



Spruce Grove Labour Market Profile

December 2017

Detailed Labour Market Profile for the City of Spruce Grove, Alberta. One of a series of four reports on the Tri-Municipal Region labour market.



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1. Introduction

Labour Market Information emerges as key to helping governments, businesses, non-governmental organizations and individuals respond to the changes that are happening throughout the economy. Understanding labour patterns and trends is essential to remain competitive in an economy and labour market that has changed in terms of demographics, occupation skills required, technological advances and future training demands.

In an age when careers and occupations are changing rapidly, timely and accurate labour market information is essential for informed decision-making by businesses, governments, non-governmental organizations and individuals.

1.1. Purpose of the Study

Labour market information covers the principal elements of the labour market and its operations. The principal elements are the demand for labour and the supply of labour. The purpose of the 2-phase comprehensive study is to provide relevant, timely, and accurate labour market information to stakeholders, including job seekers, employers, industry, post secondary institutions, and government agencies. This study is designed to inform people of employment opportunities, assist in career planning for residents and migrants to the Region, help attract newcomers to existing and emerging opportunities, and respond to current and future labour market realities within the Region.

The purpose of this series of reports in the Phase 1 Labour Market Profile is to provide detailed labour market analysis for:

- ▶ The Tri-Municipal Region;
- ▶ The three participating municipalities that comprise the Tri-Municipal Region: City of Spruce Grove, Town of Stony Plain and Parkland County; and
- ▶ The two indigenous communities within the Tri-Municipal Region: Paul First Nation and Enoch Cree Nation.

The detailed labour market analysis within Phase 1 will inform the development of Phase 2. The Phase 2 Labour Market Survey will provide a more in depth understanding of the Tri-Municipal Region labour force, identify gaps and issues, and deliver methods to potentially address these gaps and issues.

Labour market information needs to be presented in a clear, understandable and useable form and support evidence-based decision-making in both the workplace and career planning.

1.2. Organization of the Phase 1 Analysis

The Phase 1 analysis is organized into four reports, each under separate cover, as follows:

- ▶ **Summary Report:** This report provides an overview of the detailed labour market analysis for the Tri-Municipal Region and includes summary statistics and analysis of how the Tri-Municipal Region compares to the Edmonton Metropolitan Region and Province of Alberta.
- ▶ **Municipal Reports (3):** A municipal report containing detailed labour market information and analysis for each participating municipality: City of Spruce Grove, Town of Stony Plain and Parkland County.

For information about the sources of data used in the Phase 1 analysis, see Appendix B in each report.

2. Labour Market Profile: Spruce Grove

The City of Spruce Grove is Alberta's 9th largest city, located in the Edmonton Metropolitan Region. The City is adjacent to the Town of Stony Plain and surrounded by Parkland County. These three municipalities are the Tri-Municipal Region.

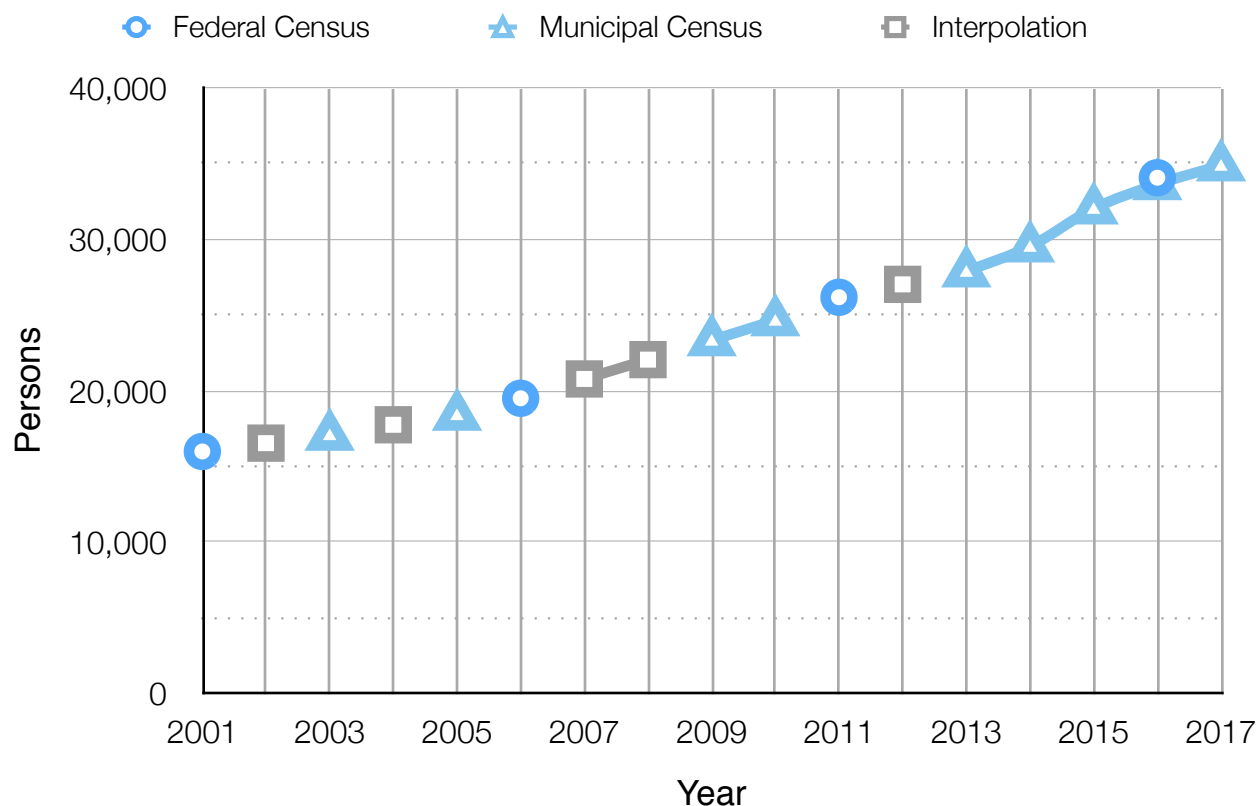
2.1. Population

In 2017, Spruce Grove's population totalled 34,881. The local population is directly related to the local workforce. It also has a direct connection to the number and types of businesses and other employers located in the community and the workforce requirements of those enterprises.

2.1.1. Population Growth

Spruce Grove has grown steadily since 2001, from a population of just under 16,000 to over 34,000 in 2016. The average annual rate of growth over this period has been 5.2% which is twice the rate of growth for the Edmonton Metropolitan Region over the same period.

Population Growth (2001-2016)¹



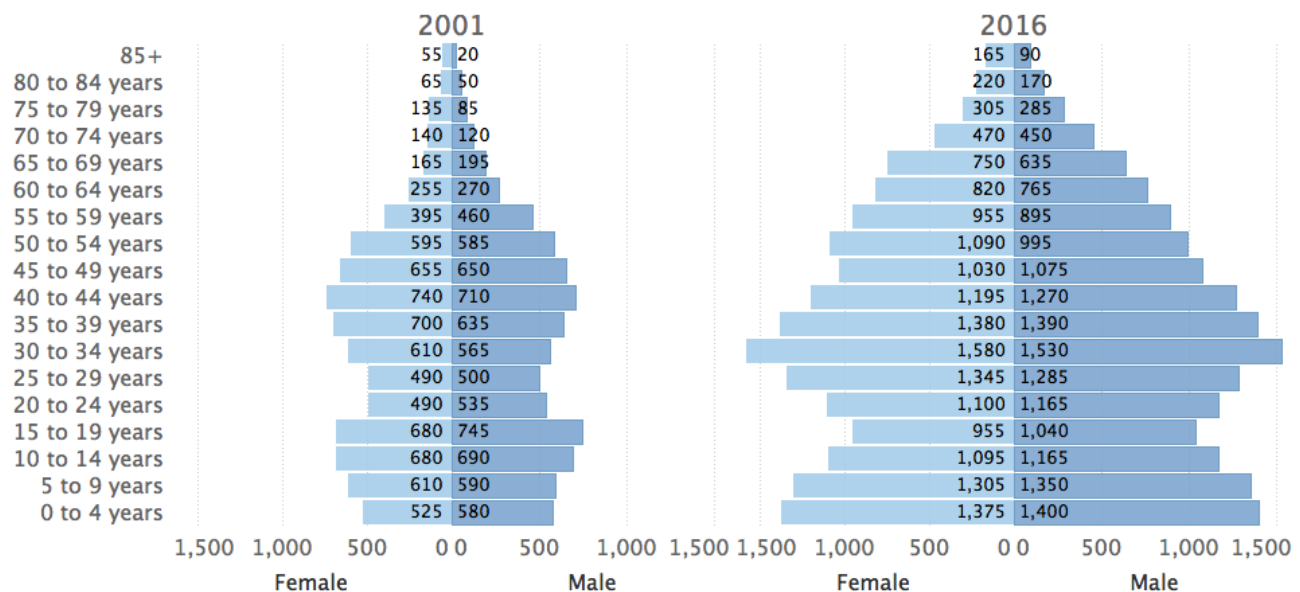
¹ Interpolation is a method of constructing estimated data points within the range of known data points. Data points between Federal and Municipal Census data have been estimated by Applications Management Consulting Ltd. The 2017 Municipal Census population of Spruce Grove was 34,881.

2.1.2. Population by Age Group

Spruce Grove's population has evolved over the past 15 years. In 2001, the median age of the population was 33.7 years, with men averaging 33.0 years and women 34.2 years. In 2001 the City's population was concentrated in the 10-19 year and 35-49 year age categories.

By 2016 the median age increased slightly to 34.0 years with the median age of men increasing to 33.5 and women to 34.4 years. In spite of the increase in median age, the population has become more concentrated in both younger children and younger adults. The increase in median age is a result of a larger increase in the number of person 65 years and older.

Population Distribution by Age (2001-2016)

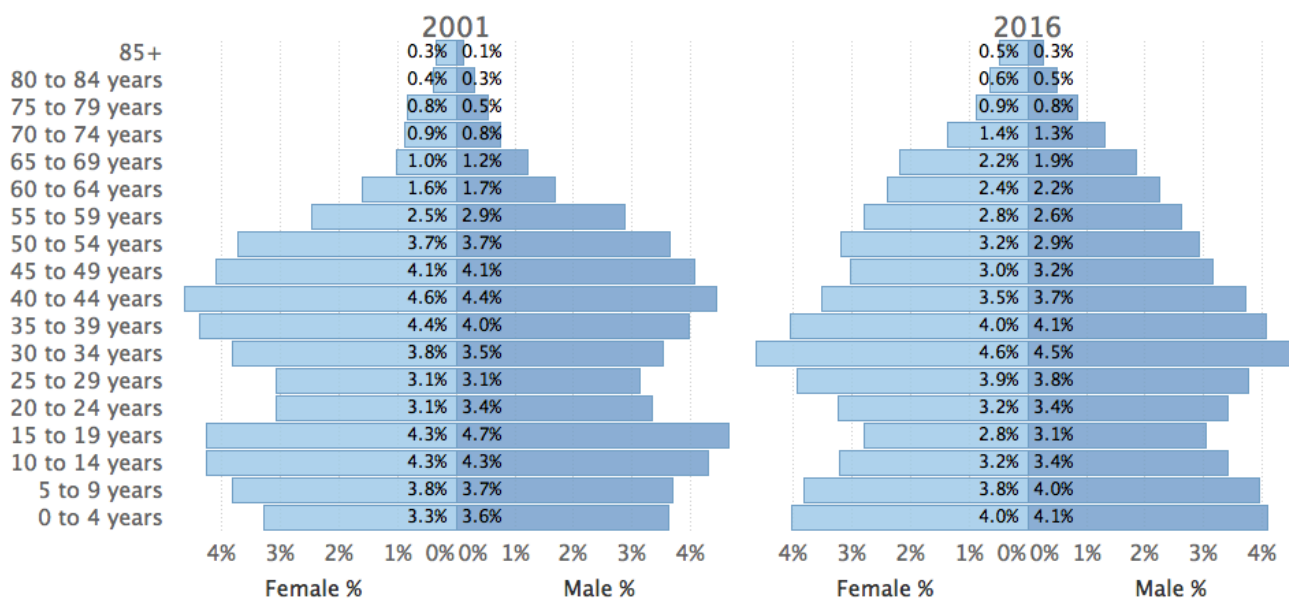


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In 2001 the 40-44 year age category was the single largest age cohort in Spruce Grove representing 4.6% of women and 4.4% of men. The second largest category was the 15-19 year age cohort representing 4.3% of women and 4.7% of men in Spruce Grove.

By 2016 the largest age cohort was 30-34 years followed by the 35-39 year and 0-4 year age cohorts. This reveals a shift in the demographic of Spruce Grove to younger families. In addition, as with almost all municipalities, the proportion of persons 65 years and older has increased in every age cohort for both men and women.

Population Distribution by Age - % of Total Population (2001-2016)



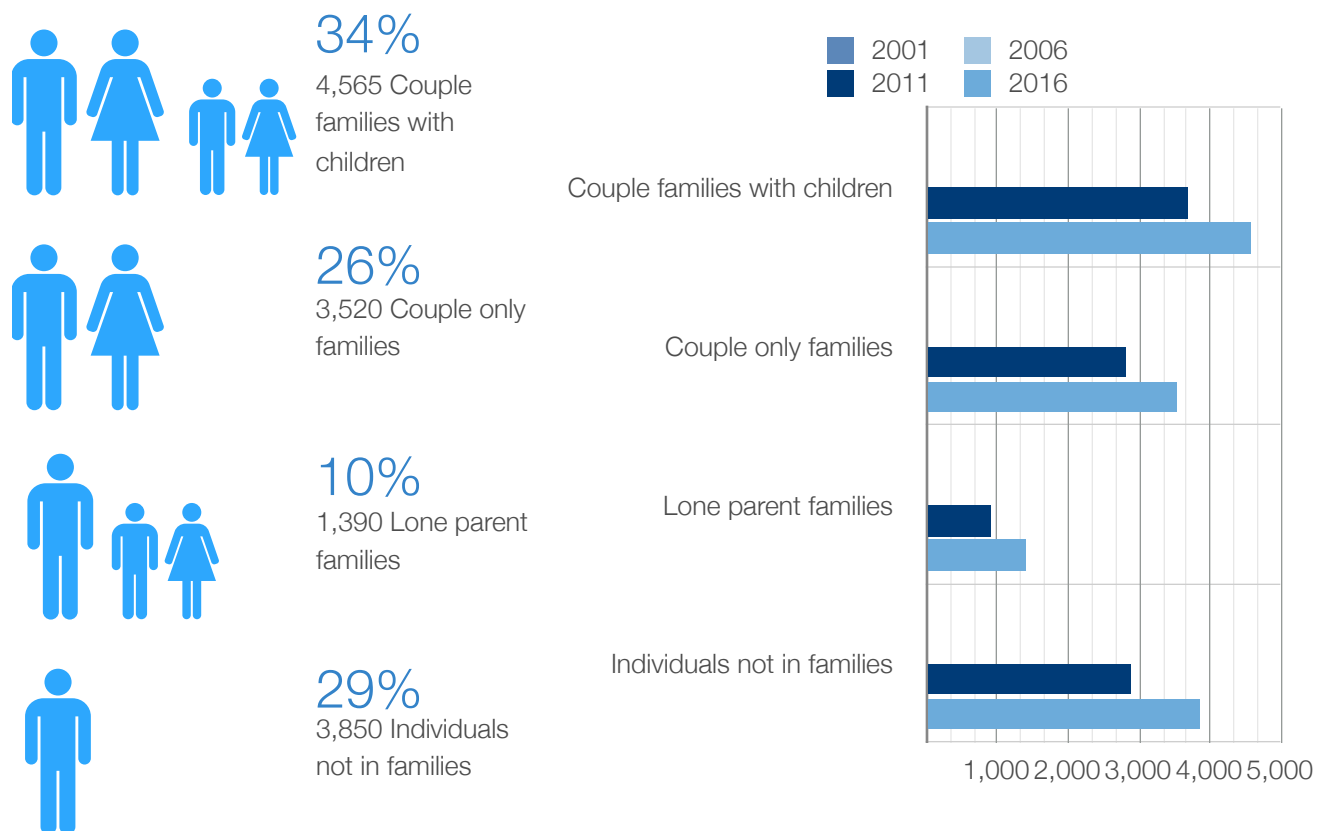
2.1.3. Family Composition

Statistics Canada defines families based on the relationships among the people who live in the household. The Economic Family Structure defines four family types as follows:

Couples Families With Children (34%) is the largest family category in Spruce Grove. This is followed by Individuals Not In Families (29%) and Couple Only Families (26%). Lone Parent Families represent 10% of the City's families.

Between 2011 and 2016 Lone Parent Families family group grew most quickly, increasing from approximately 900 families to approximately 1,300 by 2016.

Family Composition (2016)²



² Data for Family Composition is not available in 2001 and 2006.

