forestry, fishing, mining, quarrying, oil and gas	26.2	25.3	4.6%	0.7%
Utilities	6.7	4.3	1.2%	9.3%
Construction	56.2	43.7	9.8%	5.2%
Manufacturing	26.2	30.1	4.6%	-2.7%
Services-producing sector	417.0	385.0	72.7%	1.6%
Trade	84.4	82.7	14.7%	0.4%
Transportation and warehousing	29.5	25.1	5.1%	3.3%
Finance, insurance, real estate and leasing	30.7	29.8	5.4%	0.6%
Professional, scientific and technical services	25.1	23.1	4.4%	1.7%
Business, building and other support services	14.5	12.2	2.5%	3.5%
Educational services	43.5	39.1	7.6%	2.2%
Health care and social assistance	78.0	67.8	13.6%	2.8%
Information, culture and recreation	18.9	18.6	3.3%	0.3%
Accommodation and food services	38.0	31.8	6.6%	3.6%
Other services	25.7	25.4	4.5%	0.2%
Public administration	28.7	29.3	5.0%	-0.4%

Note: Totals may not add due to rounding

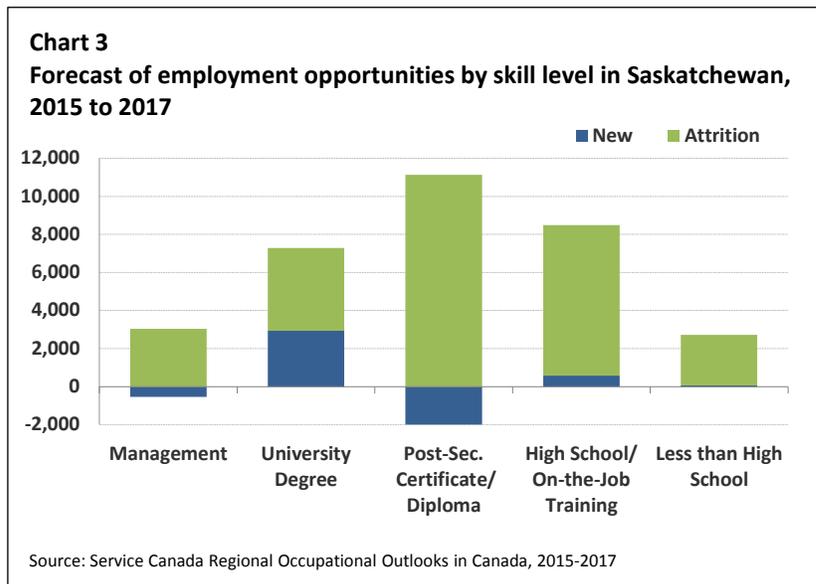
Source: Statistics Canada Labour Force Survey Estimates - CANSIM Table 282-0008

Job Opportunities by Skill Level

Between 2015 and 2017, the greatest labour demand is expected to be for workers with a post-secondary certificate or diploma. Higher-skilled occupations (those requiring management or post-secondary education or training) will represent more than 62% of all new job openings in the province from 2015 to 2017.

