

Issue

1. Availability and quality of data to account for in-migration of health care professions moving into Saskatchewan from out of province.
2. Availability and quality of data to account for the number of Saskatchewan post-secondary graduates entering the provincial workforce.

Current Status

Forecasting the supply of labour entering the Saskatchewan's workforce

The 2 main components that make up the supply side of the Saskatchewan Ministry of Health's HHR demand/supply forecasting model (model) include the in-migration of health care professionals from out-of-province and the number of graduates from provincial post-secondary training programs.

In-migration of workers from out-of-province

Data to account for the supply of workers being added to Saskatchewan's workforce from in-migration is collected annually by surveying provincial professional regulatory bodies (regulators). Each year, the Ministry makes a request for the number of licenses issued over the licensing period (typically the calendar year) to new registrants/members licensed outside of Saskatchewan the previous licensing year. This would include both individuals that were previously working in another Canadian jurisdiction as well as those that moved to Saskatchewan directly from outside of Canada. A 5-year annual growth rate is calculated and then assumed to be the projected annual number of workers entering the Saskatchewan workforce from out of province.

The greatest limitation of this approach is a lack of data from unregulated professions, which amounts to 20 of the current 42 (~48%) occupations for which the Saskatchewan Ministry of Health produces a yearly forecast. For these unregulated occupations, it is assumed that yearly in-migration is zero which we recognize is most certainly not the case however without any other sources, the model decides to underestimate the actual in-migration.

Post-secondary graduates entering Saskatchewan workforce

Graduate counts for each of the forecasted occupations is sourced directly from the Saskatchewan's post-secondary institutions. These counts are in turn adjusted to account for how many are expected to remain in Saskatchewan to work in the health system (labour force attachment rate). The source for these adjustments are graduate follow-up surveys that are conducted by the post-secondary institutions. The low response rates of these surveys however cast a level of doubt on the accuracy of the adjusted graduate counts. Furthermore, these surveys are used for promotional materials by the post-secondary institutions, which adds an additional layer of doubt in their reliability.

A secondary source of data that is available for use derives from the same survey that is noted above that is sent annually to provincial regulators. This survey also collects counts of licenses issued over the licensing period to new registrants/members that have graduated from a provincial training program. This data has the same limitations as noted above in that it is only available for the 20 of the current 42 (~48%) occupations for which the Saskatchewan Ministry of Health produces a yearly forecast.

Questions for Discussion/Workshop Session

We are seeking thoughts and feedback from other provinces on how they are accounting for these sources of labour supply or whether they have advice/ideas on how to overcome some of the limitations that are noted above.

- What data sets are being used by other provinces to account for the supply of its workforce?
- Are there any proxies/assumptions that have been used in the absence of supply data?