2.2. Labour Force

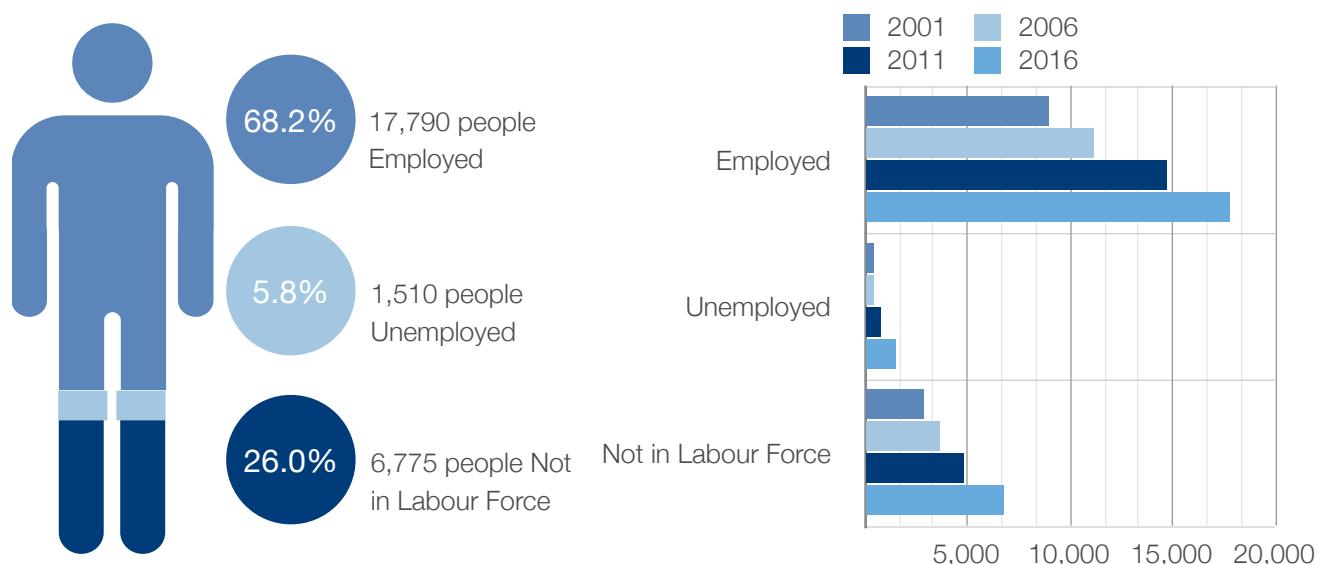
The Working Age Population is defined as those persons aged 15 years and older. The Labour Force is a subset of the Working Age Population, and is defined as persons having a job or business and unemployed persons who are available for work and are actively seeking employment. Those deemed to be Not In The Labour Force represent the rest of the Working Age Population.³

2.2.1. Working Age Population

Spruce Grove's Working Age Population has largely kept pace with its population growth. In 2001 Spruce Grove had a Working Age Population of 12,260, which has grown to 26,075 in 2016. The average annual rate of growth has been 5.2% over this 15 year period. Over the same time, the Edmonton Metropolitan Region Working Age Population grew by 2.4%.

In 2016, approximately 68% of the City's Working Age Population was employed with 5.8% unemployed. The remaining 26% were deemed to be Not In The Labour Force.

Working Age Population (2016)



³ Those Not In The Labour Force were either unwilling or unable to offer or supply labour services under conditions existing in their labour markets.

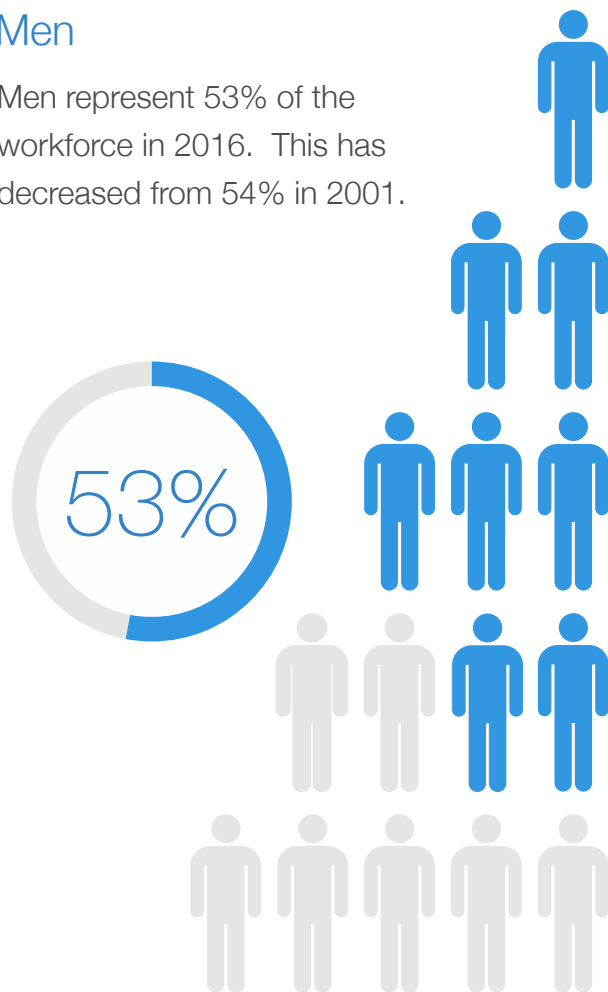
2.2.2. Labour Force by Gender

In 2016, the Labour Force in Spruce Grove was comprised of 53% men and 47% women. These rates have been stable since 2001. This compares to 53% men and 47% women in the Edmonton CMA.

Labour Force by Gender (2016)

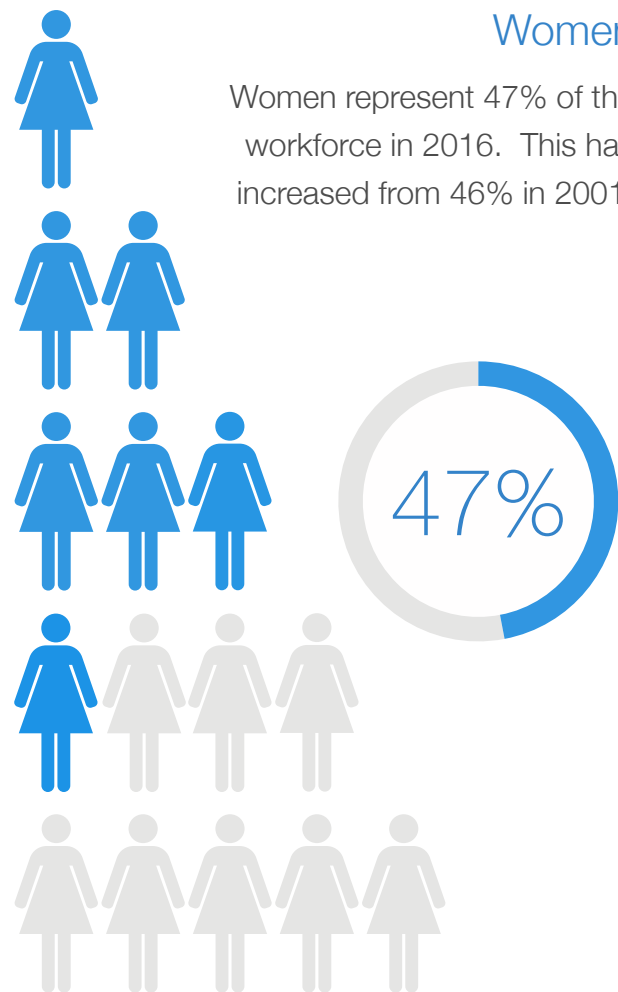
Men

Men represent 53% of the workforce in 2016. This has decreased from 54% in 2001.



Women

Women represent 47% of the workforce in 2016. This has increased from 46% in 2001.



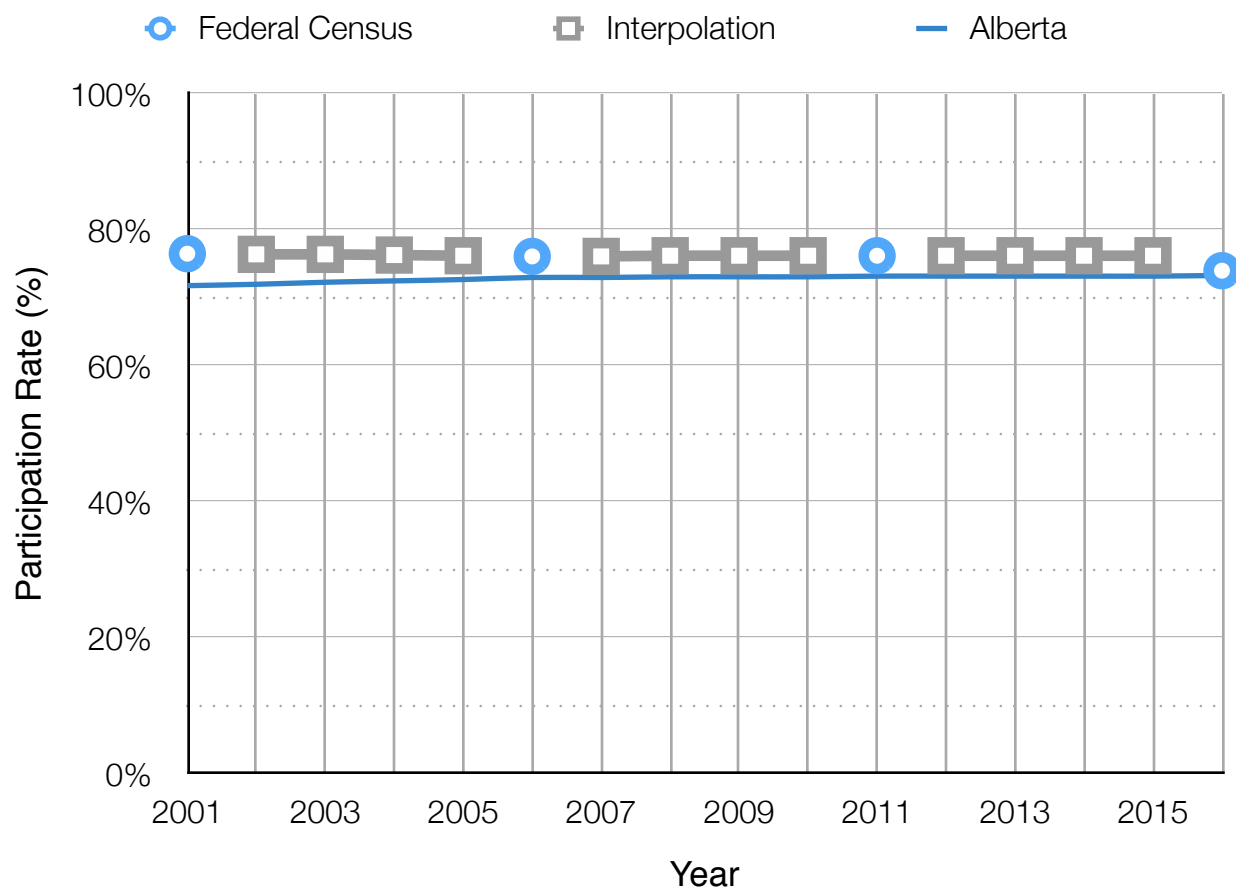
2.2.3. Labour Force Participation Rate

The Participation Rate measures the total Labour Force (comprised of those who are employed and unemployed) relative to the size of the Working Age Population.⁴

The Labour Force Participation Rate in Spruce Grove has remained close to the 76% level through most of the period of analysis. This rate is consistently higher than the average for Alberta which has ranged between 72% and 74%.

Spruce Grove's Labour Force Participation Rate had decreased to 74% by 2016 as a result of the economic downturn that resulted from the oil price drop beginning in the fall of 2014.

Labour Force Participation Rate (2001-2016)⁵



⁴ Federal Census data is available for 2001, 2006, 2011 and 2016. 2011 data is from the National Household Survey Community Profile data. All other data points have been estimated by Applications Management Consulting based on an analysis of regional labour market trends using Edmonton CMA Labour Force Survey Estimates for the period 2007 to 2016.

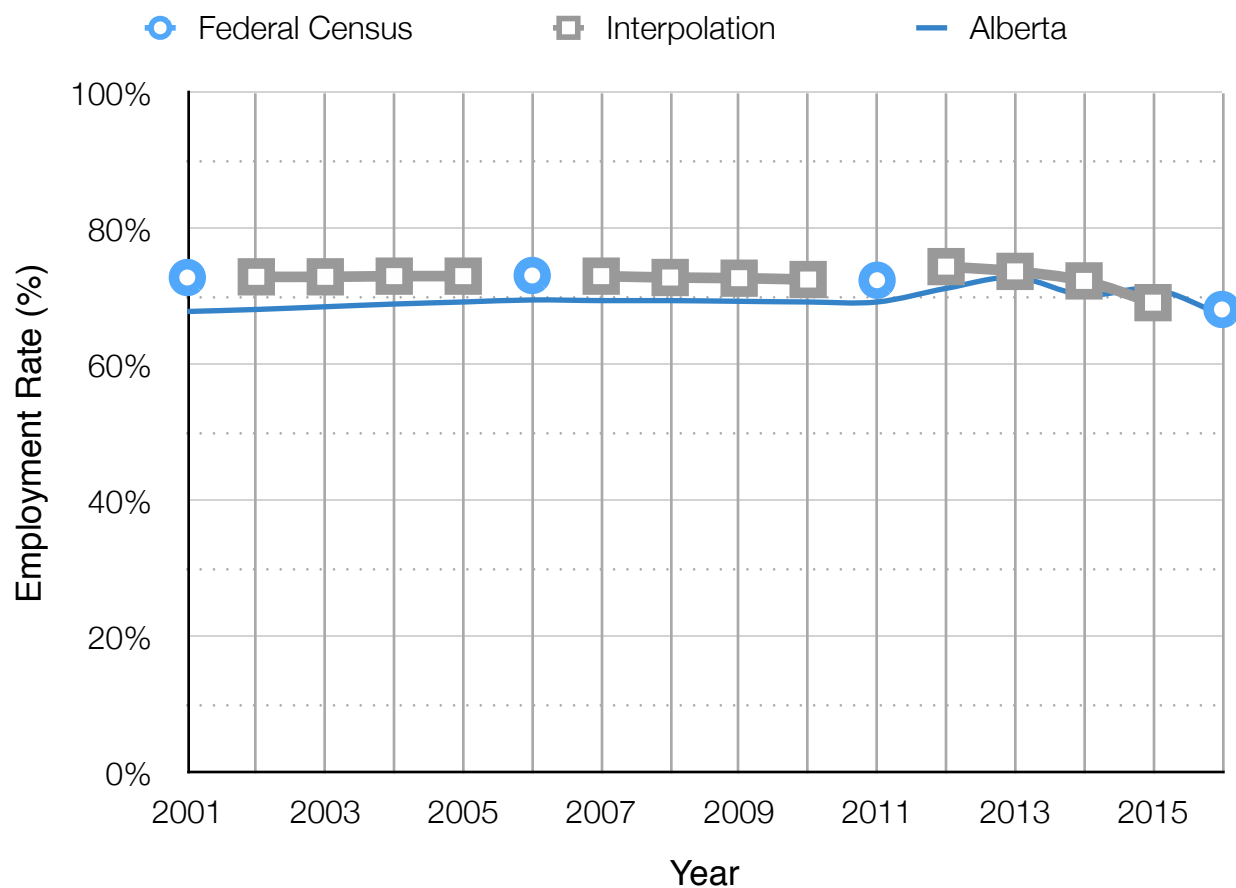
⁵ Data points between the Federal Census data are estimates provided by Applications Management Consulting Ltd.

2.2.4. Employment Rate

The Employment Rate refers to the number of workers employed expressed as a percentage of the total population 15 years of age and over.⁶

Between 2001 and 2011 the Employment Rate for Spruce Grove hovered around 73%. It increased in 2012 and 2013 then fell to 68% in 2016 following the economic downturn. This recent decrease reflects the provincial trend as reported by the Labour Force Survey.

Employment Rate (2001-2016)⁷



⁶ Federal Census data is available for 2001, 2006, 2011 and 2016. 2011 data is from the National Household Survey Community Profile data. All other data points have been estimated by Applications Management Consulting based on an analysis of regional labour market trends using Edmonton CMA Labour Force Survey Estimates for the period 2007 to 2016.