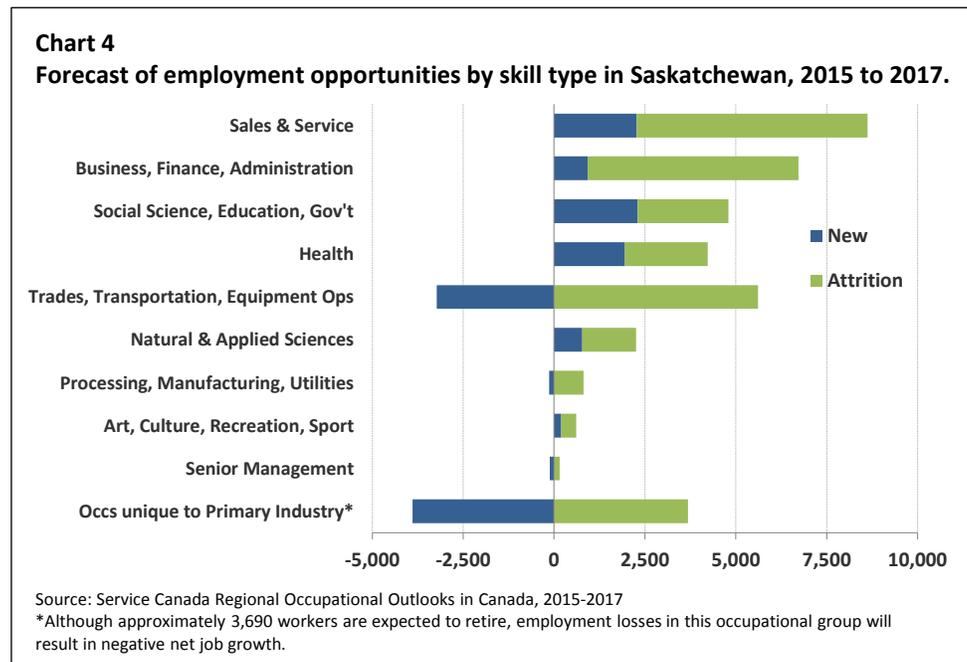
Meanwhile, demand for jobs that require a high school diploma or on-the-job training will represent just over 28% of all new vacancies during the same period. New employment

opportunities for lower-skilled jobs requiring less than high school education will average around 9% between 2015 and 2017. The temporary nature of most lower-skilled jobs (those requiring high school completion or less), particularly in industries such as accommodation and food services and retail, will continue to generate openings. In total, Saskatchewan is expected to generate more than 11,000 job openings requiring high school completion or less and/or on-the-job training.



Job Opportunities by Skill Type

Between 2015 and 2017, over 30,000 job openings are projected across almost all skill types. The employment outlook is particularly good for sales and service occupations (28.6%); business, finance and administrative occupations (22.3%); and social science, education and government occupations (15.9%). Employment demand in these three skill types alone could account for more than two thirds of job openings through the forecast period, or upwards of 22,000



positions. Not surprisingly, these represent three of the largest occupational skill types in Saskatchewan and replacement demand will be steady as workers retire.

In contrast, there will be a net loss of job opportunities in primary industry occupations (-0.7%) and relatively few job openings for art, culture, recreation, and sports (2.0%), and processing, manufacturing and utilities (2.2%). The fewest number of job opportunities are expected in senior management occupations, where an estimated 41 job openings will be available over the forecast period. In trades, transportation and equipment operations, over 2,300 job openings are anticipated between 2015 and 2017, due entirely to attrition.

Local Labour Market Conditions

Strong growth in Saskatchewan's economy over the past five years, has made the province an attractive destination both for interprovincial and for international migrants. Between 2010 and 2015, employment in the province expanded at an average rate of 1.6% per year. Job creation was strongest in the region's larger urban centres such as Saskatoon-Biggar (2.6%) and Regina-Moose Mountain (2.4%). In fact, Saskatoon-Biggar led all other Saskatchewan regions in job gains, adding nearly 24,000 new jobs.

Employment growth in the province's less urban regions ranged from little advancement in Swift Current-Moose Jaw, to virtually no growth in Prince Albert and Northern. The only region that exhibited negative employment growth over the past five years is Yorkton-Melville. Despite its potash mines and food processing facilities, Yorkton-Melville continues to struggle to add jobs. The region lost 3,900 positions between 2010 and 2015.

Table 2
Annual employment growth in Saskatchewan's economic regions
between 2010 and 2015.*

	2015	2010	Five Year Growth rate*
Saskatchewan (000s)	573.7	531.0	1.6%
Regina-Moose Mountain	183.5	163.3	2.4%
Swift Current-Moose Jaw	53.7	52.1	0.6%
Saskatoon-Biggar	198.2	174.5	2.6%
Yorkton-Melville	38.0	41.9	-1.9%
Prince Albert and Northern	100.3	99.2	0.2%

Note: Totals may not add due to rounding

Source: Statistics Canada Labour Force Survey

*The average annual compound growth rate from 2010 to 2015

Interprovincial Migration

Although Saskatchewan has historically had more people leave the province than settle in it, in 2007, this trend reversed for the first time in decades. Saskatchewan has since become a net in-migrator. Moderate and steady economic growth has helped attract new migrants to the province; and despite a more recent slowdown in the flow of migrants choosing to settle in Saskatchewan, the province is still attracting more people than it is losing to other provinces.

