

Background

Since 1920, the Saskatchewan Chamber of Commerce (SCC) has represented the Saskatchewan business community, advocating on behalf of businesses of all sizes, local chambers of commerce, and professional associations. As the Voice of Saskatchewan business, the SCC is uniquely equipped to develop policies that accurately reflect the needs of the business community.

Saskatchewan is currently facing an acute labour shortage which challenges both employers and job seekers. Building labour force capacity is a critical piece for the Government of Saskatchewan to achieve its growth goals and help Saskatchewan businesses prosper.

Macrotrends in Saskatchewan indicate increased digitization in traditional sectors, a renewed emphasis on essential/foundational skills, automation, and blurring of boundaries between industries and occupations. Saskatchewan is facing a declining conventional energy sector, an aging workforce, and a need for population growth that is dependent on international immigration.

For the second year in a row, members indicated on the SCC's Annual Membership Survey that access to skilled and experienced workers is their most pressing issue. Anecdotes from chambers across the province reflect a similar story – Saskatchewan businesses are growing and need workers *now*.

Therefore, the SCC is reconstituting the existing Labour Market Council to focus on addressing the immediate and long terms labour shortage and talent challenges.

Purpose

A robust labour market is vital to ensure the Saskatchewan economy continues to grow and thrive. This committee will work with the Government of Saskatchewan, key sectors, and stakeholders to identify issues, barriers, and opportunities related to Saskatchewan's labour market.

Constitution

The Committee shall be composed of a maximum of 15 individuals representing various sectors, including the Government of Saskatchewan. The Committee will be appointed for a period of one year. The Committee will be comprised of:

- Chamber staff
- Saskatchewan Chamber members from key economic sectors

Frequency of Meetings and Records

The Committee will meet seven times during the 2023 calendar year. The deliberations, recommendations, and decisions of the Committee shall be captured by the SCC and circulated prior to subsequent meetings.

The proposed meeting dates are identified below.

May 9 (10 – 11:30 a.m.)	September 12 (10 – 12:30 a.m.)
June 13 (10 – 12:30 a.m.)	October 24 (10 – 11:30 a.m.)
August 10 (10 – 11:30 a.m.)	November 14 (10 – 12:30 a.m.)

Committee Topics (in no specific order)

Recruiting & Retaining Talent	Immigration
Trades & Apprenticeships	CSJG & Funding Gaps
ICT Employer Services Branch	Reskilling & Upskilling
Labour Market Updates	Green-Skilled Workforce

Scope and Responsibilities

The Council will be charged with the following functions:

1. Conduct a comprehensive analysis of skills shortages and labour market gaps in Saskatchewan.
2. Collaborate with key sectors and stakeholders to identify effective talent and skill recruitment strategies.
3. Research and recommend reskilling and upskilling opportunities for post-secondary institutions to address the evolving needs of the labour market.
4. Provide insights and recommendations on immigration and newcomer retention strategies to attract and retain skilled workers in Saskatchewan.
5. Develop strategies and initiatives for effective Indigenous engagement in the labour market, including promoting employment and entrepreneurial opportunities.
6. Review and analyze monthly/bi-monthly updates on current labour market data and trends provided by Immigration and Career Training.
7. Provide SCC members with resources and advice to develop recruitment and other HR strategies that align with the labour market needs.
8. Conduct labour market survey with SCC Membership.
9. Explore ideas and steps needed for a pilot project in Saskatchewan.
10. Prepare a comprehensive report that includes findings, insights, and recommendations based on the functions listed above.
11. Submit the report to the Government of Saskatchewan to inform policy development and decision-making related to the labour market.

Outcome

Develop a report based on the above referenced functions, including recommendations to be submitted to the Government of Saskatchewan.