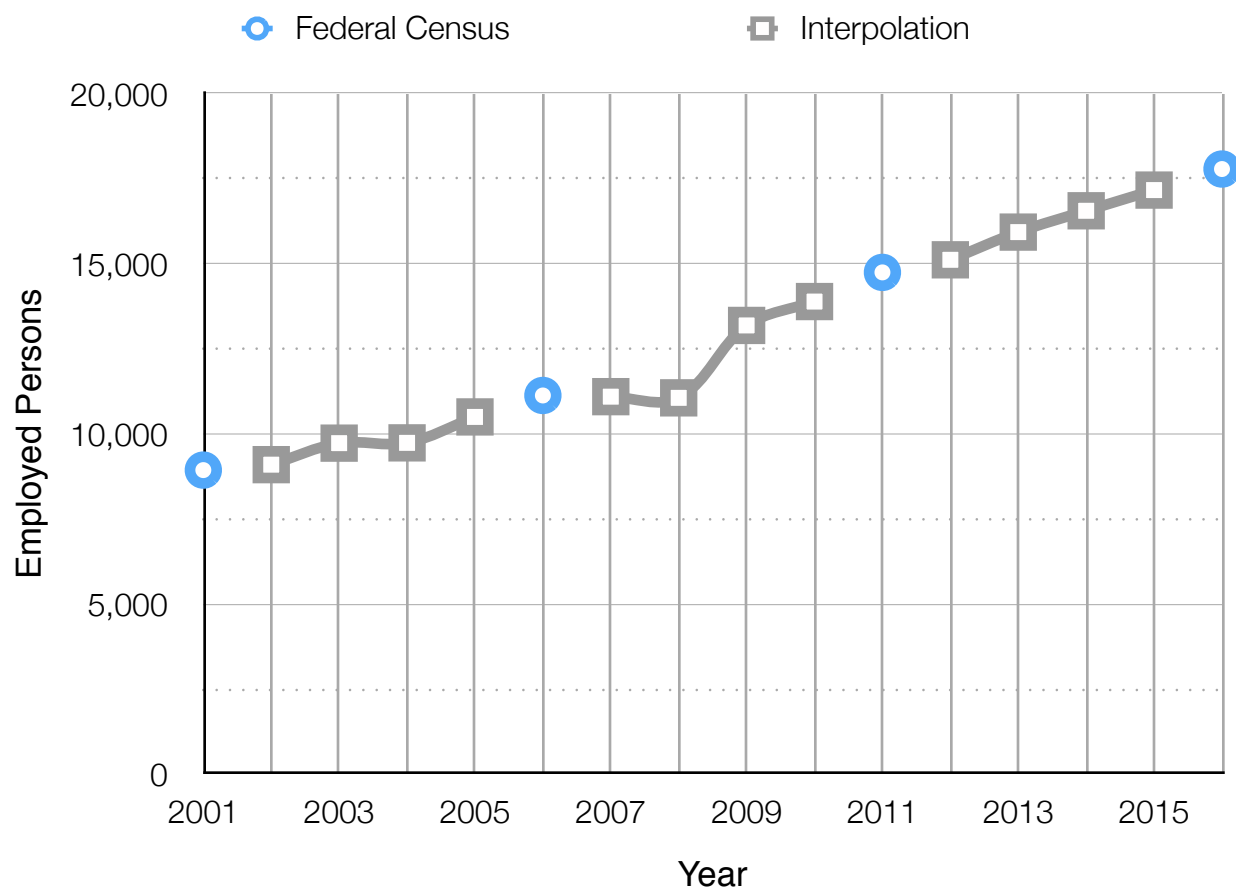
⁷ Data points between the Federal Census data are estimates provided by Applications Management Consulting Ltd.

2.2.5. Employment

Employment includes all persons working either full time or part time.⁸ In 2016, Spruce Grove's employment totalled 17,790.⁹

Spruce Grove's Employment has grown steadily since 2001 except for a period in 2007-2008 during the economic downturn precipitated by the global financial crisis. Employment grew from almost 9,000 in 2001 to nearly 17,800 in 2016. The average annual rate of employment growth has been 4.7% over this 15 year period. Over the same time, the Edmonton Metropolitan Region labour force grew by 2.2%.

Employment Growth (2001-2016)¹⁰



⁸ Employment includes all persons doing any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. It also includes unpaid family work, which is defined as unpaid work contributing directly to the operation of a farm, business or professional practice owned and operated by a related member of the same household.

⁹ Federal Census data is available for 2001, 2006, 2011 and 2016. 2011 data is from the National Household Survey Community Profile data. All other data points have been estimated by Applications Management Consulting based on an analysis of regional labour market trends using Edmonton CMA Labour Force Survey Estimates for the period 2007 to 2016.

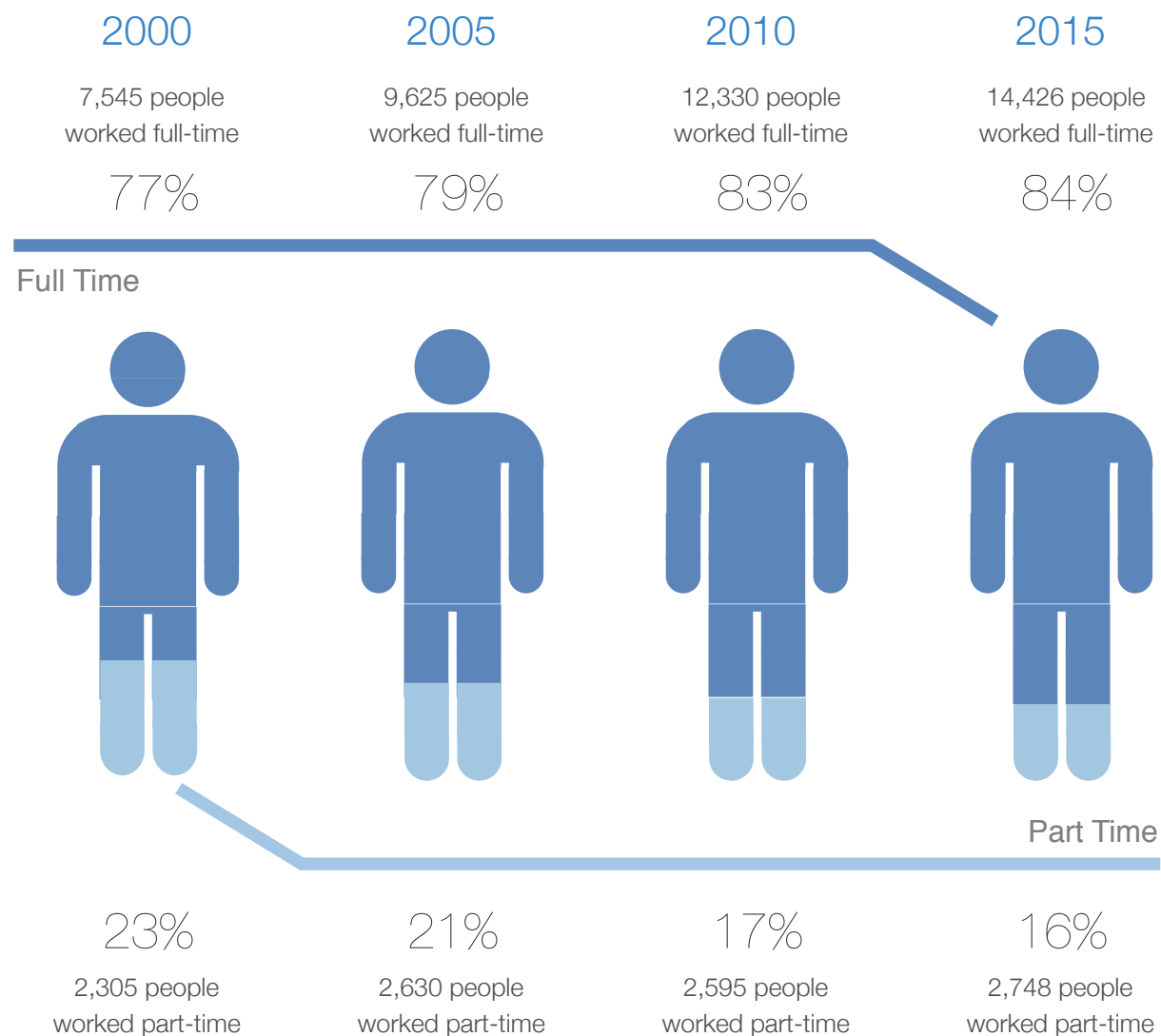
¹⁰ Data points between the Federal Census data are estimates provided by Applications Management Consulting Ltd.

2.2.6. Full Time / Part Time Employment

Full-time employment consists of people who usually work 30 hours or more per week at their main or only job. Part-time employment consists of people who usually work less than 30 hours per week at their main or only job.

The proportion of Spruce Grove's total employment that is Full Time increased from 77% in 2000 to 84% in 2015.

Full Time / Part Time Employment (2000-2015)¹¹



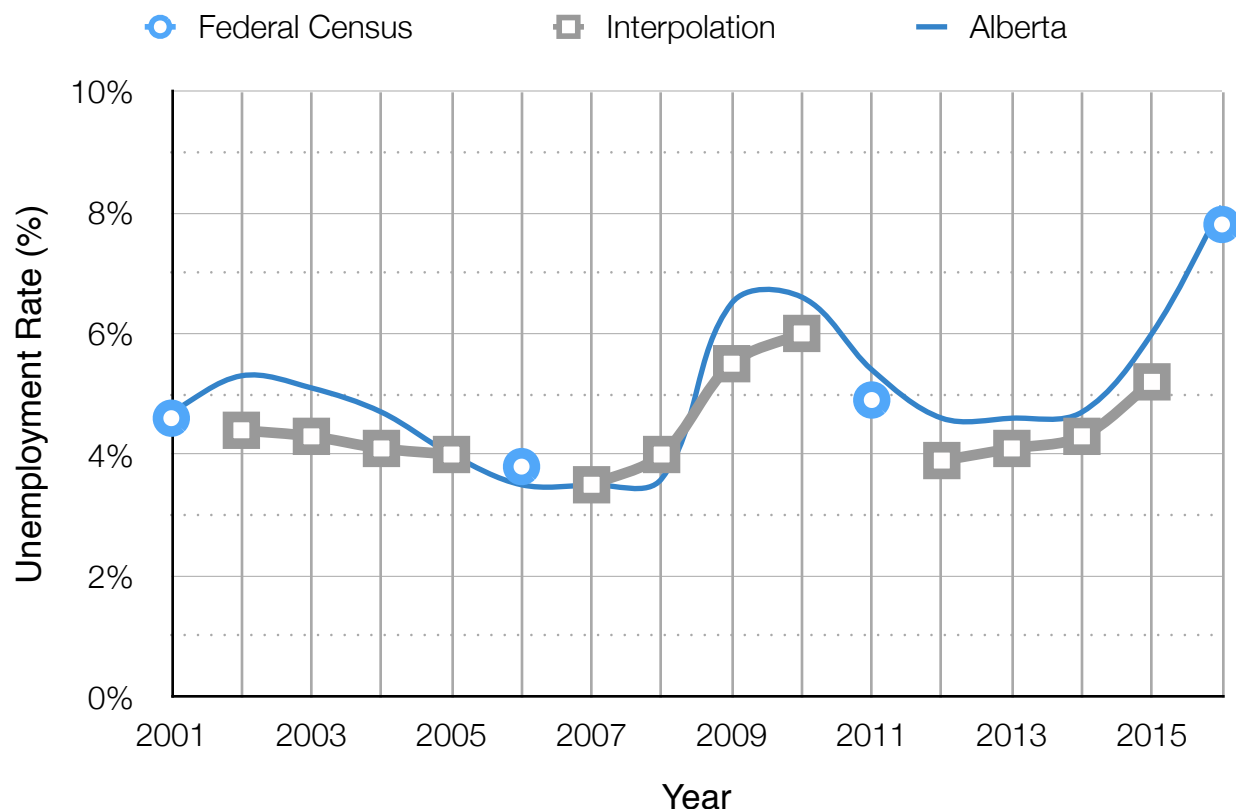
¹¹ Federal Census data is available for 2000, 2005, 2010 and 2015. 2010 data is from the National Household Survey Community Profile data. For the Federal Census, the reference year for full time / part time data is the previous calendar year. Federal Census data for 2015 is currently available for Edmonton CMA and Alberta. Spruce Grove data for 2015 has been estimated by Applications Management Consulting Ltd.

2.2.7. Unemployment Rate

The Unemployment Rate refers to the number of workers employed expressed as a percentage of the total population 15 years of age and over. Spruce Grove's unemployment rate was 7.8% in 2016.¹²

The Unemployment Rate for Spruce Grove has been estimated to track along the rate for the province for most of the period of analysis. Between 2001 and 2007 unemployment declined to below 4%. Following the economic downturn brought about the worldwide financial crisis, the Unemployment Rate in Spruce Grove climbed to an estimated 6%. Provincial and regional economic growth resulted in another decline in the unemployment rate below an estimated 4% in 2012. Most recently, the economic downturn resulting from a significant decline in energy prices has pushed the local Unemployment Rate above 7% in 2016.

Unemployment Rate (2001-2016)¹³



¹² Federal Census data is available for 2001, 2006, 2011 and 2016. 2011 data is from the National Household Survey Community Profile data. All other data points have been estimated by Applications Management Consulting based on an analysis of regional labour market trends using Edmonton CMA Labour Force Survey Estimates for the period 2007 to 2016.

¹³ Data points between the Federal Census data are estimates provided by Applications Management Consulting Ltd.

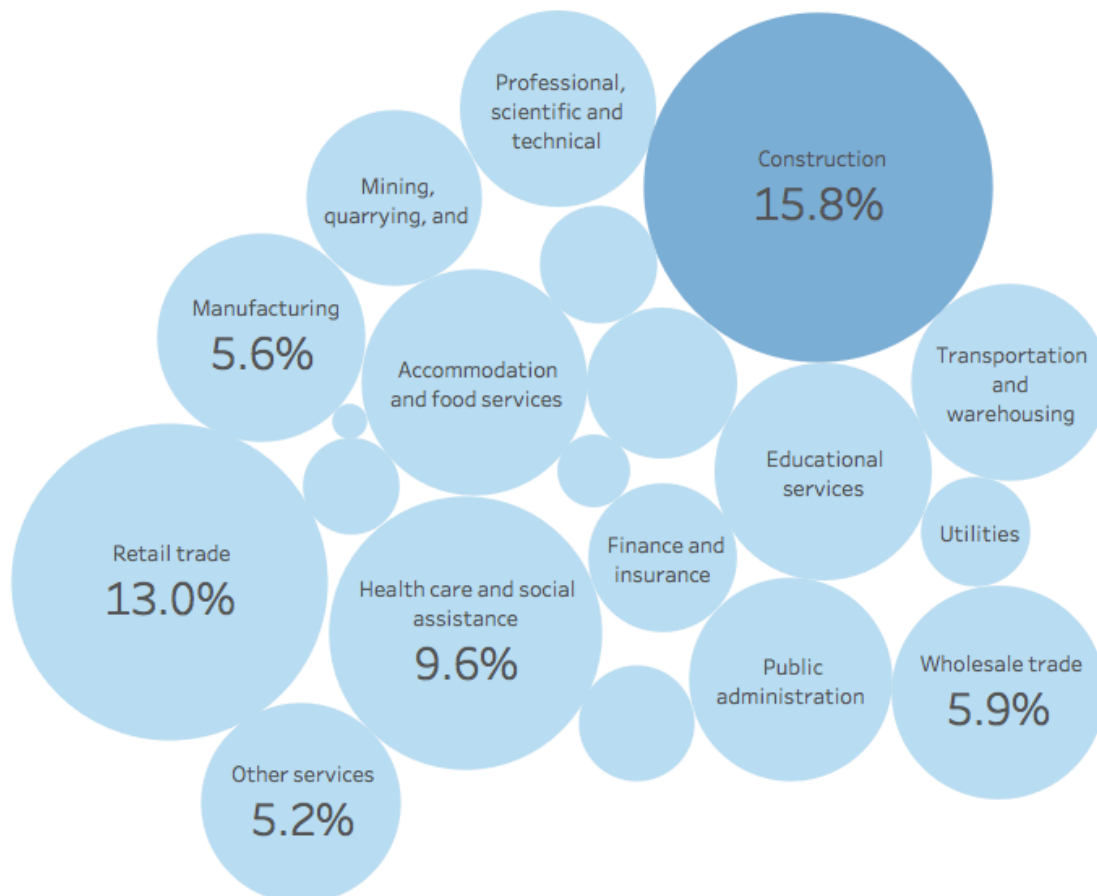
2.3. Employment by Industry

This section defines the industry sectors that Spruce Grove residents are employed.

2.3.1. Industry (2 digit NAICS)¹⁴

More employed Spruce Grove residents work in the Construction sector than any other at almost 16% of total employment. This is followed by Retail trade and Health care and social assistance, representing 13.0% and 9.6% of total employment respectively.

Employment by Industry (2016)



¹⁴ NAICS (North America Industrial Classification System) is a standardized way of classifying employment establishments for the purpose of collecting, analyzing, and publishing statistical data related to the economy and labour force. <http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=118464>

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The Construction sector exhibited the largest growth in employment among Spruce Grove workers since 2001, adding over 2,000 jobs over the past 15 years. Retail trade added over 1,300 jobs over the same period.