For the one-year period ending June 30, 2015, Saskatchewan had migrants moving-in from each and every province and territory. Of the 16,709 newcomers choosing to settle in Saskatchewan, nearly 40% arrived from Alberta (6,823), and 21% from Ontario (3,511).²⁷ Most migrants have settled in Saskatchewan's larger centres, resulting in strong urban population growth. This is good news for the province, as growth boosts consumer spending and demand for housing and other goods and services.

LABOUR MARKET OUTCOMES FOR CLIENT SEGMENTS

Immigrants/Newcomers

Over the last five years, Saskatchewan's immigrant labour force has grown rapidly. Between 2010 and 2015, the immigrant labour force expanded by an average annual rate of 11.8% per year compared to only 0.9% for the Canadian-born population over the same period. Overall, Saskatchewan's immigrant population is relatively small when compared to other provinces. For instance, in 2015, the immigrant population made up 11.0% of the provincial labour force, compared to 28.6% in BC, 21.3% in Alberta, and 21.2% in Manitoba. The unemployment rate of immigrants in Saskatchewan's labour force also tends to be higher than that of Canadian-born workers (5.1% vs. 4.8% in 2015).²⁸

Indigenous Workers

In 2015, the unemployment rate for Saskatchewan's off-reserve Indigenous population stood at 11.8%, more than twice that of the non-Indigenous population (4.4%). Nevertheless, the labour market outcomes for Saskatchewan's off-reserve Indigenous population are more favourable than that of their counterparts in other provinces. In fact, the provincial unemployment rate for off-reserve Indigenous persons (11.8%) is lower than the national rate (12.4%), as well as being one of the lowest across all provinces.²⁹

Employment prospects for Saskatchewan's Indigenous people improve dramatically with higher educational attainment. In 2011, the employment rate was just 25.4% among Indigenous people with less than a high school diploma, significantly lower than the rate for non-Indigenous people with the same education level (45.2%). However, the employment gap between Indigenous and non-Indigenous people closes dramatically when comparing people with a post-secondary education. In 2011, the employment rate was 70.3% among Indigenous people with a post-secondary education, compared to 75.8% for the non-Indigenous population.

Youth

Saskatchewan's population of working age youth (15 to 24 yrs.) declined in 2015 compared to a year earlier (-1.4%). Labour force participation among this age cohort improved in 2015 (+1.4 percentage points), while the employment rate slipped (-0.4%) during the same period. Meanwhile, youth unemployment is up from 9.4% in 2010 to 9.8% in 2015. Nevertheless, at less than 10%, Saskatchewan has the lowest youth unemployment rate in the country, far outpacing the national average (13.4%).

Enrolment in the province's post-secondary institutions has climbed steadily over the years. Between 2008/2009 and 2013/2014, post-secondary enrolments increased by a strong 34.7%, due in part to growing demand for skilled workers.³⁰ Certainly, with higher-skilled occupations representing more than 62% of all new

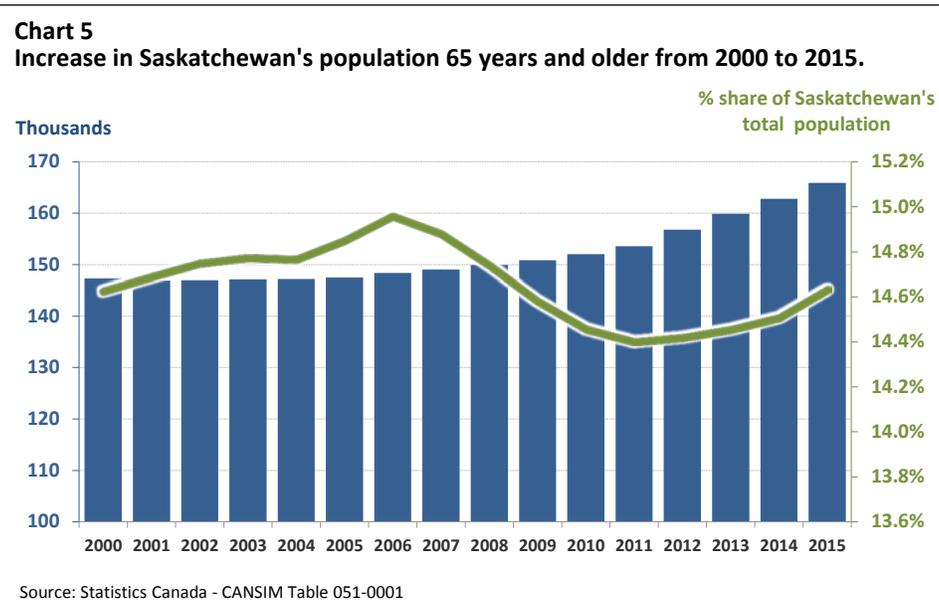
job openings in the province over the next two years, and labour market outcomes favoring those with more education, post-secondary enrolments in the province are expected to increase.

Older Workers

Over the last five years, the number of older workers in Saskatchewan, aged 55 years and over, has been growing at more than twice the rate of the working age population (15 years and over). Between 2010 and 2015, employment in the 55 and over age group advanced by 3.3% per year, far outpacing the 1.6% growth rate for the entire working age population during this period. The unemployment rate for older workers averaged 3.5 % in 2015, up from a year earlier, but nearly one full percentage point below the rate for the prime working age group (25 to 54). An ageing population and growing demand for experienced workers has resulted in older job seekers remaining in the labour force past retirement age. This trend is likely to continue in the future, as the provincial population continues to age. Looking at the data, the main industries employing Saskatchewan’s older workers are agriculture, trade, and health care and social assistance.

Seniors

The employment rate of workers in the labour force aged 65 and older increased from 15.0% in 2010 to 18.3% in 2015. In fact, Saskatchewan has the second highest employment rate for seniors across all provinces, trailing only Alberta. This trend is expected to continue as the provincial population ages in the near term, and employers grapple with the loss of corporate knowledge.



In 2013, employment was the primary source of income for 19% of Saskatchewan’s seniors, the second highest among western provinces and substantially above the Canadian average (15%). Not surprisingly, the biggest source of income for seniors in Saskatchewan is government transfers, accounting for 40% of total income in 2013, followed by private pensions (26%). Meanwhile, the median income among Saskatchewan’s seniors totalled \$26,340 per year in 2013, about 5% higher than the Canadian median.

People with Disabilities

Like BC and Manitoba, Saskatchewan has a higher rate of disability than the national average of 13.7%. In 2012, 15% of Saskatchewan’s population self-identified as having some type of disability, while Alberta (12.5%), Northwest Territories (8.2%), and Nunavut (6.9%) had lower rates of disability.

The labour force participation rate among Saskatchewan's disabled population was 65.1% in 2012; considerably higher than the national average of 53.6%. However, the participation rate for Saskatchewan's disabled population remained well below the rate for the non-disabled population (83.1%). Furthermore, the unemployment rate for Saskatchewan's disabled population was much higher than for the non-disabled population (6.9% vs. 5.4%).³¹

Official Language Minority Communities

In 2011, approximately 92% of Saskatchewan's population had knowledge of English only, 4.6% had knowledge of both English and French, and 5.8% had no knowledge of either official language.³² The three most common non-official mother tongues in Saskatchewan in 2011 were German (2.6%), Cree (2.4%) and Ukrainian (1.4%). In comparison, the most common mother tongues at the national level were Punjabi, Chinese, and Spanish.

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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¹ International Monetary Fund. World Economic Outlook. January 19, 2016.

² Scotia Economics. Global Forecast Update. March 2, 2016.

³ Ibid. & International Monetary Fund, World Economic Outlook. January 19, 2016.