Employment by Industry 2001-2016 (2 digit NAICS)¹⁵

Industry	2001	2006	2011	2016	
	#	#	#	#	%
11 Agriculture, forestry, fishing and hunting	65	44	60	130	0.7%
21 Mining, quarrying, and oil and gas extraction	355	592	810	760	4.0%
22 Utilities	200	274	375	295	1.5%
23 Construction	970	1,275	2,270	3,010	15.8%
31-33 Manufacturing	640	810	900	1,070	5.6%
41 Wholesale trade	555	760	910	1,125	5.9%
44-45 Retail trade	1,160	1,425	1,615	2,470	13.0%
48-49 Transportation and warehousing	685	701	715	955	5.0%
51 Information and cultural industries	200	172	175	230	1.2%
52 Finance and insurance	285	245	330	545	2.9%
53 Real estate and rental and leasing	125	270	365	330	1.7%
54 Professional, scientific and technical services	550	662	675	950	5.0%
55 Management of companies and enterprises	10	25	25	30	0.2%
56 Administrative and support, waste management and remediation services	250	466	475	560	2.9%
61 Educational services	655	570	805	1,165	6.1%
62 Health care and social assistance	835	1,080	1,620	1,840	9.6%
71 Arts, entertainment and recreation	140	145	215	340	1.8%
72 Accommodation and food services	705	651	965	1,260	6.6%
81 Other services (except public administration)	455	604	895	985	5.2%
91 Public administration	475	755	1,120	1,020	5.3%
Total	9,315	11,525	15,320	19,070	100.0%

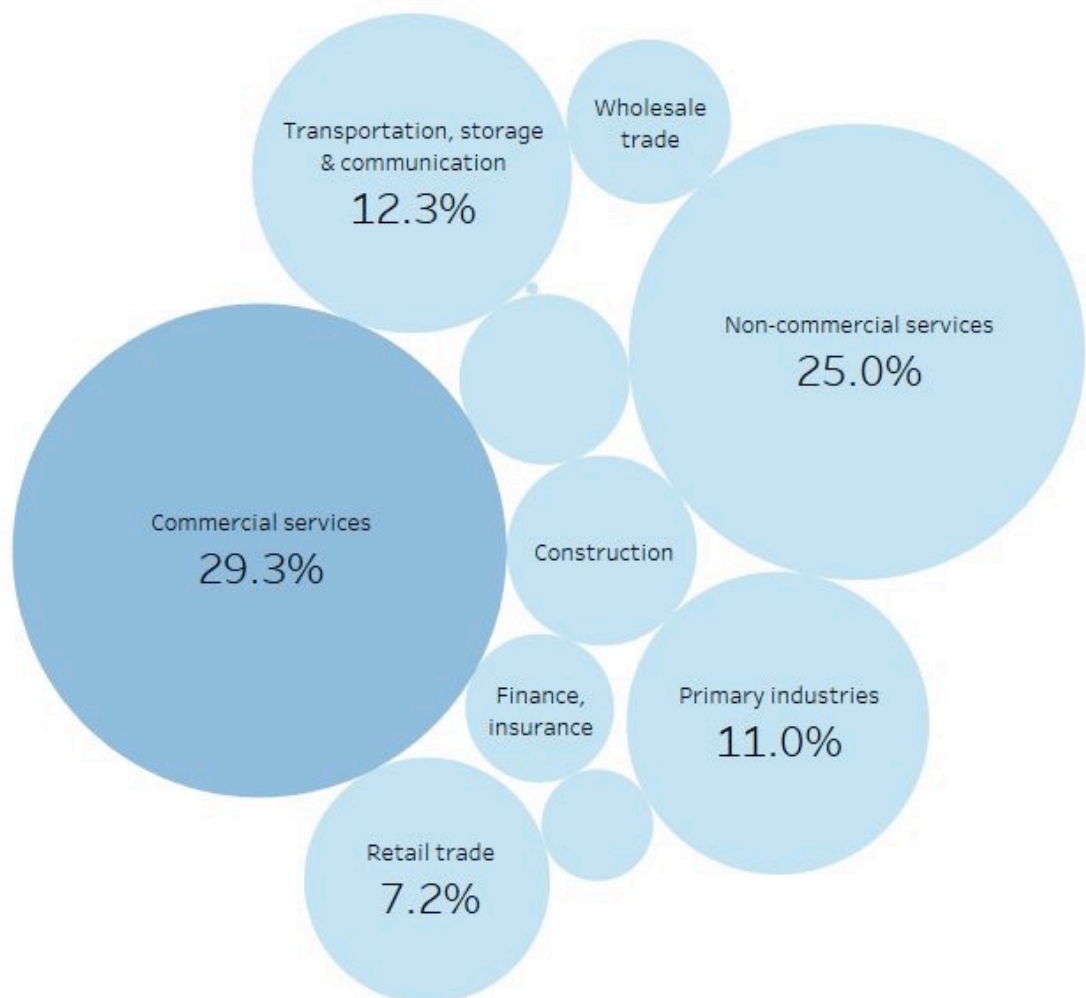
¹⁵ 2006 data estimated by Applications Management Consulting Ltd.

2.3.2. Work at Home by Major Industry

A work from home or work at home arrangement involves working from home and differs from the teleworking/telecommuting arrangement in that it does not require that the employee stay electronically connected to the work location during business hours.

Based on regional population and employment forecasts completed by Applications Management Consulting, the number of Work At Home workers by industry have been estimated. In 2016, it is estimated that Commercial services represented the largest proportion of Work At Home workers at just over 29% of the total. Non-commercial services was the second largest category representing 25% of all Work At Home activity in Spruce Grove.

Work At Home (2016)¹⁶



¹⁶ Work At Home data from regional population and employment forecasts completed by Applications Management Consulting Ltd.

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The number of Spruce Grove residents working at home has increased significantly since 2006. Most of this growth is in Commercial and Non-commercial services sectors, which together represent over half of all Work At Home activity in Spruce Grove.

Work at Home by Major Industry (2001-2016)¹⁷

Industry	2001	2006	2011	2016	
	#	#	#	#	%
Primary industries (Note 1)		12	15	50	11.0%
Manufacturing (NAICS 31-33)		2	5	16	3.5%
Construction (NAICS 23)		3	12	20	4.3%
Utilities (NAICS 22)		0	0	0	0.0%
Transportation, storage and communication (Note 2)		3	10	56	12.3%
Wholesale trade (NAICS 42)		2	3	15	3.2%
Retail trade (NAICS 44-45)		3	10	33	7.2%
Finance, insurance and real estate (Note 3)		10	21	12	2.7%
Commercial services (Note 4)		25	72	133	29.3%
Non-commercial services (Note 5)		11	30	113	25.0%
Public administration (NAICS 92)		1	3	7	1.5%
Total	N/A	71	181	453	100.0%

Notes:

(1) Includes Agriculture, forestry, fishing and hunting (NAICS 11) and Mining (NAICS 21)

(2) Includes Transportation and warehousing (NAICS 48-49) and Information (NAICS 51)

(3) Includes Finance and insurance (NAICS 53) and Real estate, rental and leasing (NAICS 53)

(4) Includes Professional, scientific and technical services (NAICS 54), Management of companies and enterprises (NAICS 55), Administrative support, waste management and remediation services (NAICS 56), Arts, entertainment and recreation (NAICS 71), Accommodation and food services (NAICS 81), and Other services (NAICS 81)

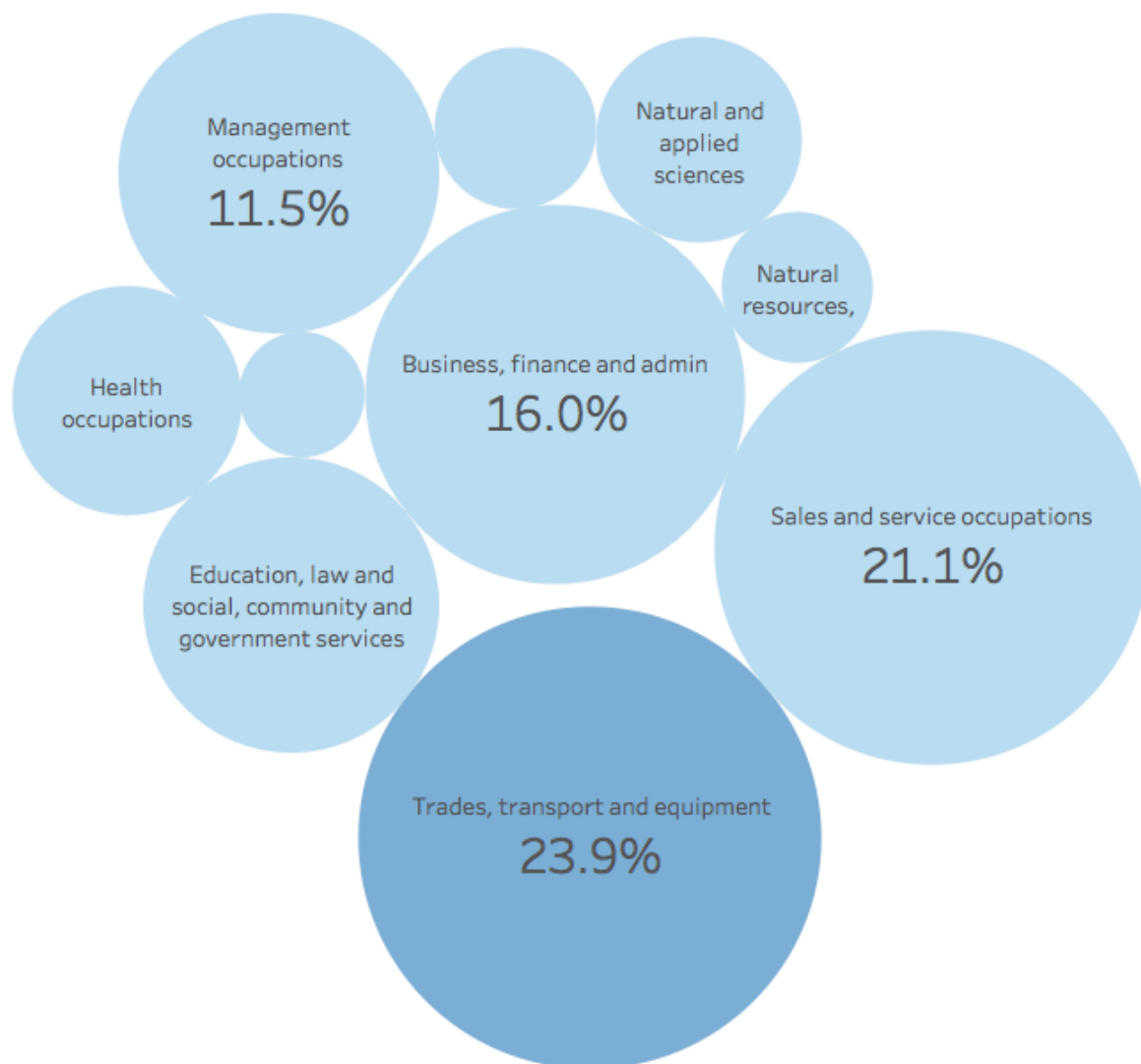
(5) Includes Education services (NAICS 61) and Health care and social assistance (NAICS 62)

¹⁷ Work At Home data is not available for 2001.

2.4. Employment by Occupation

The majority of employed Spruce Grove residents work in four Major Occupation groups, including Trades, transport and equipment operators (24%); Sales and service (21%); Business, finance and administration (16%) and Management (12%). The remaining Major Occupation categories comprise 28% of the workforce.

Employment by Major Occupation (2016)



2.4.1. Major Occupation (1 digit NOC)¹⁸

Employment among Spruce Grove workers has increased significantly between 2001 and 2016 in all Major Occupation groups except for Natural resources, agriculture and related production occupations.

Trades, transport and equipment operators and related occupations exhibited the largest growth in employment among Spruce Grove workers since 2001, adding almost 2,500 jobs over the past 15 years. Sales and service occupations and Business, finance and administration occupations added approximately 1,800 and 1,400 jobs respectively between 2001 and 2016.

Employment by Major Occupation 2001-2016 (1 digit NOC)

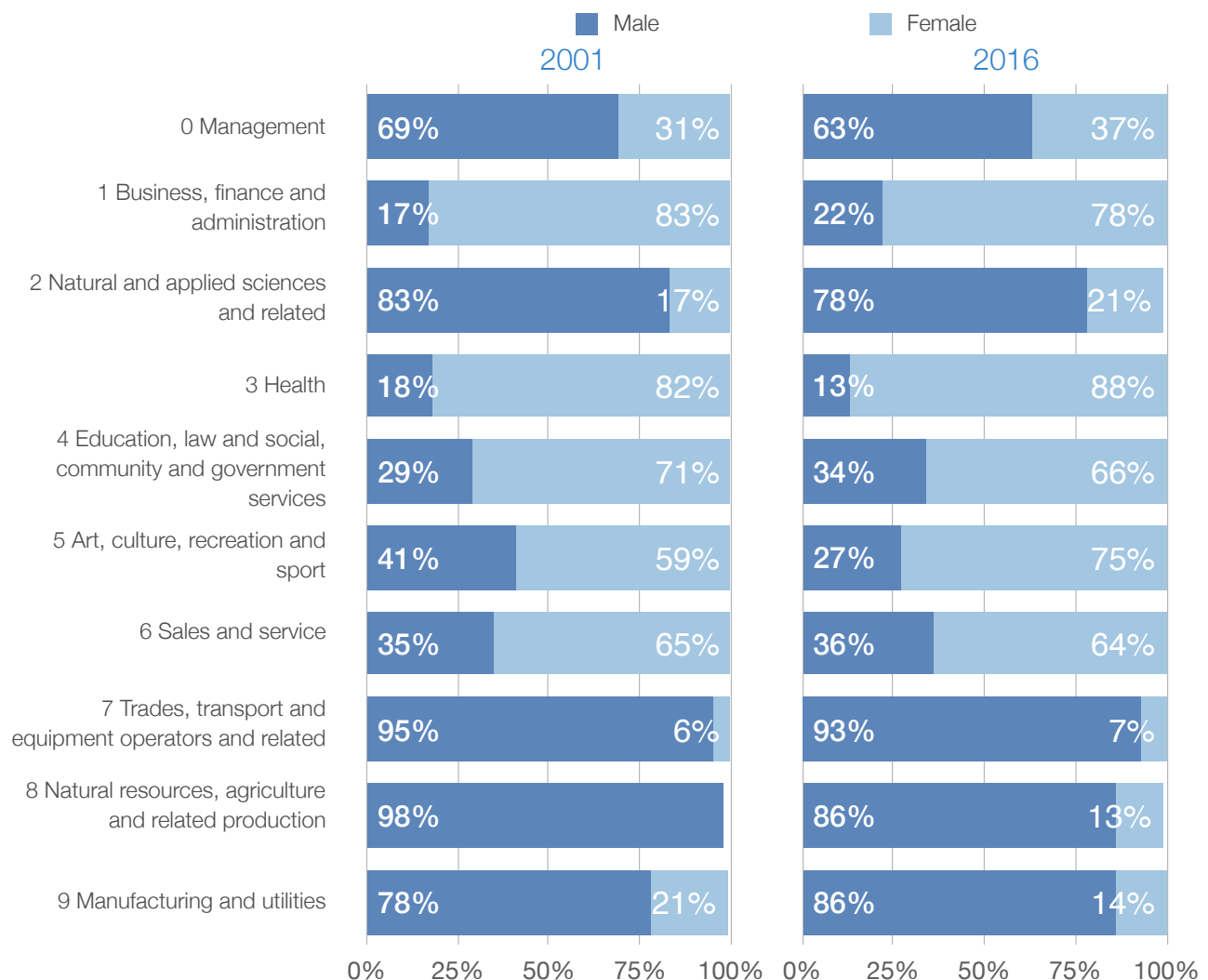
Occupation	2001	2006	2011	2016	
	#	#	#	#	%
0 Management occupations	1,080	1,215	1,535	2,185	11.5%
1 Business, finance and administration occupations	1,680	2,225	2,595	3,060	16.0%
2 Natural and applied sciences and related occupations	545	605	895	900	4.7%
3 Health occupations	415	695	825	1,120	5.9%
4 Occupations in education, law and social, community and government services	725	745	1,685	1,860	9.8%
5 Occupations in art, culture, recreation and sport	85	275	275	335	1.8%
6 Sales and service occupations	2,175	2,575	2,950	4,020	21.1%
7 Trades, transport and equipment operators and related occupations	2,040	2,590	3,675	4,555	23.9%
8 Natural resources, agriculture and related production occupations	285	360	450	485	2.5%
9 Occupations in manufacturing and utilities	290	220	430	555	2.9%
Total	9,320	11,505	15,315	19,075	100.0%

¹⁸ National Occupation Classification (NOC) is a system to classify jobs. Classification definitions are available at: <http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=314243>

2.4.2. Major Occupation by Gender (1 digit NOC)

Gender equality in the workforce in Spruce Grove generally has not changed between 2001 and 2016. However, there have been some significant shifts in the proportion of men and women working in some Major Occupation groups. The proportion of women has increased in six Major Occupation groups, including: Art, culture, recreation and sport; Natural resources, agriculture and related production; Health; Management; Natural and applied sciences; and Trades, transport and equipment operators. The proportion of men has increased in four Major Occupation groups.

Employment by Major Occupation by Gender 2001-2016 (1 digit NOC)



Employment by Major Occupation by Gender 2001-2016 (1 digit NOC)

Occupation	2001		2016			
	Male	Female	Male		Female	
	#	#	#	%	#	%
0 Management occupations	745	335	1,380	63%	805	37%
1 Business, finance and administration occupations	285	1,390	680	22%	2,375	78%
2 Natural and applied sciences and related occupations	455	90	705	79%	190	21%
3 Health occupations	75	340	140	12%	985	88%
4 Occupations in education, law and social, community and government services	210	515	635	34%	1,225	66%
5 Occupations in art, culture, recreation and sport	35	50	90	26%	250	74%
6 Sales and service occupations	770	1,405	1,455	36%	2,565	64%
7 Trades, transport and equipment operators and related occupations	1,930	115	4,225	93%	335	7%
8 Natural resources, agriculture and related production occupations	280	0	415	86%	65	14%
9 Occupations in manufacturing and utilities	225	60	475	86%	75	14%
Total	5,010	4,300	10,200	53%	8,870	47%

2.4.3. Detailed Occupation (4 digit NOC)¹⁹

Employment by occupation has been estimated for workers living in Spruce Grove. The top 20 most numerous occupations for 2016 are listed in the table below. In addition, the rank of each top 20 2016 occupation and number of Spruce Grove residents employed in that occupation has been provided for 2001.