⁴ RBC Economics. Economic and Financial Market Outlook. December 2015.

⁵ International Monetary Fund. World Economic Outlook. January 19, 2016.

⁶ Scotia Economics. Global Forecast Update. March 2, 2016.

⁷ Ibid.

⁸ Ibid. & TD Economics. Long-Term Economic Forecast. March 23, 2016.

⁹ Conference Board of Canada. Canadian Outlook: Economic Forecast. Winter, 2016. Oil prices are expected to remain below \$50 per barrel (USD) through to 2017.

¹⁰ TD Economics. Long-Term Economic Forecast. March 23, 2016.

¹¹ The Globe and Mail, May 12, 2016. The risk of damage to oil sands plants in Alberta has receded, but the impact of the wildfires on the petroleum industry will be felt for weeks.

¹² Q4 2015 GDP growth increased by 0.8% following (an upwardly revised) 2.4% increase in Q3.

¹³ Scotia Economics, Country Profile: Canada. April 2016.

¹⁴ Saskatchewan is a resource-rich, trade-dependent province. Commodities such as potash, uranium, and oil and gas have generated high revenue for the Saskatchewan economy over the last decade. The province is the largest global producer and exporter of potash, producing 30% of global supplies; a key exporter of agri-foods including pulses, wheat, canola, mustard and canary seeds; and is Canada's second largest producer of oil and gas. The province's economic diversity is further enriched by being a global leader in the production and export of uranium.

¹⁵ Statistics Canada. CANSIM Table 326-0020: Consumer Price Index.

¹⁶ Statistics Canada. CANSIM Table 281-0063: Survey of Employment, Payrolls and Hours (SEPH), employment and average weekly earnings (including overtime) for all employees by North American Industry Classification System.

¹⁷ Conference Board of Canada (2016). Provincial Outlook, Winter 2016. (Subscription required.)

¹⁸ Ibid

¹⁹ Regina Leader Post (January 2016). Declines in oil drilling and production in Saskatchewan posted in 2015. Retrieved from <http://leaderpost.com/business/energy/declines-in-oil-drilling-and-production-posted-in-2015>

²⁰ Cameco Corporation News Release (April 2015). Cameco Announces Contract with India to Provide Uranium for Electricity Generation. Retrieved from <https://www.cameco.com/media/news/cameco-announces-contract-with-india-to-provide-uranium-for-electricity-gen>

²¹ Karnalyte Resources Inc. News Release (March 2016). Retrieved from http://www.karnalyte.com/_resources/news/nr_2016_03_14.pdf

²² Statistics Canada (April 2015). Housing Starts, by province. Retrieved from <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/manuf05-eng.htm>

Conference Board of Canada (2016). Provincial Outlook, Winter 2016. (Subscription required.)

²³ Statistics Canada (December 2015). CANSIM table 282-0088: Employment by major industry group, seasonally adjusted, by province.

²⁴ Conference Board of Canada (2016). Provincial Outlook, Winter 2016. (Subscription required.)

²⁵ Ibid

²⁶ Statistics Canada. CANSIM Table 282-0008: Labour Force Survey.

²⁷ Statistics Canada. CANSIM Table 051-0017: Interprovincial migrants, Canada, provinces and territories

²⁸ Statistics Canada. CANSIM Table 282-0101: Labour force survey estimates (LFS), by immigrant status, age group, provinces, 3-month moving average.

²⁹ Statistics Canada. CANSIM Table 282-0226: Labour force survey estimates (LFS), by Aboriginal group, sex and age group, Canada, selected provinces and regions.

³⁰ Statistics Canada. CANSIM Table 477-0035: Postsecondary enrolments, by program type, credential type and Pan-Canadian Standard Classification of Education (PCSCE).

³¹ Statistics Canada (2012). Canadian Survey on Disability 2012. Retrieved from <http://www.statcan.gc.ca/pub/89-654-x/2013001/tbl-eng.htm>

³² Statistics Canada. Census 2011. Focus on Geography Series. Retrieved from <http://www12.statcan.gc.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=eng&GK=PR&GC=47>