There have been some significant shifts in the top occupations of Spruce Grove residents. Most notably, Construction managers (NOC 0711), Carpenters (NOC 7271) and Cooks (NOC 6322) were not in the top 20 occupations in 2001. Retail salespersons (NOC 6421) and Retail and wholesale trade managers (NOC 0621) were the number 1 and 2 occupations in both 2001 and 2016.

¹⁹ Detailed occupation (4 digit NOC) data has been estimated by Applications Management Consulting Ltd. National Occupation Classification (NOC) is a system to classify jobs. Classification definitions are available at: <http://www23.statcan.gc.ca/imdb/p3VD.pl?Function=getVD&TVD=314243>

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Generally, there has been growth in most of the trades and construction occupations. For example, Electricians (NOC 7241) jumped up six spots in ranking from 16 in 2001 to 10 in 2016; and Construction trades helpers and labourers (NOC 7611) jumped up four spots from 13 to 9.

Top 20 Occupations - 2016 Rank (4 digit NOC)

Rank			Occupation			
2001	2016	+/-		2001	2016	Change
1	1		6421 Retail salespersons	396	863	467
2	2		0621 Retail and wholesale trade managers	214	456	242
5	3	+2	6711 Food counter attendants, kitchen helpers and related support occupations	163	372	209
6	4	+2	6611 Cashiers	160	354	194
4	5	-1	3012 Registered nurses and registered psychiatric nurses	170	320	150
3	6	-3	7511 Transport truck drivers	176	308	132
9	7	+2	1221 Administrative officers	142	290	148
7	8	-1	1241 Administrative assistants	143	287	144
13	9	+4	7611 Construction trades helpers and labourers	103	281	178
16	10	+6	7241 Electricians (except industrial and power system)	97	280	183
8	11	-3	1411 General office support workers	142	277	135
22	12	+10	7271 Carpenters	89	258	169
15	13	+2	6513 Food and beverage servers	98	231	133
12	14	-2	7237 Welders and related machine operators	107	218	111
18	15	+3	4032 Elementary school and kindergarten teachers	95	215	120
11	16	-5	1111 Financial auditors and accountants	112	214	102
10	17	-7	7452 Material handlers	112	209	97
32	18	+14	0711 Construction managers	71	201	130
26	19	+7	6322 Cooks	84	195	111
17	20	-3	6552 Other customer and information services representatives	96	184	88

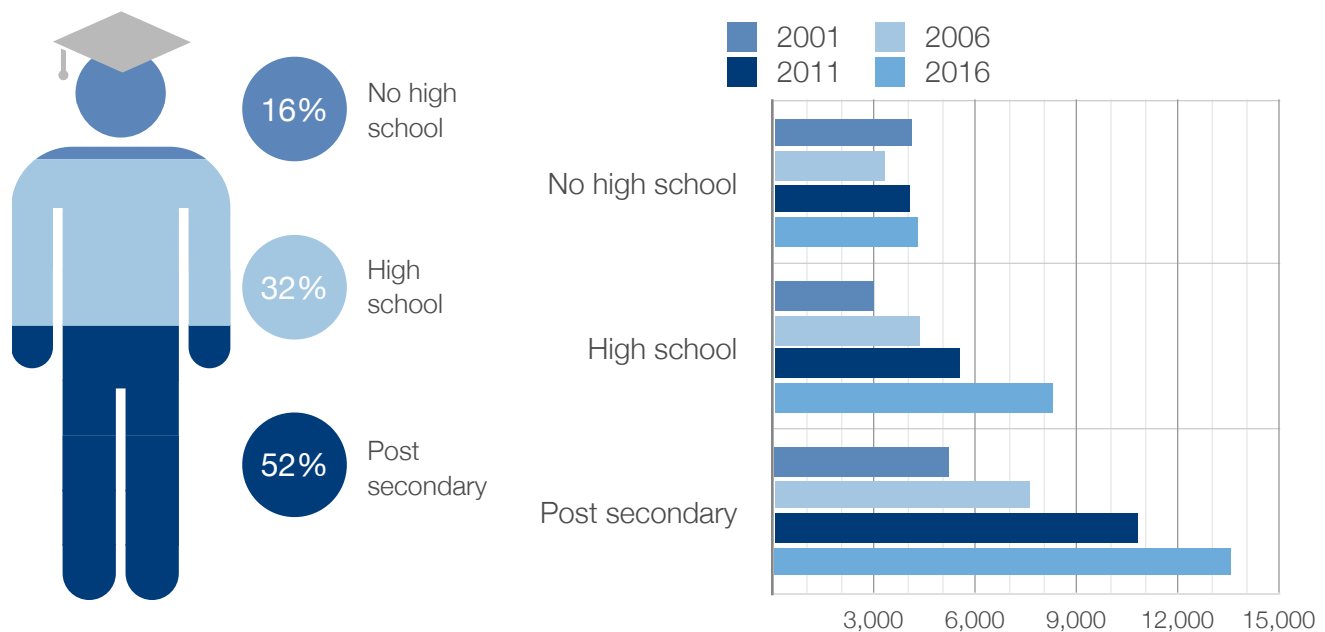
2.5. Labour Supply

The workforce living in Spruce Grove has been evaluated across a variety of parameters, including education attainment, skill levels, work to home trips and available workers in traditional underemployed worker categories.

2.5.1. Highest Level of Educational Attainment Overview

The workforce in Spruce Grove has seen an increase in the proportion of the workforce having completed High School and Post Secondary education. The most significant increase has been in Post Secondary education attainment, with the total number of workers in this category having more than doubled between 2001 and 2016. The number of workers in Spruce Grove who have completed High School has remained relatively constant while the local workforce has grown significantly.

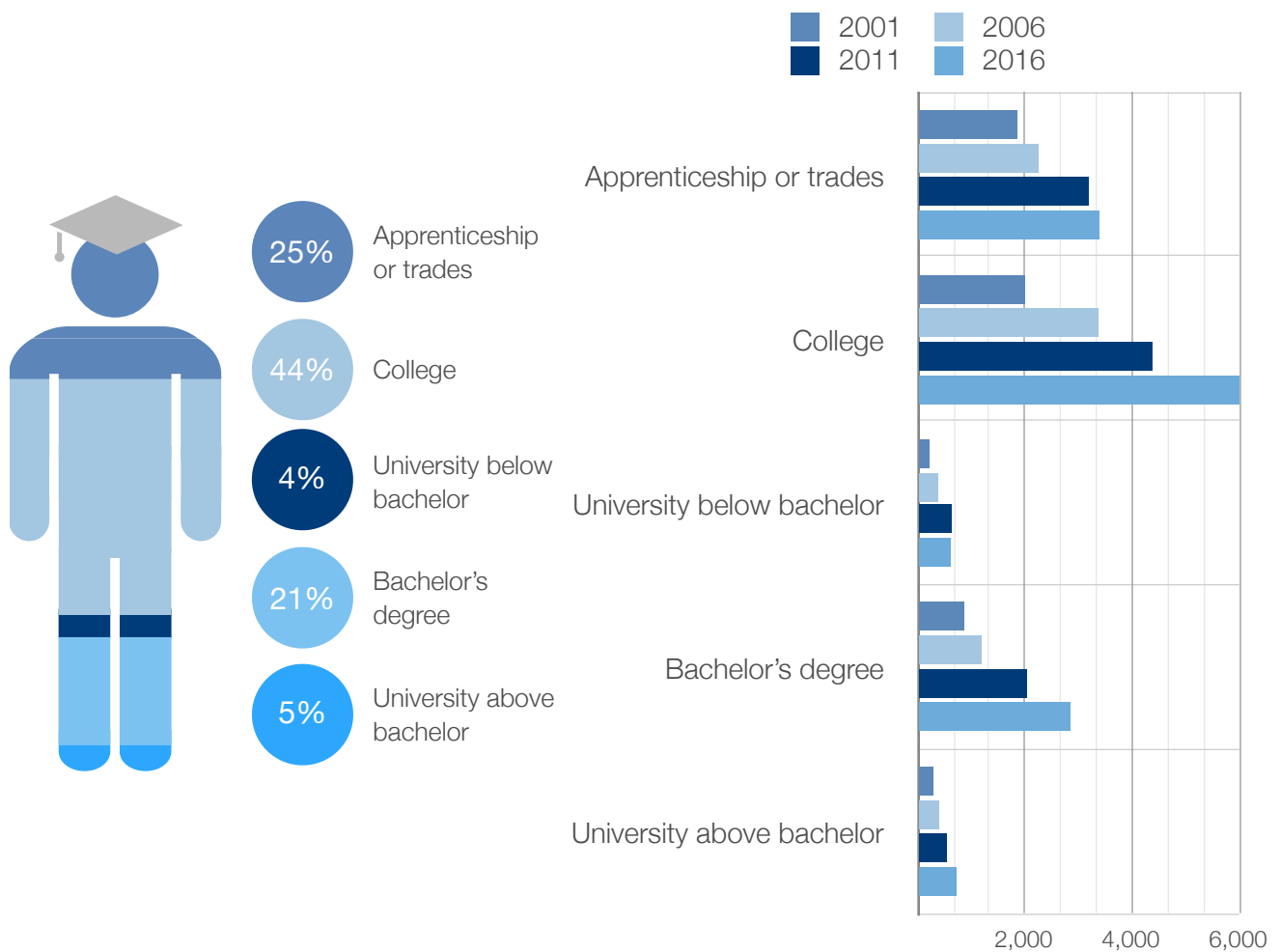
Highest Level of Educational Attainment Overview (2016)



2.5.2. Post Secondary Education

The Highest Level of Education Attainment is greatest for College graduates (44%) and Apprenticeships or trades (25%) for those with some Post Secondary education. All categories of Post Secondary education have increased between 2001 and 2016, with College and Bachelor's degree showing the greatest year over year change.

Post-Secondary Breakdown (2016)



2.5.3. Post Secondary Field of Study

The most common Field of Study is Architecture, engineering and related technologies representing almost one-third of the total workforce with Post Secondary education living in Spruce Grove. Business, management and public administration and Health and related fields are the second and third most popular Field of Study, each with over 2,300 persons.

Post Secondary Field of Study (2001-2016)

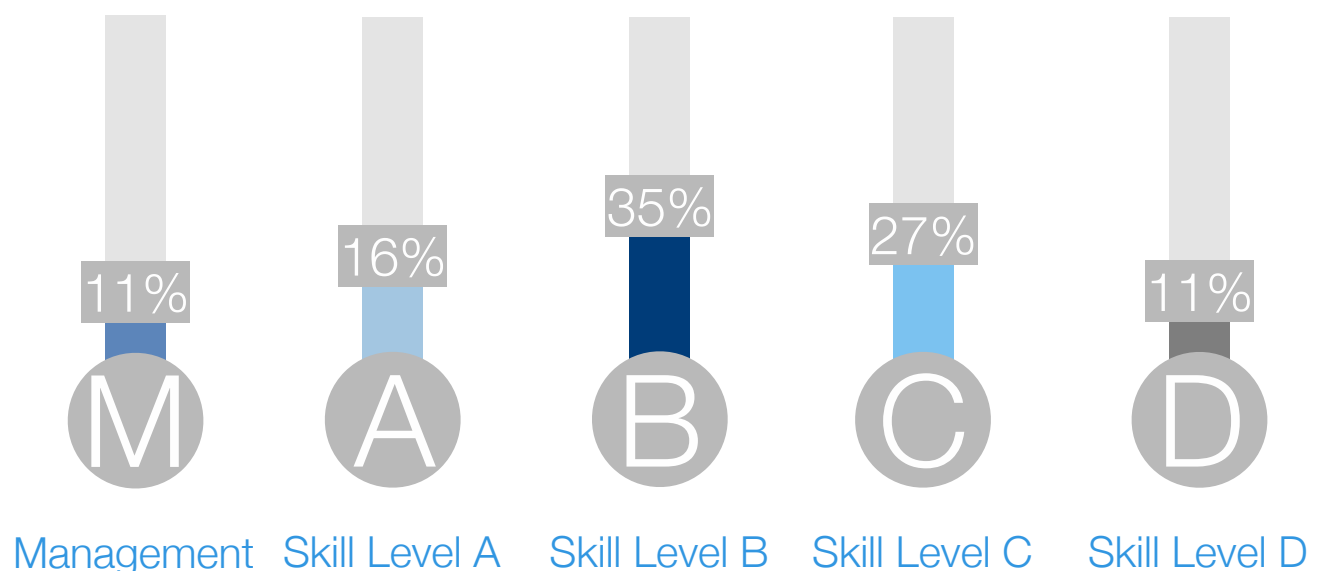
Field of Study	2001	2006	2011	2016
Education		595	950	1,085
Visual and performing arts, and communications technologies	230	115	210	300
Humanities	140	230	305	375
Social and behavioural sciences and law	325	415	600	990
Business, management and public administration	1,015	1,460	1,895	2,595
Physical and life sciences and technologies		170	255	225
Mathematics, computer and information sciences		245	215	265
Architecture, engineering, and related technologies		2,425	3,555	4,210
Agriculture, natural resources and conservation		135	230	265
Health and related fields	625	1,310	1,810	2,305
Personal, protective and transportation services		480	740	925
Other fields of study		0	0	0
Uncategorized (Note 1)	2,855			
Total	5,190	7,580	10,765	13,540

(1) 2001 Census data used different Field of Study categories. Where the categories matched subsequent Census data the 2001 data is reported in that category. Where it did not match, the 2001 data has been summed in the uncategorized field.

2.5.4. Skill Levels

Skill levels have been developed jointly by Statistics Canada and Human Resources and Skills Development Canada for each detailed occupation. Skill levels consider the amount and type of education and training required to enter and perform the duties of each occupation. As well, determining skill level considers the experience required to be qualified to undertake the complexity and responsibilities typical of the occupation. The largest component of the Spruce Grove workforce is employed in occupations that require some post secondary or college education (Skill Level B: 35%). This is followed by occupations which require high school (Skill Level C: 27%).

Skill Levels (2016)²⁰



Notes:

Management: This skill type category contains legislators, senior management occupations and middle management occupations. While management occupations are defined as a skill type, they are also found throughout all other skill type areas of the classification.

Skill Level A: Requires a university degree (bachelor's, master's or doctorate).

Skill Level B: Requires two to three years of post-secondary education at community college, institute of technology or CÉGEP or two to five years of apprenticeship training or three to four years of secondary school and more than two years of on-the-job training, occupation-specific training courses or specific work experience. Occupations with supervisory responsibilities are also assigned to skill level B. Occupations with significant health and safety responsibilities (e.g., fire fighters, police officers and licensed practical nurses) are assigned to skill level B.

Skill Level C: Requires completion of secondary school and some short-duration courses or training specific to the occupation or some secondary school education, with up to two years of on-the-job training, training courses or specific work experience.

Skill Level D: No formal educational requirements. Involves short work demonstration or on-the-job training.

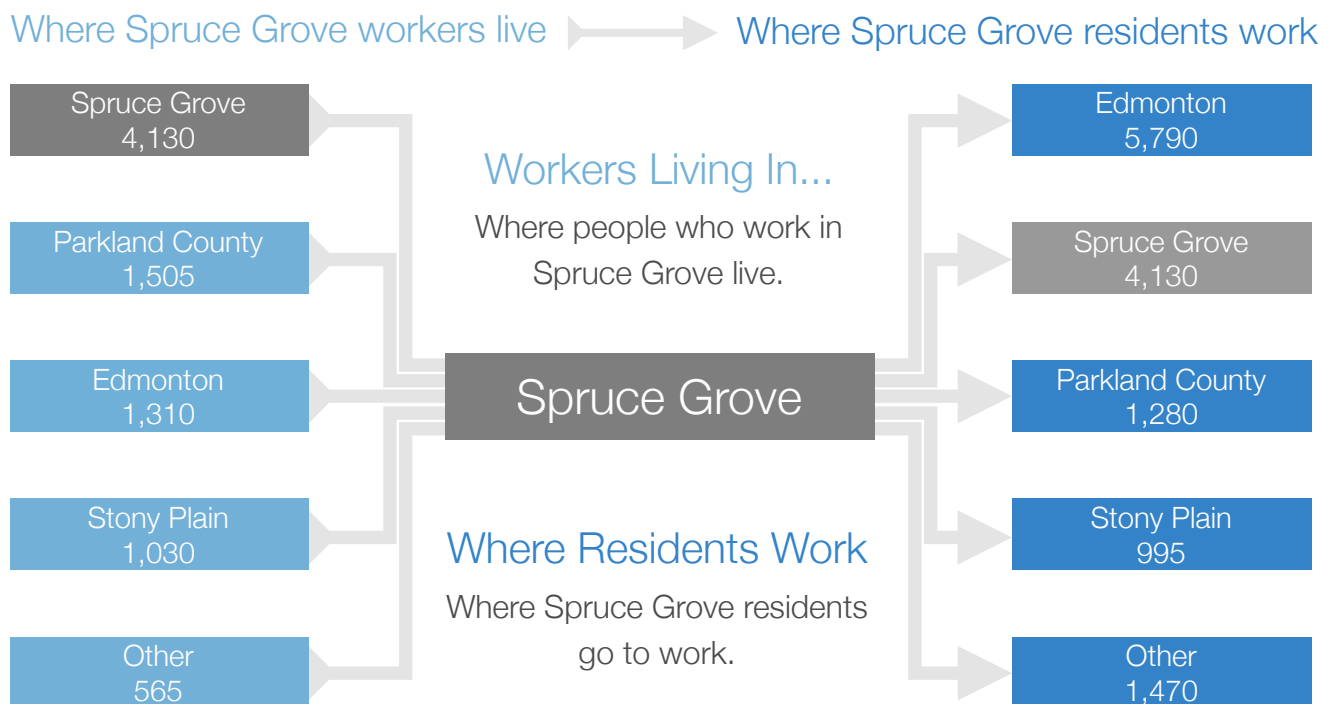
²⁰ Skill levels data estimated by Applications Management Consulting Ltd.

2.5.5. Work to Home by Municipality Overview

Approximately 70% of the Spruce Grove workforce commutes to work in another municipality (2016). This includes 42% of the local workforce commuting to Edmonton. The other main destinations for Spruce Grove residents are Parkland County and Stony Plain.

Just over half of the jobs in Spruce Grove are held by workers living in other municipalities (52%). Of these workers, most come from Edmonton, Parkland County and Stony Plain. Approximately 48% of the local jobs in Spruce Grove are held by residents of the City.

Spruce Grove Work to Home (2016)



2.5.6. Work to Home by Municipality

The proportion of the Spruce Grove workforce working in the City has remained relatively constant between 2001 and 2016 at approximately 30%. The proportion of the local workforce commuting to Edmonton has declined somewhat from 51% in 2001 to 42% in 2016.

Where Spruce Grove Residents Work (2001-2016)

Live in Spruce Grove ---> Work in _____	2001	2006	2011	2016
Edmonton	3,500	4,085	5,210	5,790
Spruce Grove	2,105	2,970	3,155	4,130
Parkland County	380	540	960	1,280
Stony Plain	570	530	720	995
Leduc County	95	95	280	280
St. Albert	70	130	125	255
Wood Buffalo	85	75	215	225
Strathcona County	30	95	125	210
Sturgeon County	25	40	25	100
Leduc	30	55	50	60
Stony Plain 135, IRI (Enoch)			80	50
Onoway				50
Redwater				50
Devon		25	40	40
Fort Saskatchewan			25	40
Calgary	25	35	40	25
Lac Ste. Anne County				25
Drayton Valley			45	20
Edson				20
Morinville				20
Others	0	120	45	0
Total	6,915	8,795	11,140	13,665

Tri-Municipal Region: Labour Market Profile - Spruce Grove Municipal Report

The proportion of Spruce Grove's workforce filling local jobs has gradually increased over the period 2001 to 2016, from 43% to 48%. Local jobs in Spruce Grove are generally being filled by Tri-Municipal workers, where the proportion of workers commuting the Spruce Grove to work as a share of total jobs in the City has increased from 77% in 2001 to 78% in 2016. The number of local jobs filled by residents of Edmonton has declined from 16% in 2001 to 15% in 2016.







Where Spruce Grove Workers Live (2001-2016)

Work in Spruce Grove ---> Live in _____	2001	2006	2011	2016
Spruce Grove	2,105	2,970	3,155	4,130
Parkland County	1,095	1,560	1,465	1,505
Edmonton	790	820	830	1,310
Stony Plain	565	890	985	1,030
St. Albert	80	125	135	185
Lac Ste. Anne County	95	205	200	110
Sturgeon County	30	45	30	85
Spring Lake	35	30	45	40
Strathcona County	30	20	85	35
Fort Saskatchewan				30
Devon	25		20	20
Wabamun	20	40		20
Onoway		30		20
Morinville				20
Wabamun 133A, IRI (Paul)			20	
Calgary		20		
Alberta Beach	30			
Total	4,900	6,755	6,970	8,540

2.5.7. Work to Home by Mode of Commuting

Mode of Commuting on work to home trips has been relatively constant between 2001 and 2016. The share of automobile trips has remained constant with a small shift from passengers to drivers. There has also been an emergence of a small proportion of trips using transit.

Work to Home Mode of Commuting (2001-2016)²¹

	2001*	2006*	2011	2016
DRIVER 	85%	85%	87%	88%
PASSENGER 	9%	9%	6%	5%
WALKING 	3%	3%	3%	3%
TRANSIT 	0%	1%	2%	2%
CYCLING 	1%	1%	1%	0%
OTHER 	1%	1%	1%	2%

²¹ In the Federal Census 2001 and 2006 walking and cycling were combined.

2.5.8. Local Labour Market Gap

Spruce Grove has a Labour Market Gap measured as the difference between the number of workers in the local labour force compared to the jobs in the City. Overall this gap is estimated at approximately 7,400 jobs in 2016. This represents 64% of the local jobs market.

Labour Market Gap (2016)²²

Industry	Jobs	Workers	Gap	%
11 Agriculture, forestry, fishing and hunting	48	130	-82	-173%
21 Mining, quarrying, and oil and gas extraction	386	760	-374	-97%
22 Utilities	109	295	-186	-170%
23 Construction	1,720	3,010	-1,290	-75%
31-33 Manufacturing	420	1,070	-650	-155%
41 Wholesale trade	359	1,125	-766	-214%
44-45 Retail trade	1,788	2,470	-682	-38%
48-49 Transportation and warehousing	731	955	-224	-31%
51 Information and cultural industries	168	230	-62	-37%
52 Finance and insurance	451	545	-94	-21%
53 Real estate and rental and leasing	247	330	-83	-34%
54 Professional, scientific and technical services	980	950	30	3%
55 Management of companies and enterprises	7	30	-23	-342%
56 Administrative and support, waste management and remediation services	347	560	-213	-62%
61 Educational services	713	1,165	-452	-64%
62 Health care and social assistance	1,136	1,840	-704	-62%
71 Arts, entertainment and recreation	292	340	-48	-16%
72 Accommodation and food services	707	1,260	-553	-78%
81 Other services (except public administration)	500	985	-485	-97%
91 Public administration	502	1,020	-518	-103%
Total	11,608	19,070	-7,462	-64%

²² Jobs in Spruce Grove by industry (2 digit NAICS) is based on work completed by Applications Management Consulting Ltd.

2.5.9. Underemployed Labour Resources

It is generally acknowledged that some segments of the labour force remain underemployed as compared to the general population of workers.²³

- ▶ **Aboriginal:** Indigenous people living off reserve have significantly higher rates of unemployment than the general work force. In 2016, the Alberta unemployment rate for Indigenous men was 15.0% compared to the provincial rate for men at 8.9%. Indigenous women had an unemployment rate of 12.5% compared to 7.3% for Alberta women.
- ▶ **Youth:** Young adults (age 15-24 years) in the workforce also had significantly higher unemployment rates than the average for Alberta men and women, 14.2% and 11.8% respectively.
- ▶ **Mature:** Mature workers (age 55-64) had higher unemployment rates, averaging 0.5% higher than the average for the workforce as a whole.
- ▶ **New Immigrants:**²⁴ The unemployment rate for new immigrants was significantly higher than the average for the general workforce in Alberta, almost 5.0% higher than the provincial average.²⁵

Based on the demographic composition of Spruce Grove in 2016, it is estimated that the number of underemployed labour resources associated with the noted groups represents approximately 390 workers, or 26% of the number of unemployed persons in the City in 2016.

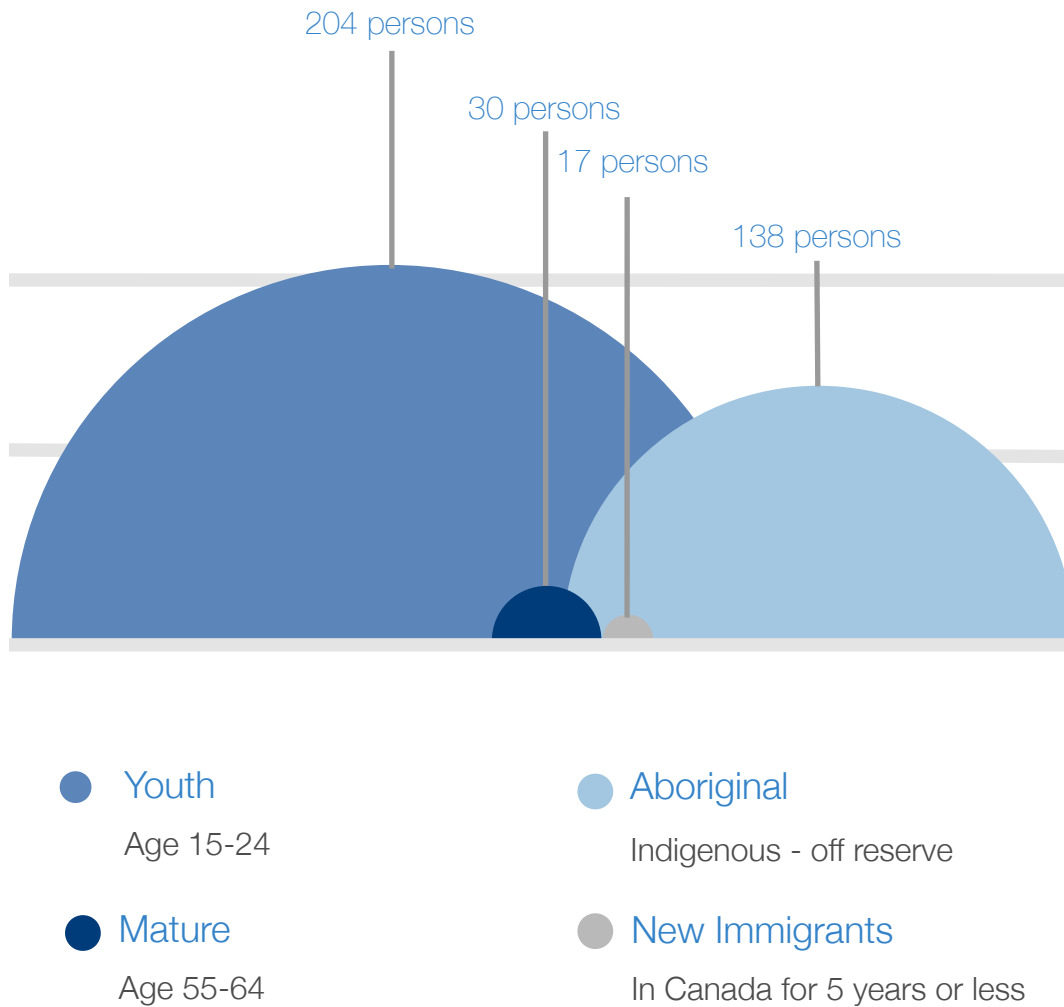
The breakdown of underemployed workforce resources in Spruce Grove is provided on the next page.

²³ More information is available at: <https://work.alberta.ca/labour/labour-force-profiles.html>

²⁴ New immigrants are defined as those who have been in Canada for 5 years or less.

²⁵ Immigrants who have been in Canada for more than 5 years tend to have average or below average rates of unemployment when compared to the general workforce.

Underemployed Labour Resources (2016)



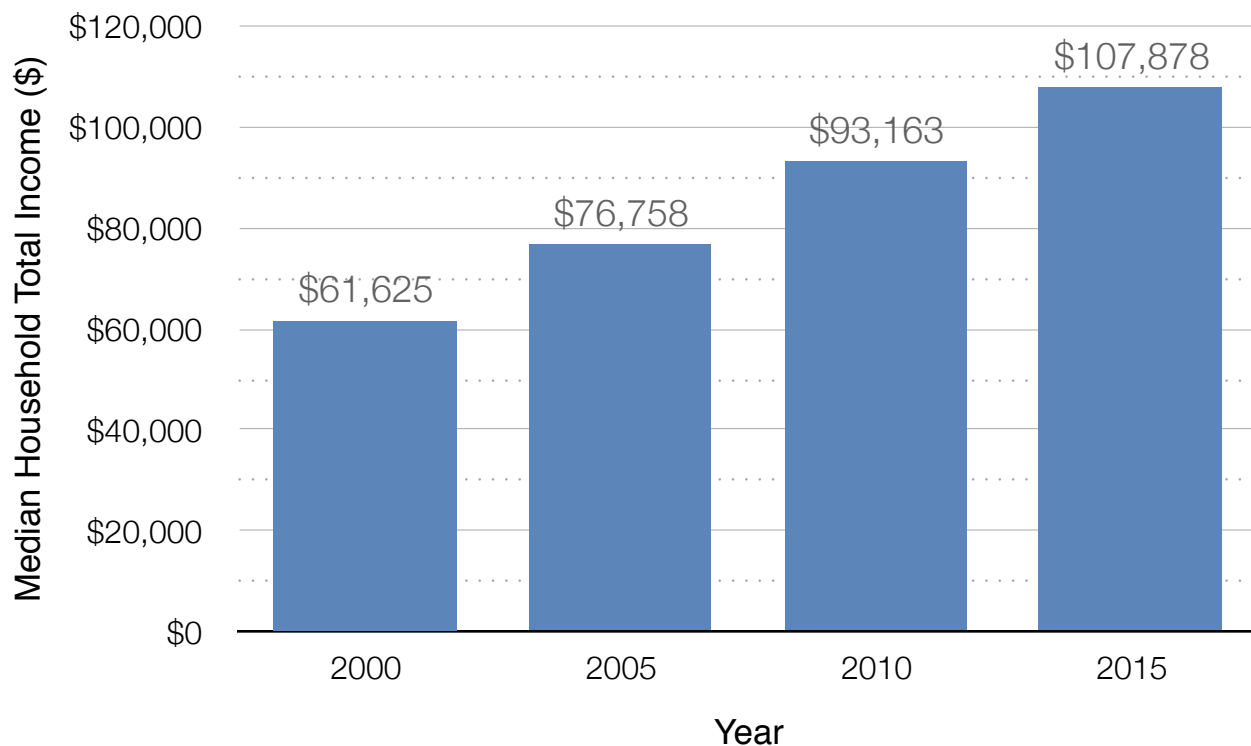
2.6. Income & Affordability

The available supply of workers in the local economy depends on a number of variables, including income and cost of living factors.

2.6.1. Median Household Income²⁶

The Median Household Income of Spruce Grove residents has climbed steadily over the period of analysis. Based on 2015 data, Spruce Grove residents Median Household Income is above the median for the Edmonton CMA of \$94,500.

Median Household Total Income (2000-2015)²⁷



²⁶ The median income of a specified group is the amount that divides the income distribution of that group into two halves, i.e., the incomes of half of the units in that group are below the median, while those of the other half are above the median. Median incomes of households are calculated for all units, whether or not they had income.

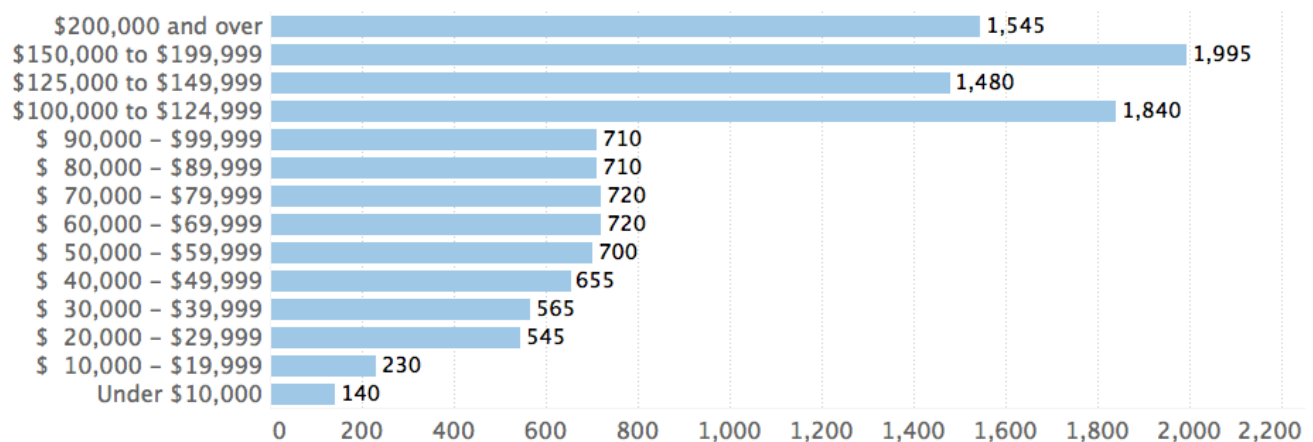
²⁷ For the Federal Census, the reference year for all income data is the previous calendar year.

2.6.2. Household Income Distribution

Total household income refers to receipts from certain sources of all household members, before income taxes and deductions, during a specified reference period.²⁸

Over half (55%) of all households in Spruce Grove had a total income greater than \$100,000 in 2015. This compares favourably to the Edmonton CMA where 47% of all households had a total income of more than \$100,000.

Household Income Distribution by Income Band (2015)²⁹



²⁸ Total household income includes: employment income from wages, salaries, tips, commissions and net income from self-employment (for both unincorporated farm and non-farm activities); income from investment sources, such as dividends and interest on bonds, accounts, guaranteed investment certificates (GICs) and mutual funds; income from employer and personal pension sources, such as private pensions and payments from annuities and registered retirement income funds (RRIFs); other regular cash income, such as child support payments received, spousal support payments (alimony) received and scholarships; income from government sources, such as social assistance, child benefits, Employment Insurance benefits, Old Age Security benefits, Canada Pension Plan and Québec Pension Plan benefits and disability income.

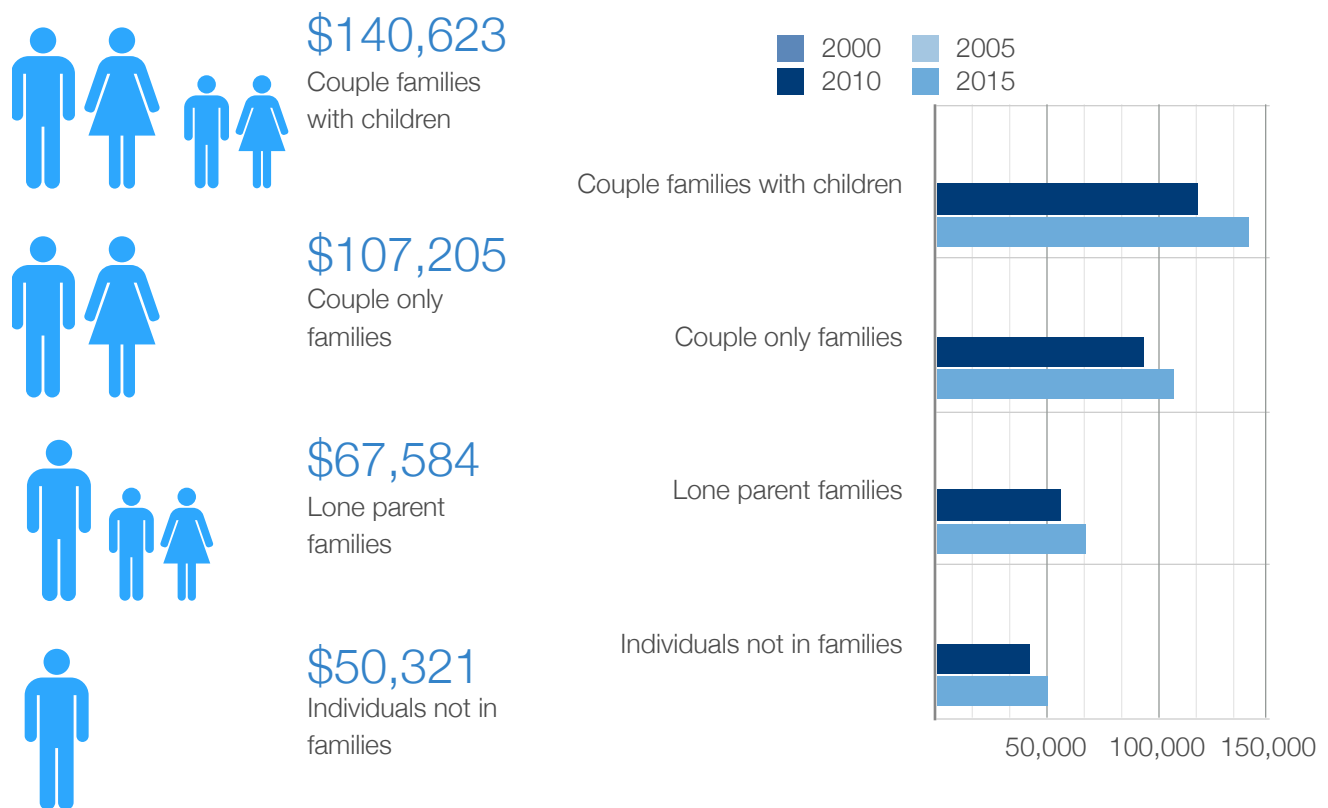
²⁹ For the 2016 Federal Census, the reference year for all income data is the previous calendar year 2015.

2.6.3. Income by Family Composition

The distribution of household income varies significantly depending on family composition. Particularly whether the household has one or two income earners as well as the number of dependents in the household.

Among family types within Spruce Grove, Couple Families With Children in Spruce Grove have the highest Median Total Income. Total income for this group also grew the fastest between 2010 and 2015. Individuals Not In Families (without children) had the lowest Median Total Income at just over \$50,000 in 2015.

Median Total Income by Family Composition (2015)³⁰



³⁰ For the Federal Census, the reference year for all income data is the previous calendar year. Data for Economic Family Income is not available in 2000 and 2005.

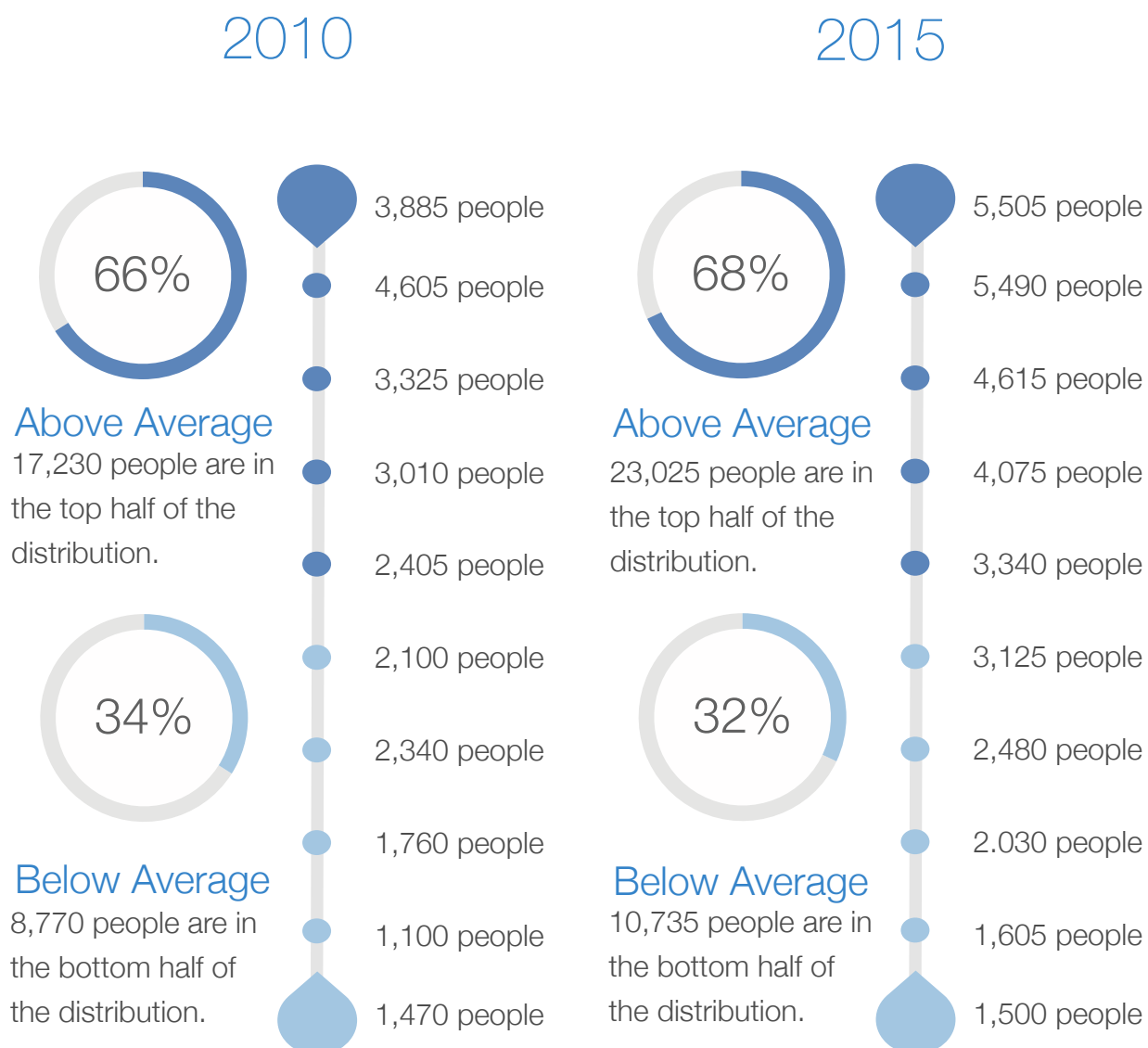
2.6.4. Farm Income

Farm income data is only available for rural municipalities.

2.6.5. Economic Family Income Distribution

Presented below is the relative position of families in Spruce Grove based on their relative position to the national distribution of family income. The number of Spruce Grove families in each year is presented for each decile ranked by after tax family income. The proportion of Spruce Grove residents with an above average income increased somewhat from 66% in 2010 to 68% in 2015.

Family Income After Tax by Decile (2010-2015)³¹

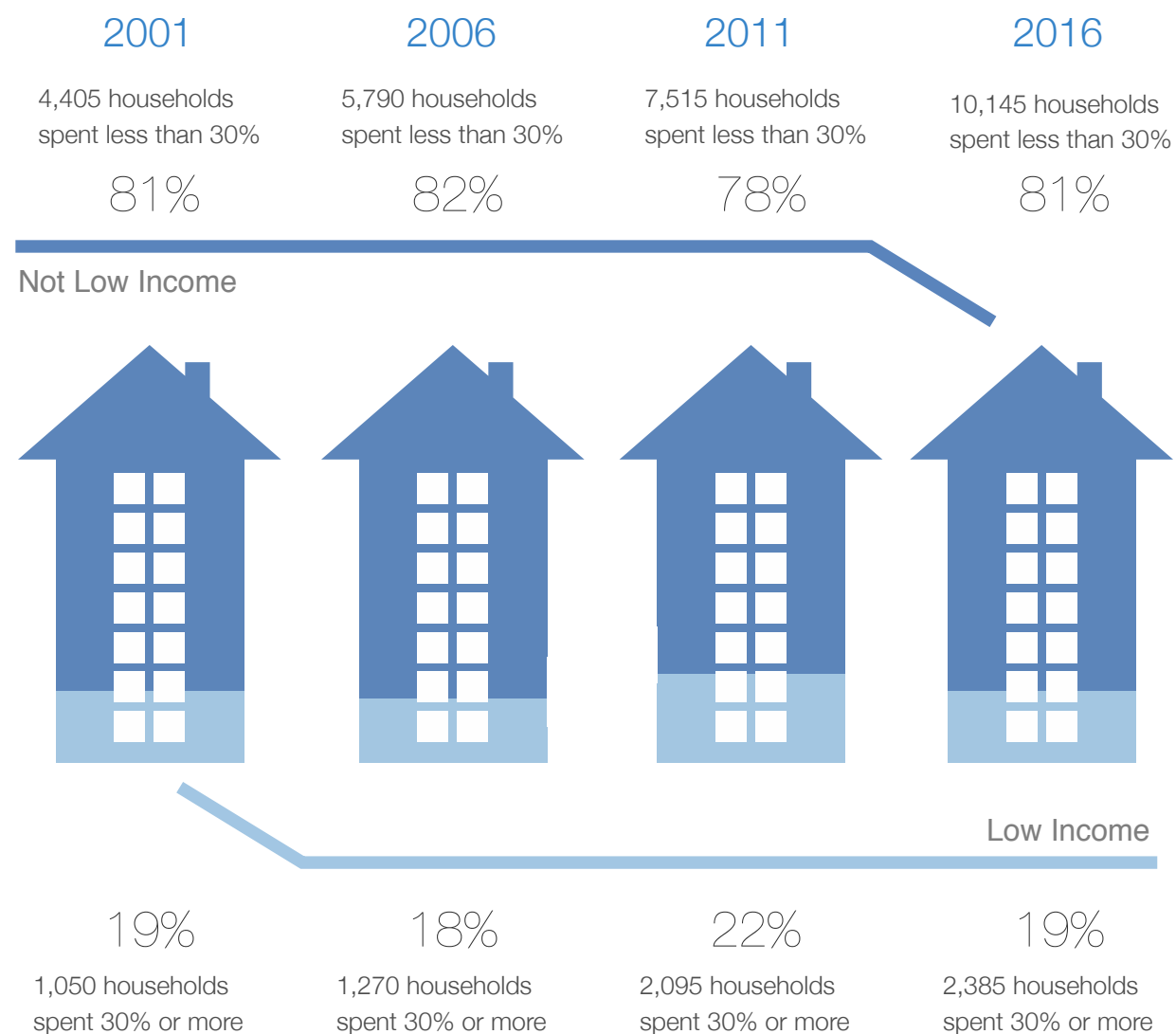


³¹ For the Federal Census, the reference year for all income data is the previous calendar year. Adjusted after-tax income of economic families for all persons in private households.

2.6.6. Housing Affordability

Housing Affordability is measured on the basis of 'shelter-cost-to-income' ratio. Where shelter costs are high relative to income (i.e. in excess of 30%) housing is considered to be 'unaffordable'. The majority of Spruce Grove families have a favourable income to housing cost ratio, with only 19% of households spending 30% or more of their income on shelter. This rate has been relatively constant over the analysis timeframe.

Housing Affordability (2001-2016)³²



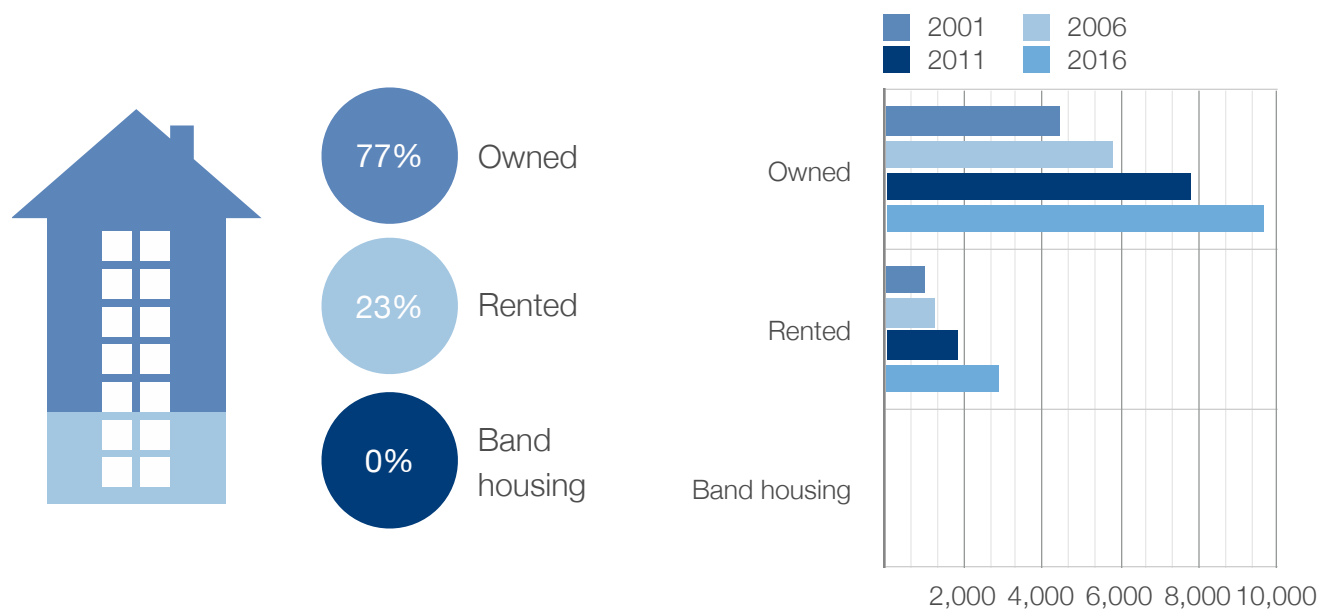
³² For the Federal Census, the reference period for shelter cost data is the census year, while household total income is reported for the previous calendar year.

2.6.7. Housing Tenure

Housing Tenure refers to whether the household owns or rents their private dwelling.³³ In 2016 the majority of Spruce Grove families (77%) owned their dwelling unit, with 23% renting. The rate of ownership is somewhat higher in Spruce Grove than the Edmonton Metropolitan Region as a whole. There is no Band Housing in Spruce Grove.

These proportions of Housing Tenure in Spruce Grove have remained relatively stable over the period of analysis.

Number of Households by Housing Tenure (2016)

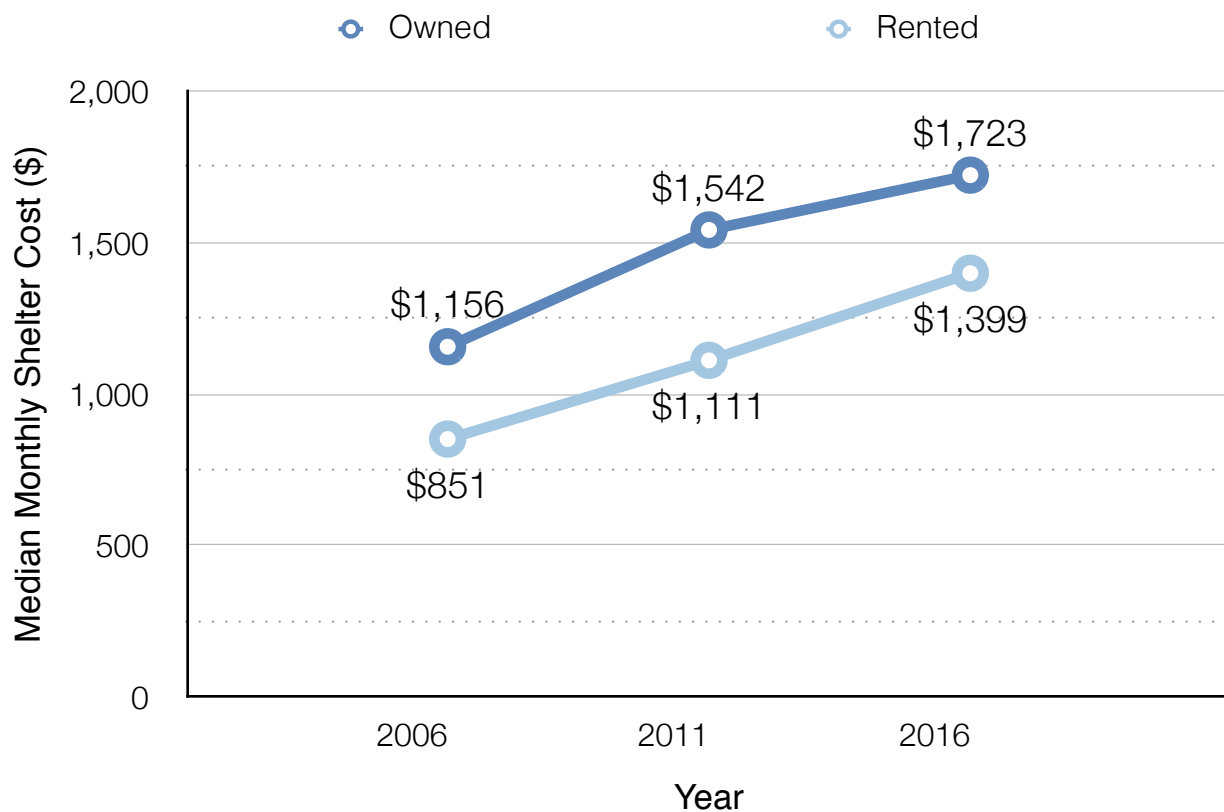


³³ A household is considered to own their dwelling if some member of the household owns the dwelling even if it is not fully paid for, for example if there is a mortgage or some other claim on it. A household is considered to rent their dwelling if no member of the household owns the dwelling. A household is considered to rent that dwelling even if the dwelling is provided without cash rent or at a reduced rent, or if the dwelling is part of a cooperative.

2.6.8. Monthly Shelter Costs

Shelter cost refers to the average monthly total of all shelter expenses paid by households that own or rent their dwelling. In 2016 Spruce Grove households paid just over \$1,700 per month if they owned their dwelling unit, and renters paid almost \$1,400 per month. The Median Monthly Shelter Costs in the Edmonton Metropolitan region were somewhat lower, at \$1,500 for owners and \$1,255 for renters in 2016.

Median Monthly Shelter Costs by Housing Tenure (2006-2016)

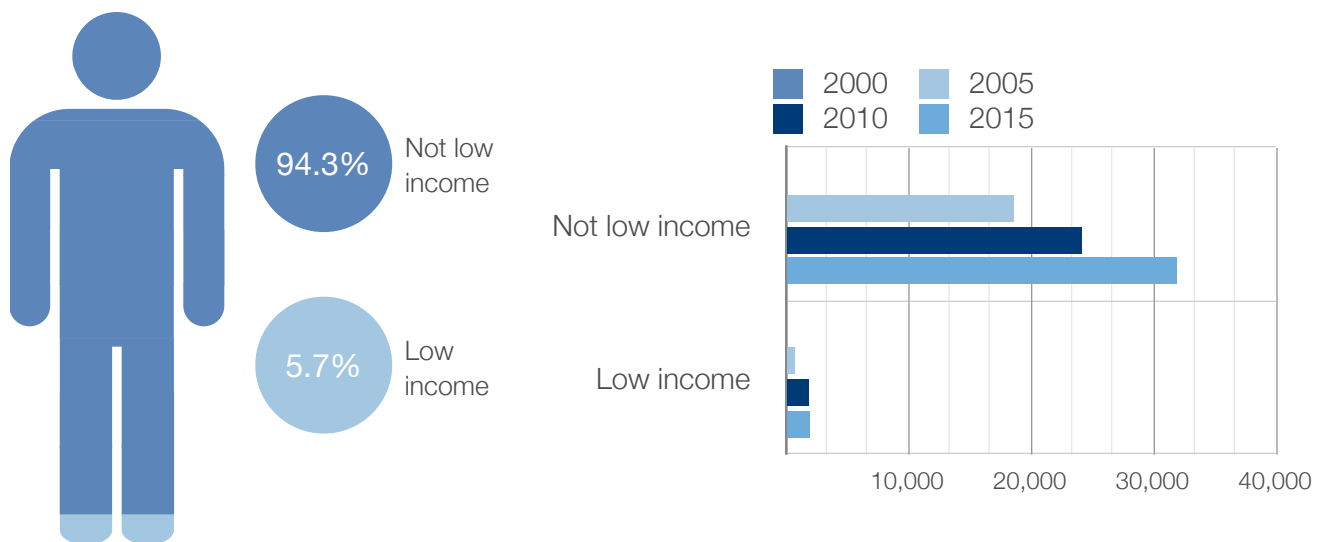


2.6.9. Low Income Measure After Tax

The Low Income Measure, after tax (LIM-AT), refers to a fixed percentage (50%) of median-adjusted after tax income of private households. Adjustment for household sizes reflects the fact that a household's needs increase as the number of members increases.³⁴

In 2015, 5.7% of Spruce Grove households were deemed to be 'low income' based on the LIM-AT low income measure. This rate of low income has declined in Spruce Grove since 2010. The proportion of Spruce Grove families deemed to be low income compares favourably to the Edmonton Metropolitan Region, where a total of 9.3% of families were 'low income' in 2015.

Prevalence of Low Income Based on the LIM-AT (2015)³⁵



³⁴ For example, a household of five has greater needs than a household of two. This adjustment for different household sizes reflects the fact that a household's needs increase, but at a decreasing rate, as the number of members increases.

³⁵ For the Federal Census, the reference year for all income data is the previous calendar year. Data for Low Income Measure, after tax is not available in 2000.

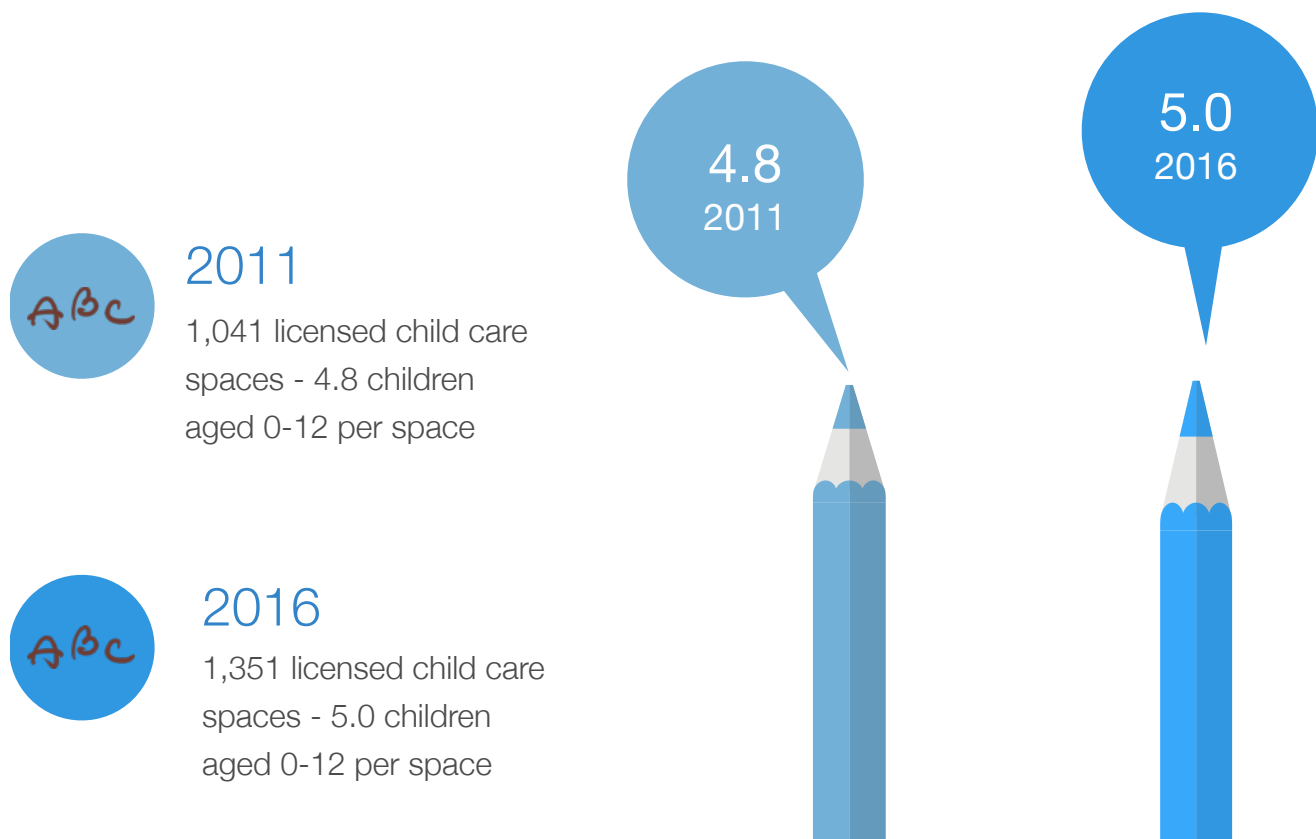
2.6.10. Child Care

The availability of a large segment of the workforce depends on the availability of affordable quality child care. In Spruce Grove, 44% of families have children, of which 10% are lone parents.

Licensed child care spaces as approved by the Province represent one, albeit important, segment of formal child care. In 2016 Spruce Grove had 1,351 licenced child care spaces, up almost 30% from the 1,041 available in 2011.³⁶

The number of children aged 0-12 years per licensed space has increased somewhat from 4.8 in 2011 to 5.0 in 2016. These rates are better than the average for the Edmonton Metropolitan Region which averaged 5.8 and 5.3 children aged 0-12 per licensed space in 2011 and 2016 respectively.³⁷

Children Aged 0-12 Per Licensed Child Care Spaces (2011-2016)



³⁶ Licensed child care spaces include those in the following programs: Daycare Program, Family Day Home Program, Out of School Care and Pre-School Program. More information is available at: <https://open.alberta.ca/opendata/childcareinformation>

³⁷ A lower number of children per licensed space is better as it indicates a greater availability of formal child care.

2.6.11. Employers

The number of businesses in Spruce Grove increased by 45% between 2001 and 2016, with decline in only one sector, Management of companies and enterprises.

The Construction sector exhibited the largest growth in Spruce Grove since 2001, adding over 200 businesses over the past 15 years. The Professional, scientific and technical services sector and Retail trade sector added 87 and 77 businesses respectively over the same period.

Business Entities by Industry 2001-2016 (2 digit NAICS)³⁸

Industry	2001	2006	2011	2016
11 Agriculture, forestry, fishing and hunting	8	13	9	11
21 Mining, quarrying, and oil and gas extraction	11	18	20	26
22 Utilities	1		2	2
23 Construction	81	201	187	286
31-33 Manufacturing	16	27	18	37
41 Wholesale trade	29	47	38	34
44-45 Retail trade	68	116	123	145
48-49 Transportation and warehousing	41	71	59	73
51 Information and cultural industries	6	5	3	6
52 Finance and insurance	13	30	23	29
53 Real estate and rental and leasing	24	41	32	47
54 Professional, scientific and technical services	64	118	117	151
55 Management of companies and enterprises	8	13	11	2
56 Administrative and support, waste management and remediation services	22	31	43	49
61 Educational services	9	9	6	11
62 Health care and social assistance	36	49	58	58
71 Arts, entertainment and recreation	7	6	10	14
72 Accommodation and food services	29	49	54	76
81 Other services (except public administration)	66	107	121	141
91 Public administration	1	1	1	1
Total	540	952	935	1,199

³⁸ More information is available under Business Activity at: <https://regionaldashboard.alberta.ca/#/>.

3. Appendix A: Technical

Applications Management Consulting Ltd has an Employment Demand and Supply Model that projects employment by detailed industry and occupation. This model, in conjunction with our regional population forecasting model have been used to estimate where the data is not available.

This includes the following information contained in this report:

- ▶ Population Growth (page 6): Where census information is not available, Applications has estimated the intervening years using our Population Employment Forecasting Model. This model calibrates historic municipal population and employment data to regional (Census Metropolitan Area - CMA) totals.
- ▶ Labour Force Participation Rates (page 12): Data for non-census years has been estimated from annual Labour Force Data at the regional CMA level and allocated to municipalities within the region.
- ▶ Employment Rates (page 13): Data for non-census years has been estimated from annual Labour Force Data at the regional CMA level and allocated to municipalities within the region.
- ▶ Employment Growth (page 14): Data for non-census years has been estimated from annual Labour Force Data at the regional CMA level and allocated to municipalities within the region.
- ▶ Full Time / Part Time Employment (page 15): Data for 2015 has been estimated from annual Labour Force Data at the regional CMA level and allocated to municipalities within the region.
- ▶ Unemployment Rates (page 16): Data for non-census years has been estimated from annual Labour Force Data at the regional CMA level and allocated to municipalities within the region.
- ▶ Employment by Industry (page 18): 2006 employment by industry data was not available at the same level of industry data as 2011 and 2016. This data was estimated from the available industry categories and disaggregated to 2 digit NAICS using Labour Force Data at the regional CMA level for the affected industries.
- ▶ Work At Home by Industry (page 20): This data was taken from work Applications' completed for Alberta Transportation where regional population and employment estimates were made for over 1,300 Traffic Zones. This data included an estimate of employment associated with 'work at home' by 2 digit NAICS. These 'work at home' estimates are based on a special run of this data from Statistics Canada census and advanced to 2016.
- ▶ Detailed 4 Digit NOC (page 25): Applications' Employment Demand and Supply Model works at a 4 digit NOC level. The industry employment levels for each municipality have been run through this model to estimate the occupational employment by industry and by detailed occupation.
- ▶ Skill Level (page 29): Skill levels are assigned to each 4 digit NOC. Once the detailed NOC analysis was completed, skill levels were assigned to estimate the total number of workers in each skill level group.

- ▶ Labour Market Gap (page 34): Jobs data was taken from work Applications' completed for Alberta Transportation where regional population and employment estimates were made for over 1,300 Traffic Zones. Workers data is from the Federal Census 2016.

4. Appendix B: Sources

Unless otherwise footnoted, data used is from the Federal Census. Federal Census data contained in this report is from 2001, 2006, 2011 and 2016. 2011 data is from the National Household Survey Community Profile data.

Federal Census data includes the following information contained in this report:

- ▶ Population Growth (page 6): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Population by Age Group (pages 7-8): Information used is from the Federal Census 2001 and 2016.
- ▶ Family Composition (page 9): Information used is from the Federal Census 2011 and 2016.
- ▶ Working Age Population (page 10): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Labour Force by Gender (page 11): Information used is from the Federal Census 2001 and 2016.
- ▶ Labour Force Participation Rates (page 12): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Employment Rate (page 13): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Employment Growth (page 14): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Full Time / Part Time Employment (page 15): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Unemployment Rates (page 16): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ 2 Digit NAICS (pages 17-18): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ 1 Digit NOC (pages 21-22): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ 1 Digit NOC by Gender (pages 23-24): Information used is from the Federal Census 2001 and 2016.
- ▶ Highest Level of Educational Attainment Overview (page 26): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Post Secondary Breakdown (page 27): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Post Secondary Field of Study (page 28): Information used is from the Federal Census 2001, 2006, 2011 and 2016.

- ▶ Work to Home by Municipality (pages 30-32): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Work to Home Transportation (page 33): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Median Household Income (page 37): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Household Income Distribution (page 38): Information used is from the Federal Census 2016.
- ▶ Income by Family Composition (page 39): Information used is from the Federal Census 2011 and 2016.
- ▶ Economic Family Income Distribution (page 41): Information used is from the Federal Census 2011 and 2016.
- ▶ Housing Affordability (page 42): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Housing Tenure (page 43): Information used is from the Federal Census 2001, 2006, 2011 and 2016.
- ▶ Monthly Shelter Costs (page 44): Information used is from the Federal Census 2006, 2011 and 2016.
- ▶ Low Income Measure After Tax (page 52): Information used is from the Federal Census 2006, 2011 and 2016.

