

# Labour Market Review

## February 2025

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### Highlights

February 2025

**Total Employment** **February 2025** from January 2025 from February 2024  
 Calgary Economic Region (Seasonally unadjusted 3-month-moving-average) **1,036,800** ▲ 5,500 ▲ 63,200

### Unemployment Rates

	Feb 2025	Feb 2024
<b>Canada</b>	6.6%	5.9%
<b>Alberta</b>	6.7%	6.2%
<b>Calgary</b> Census Metropolitan Area*	7.3%	6.2%
<b>Calgary</b> Economic Region*	7.2%	6.2%

\*3-month-moving-average

### Average Wage Rates

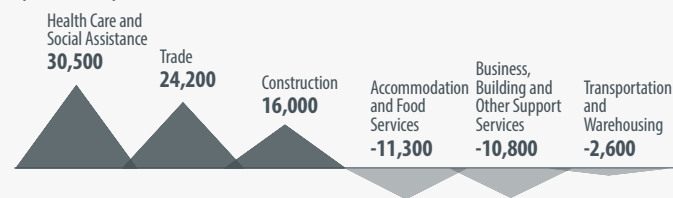
Calgary Census Metropolitan Area  
 February 2025, year-over-year change  
**Hourly ▲ 4.0%** **Weekly ▲ 3.7%**

### Employment Insurance

Calgary Census Metropolitan Area  
**December 2024 16,880** recipients

### Most Job Gains and Job Losses by Industry

February 2025, year-over-year change



### The Calgary Economic Region (CER) recorded a 7.2 per cent unemployment rate in February 2025.

The Calgary Economic Region's (CER) three-month-moving-average unemployment rate<sup>1</sup> rose from 6.2 per cent in February 2024 to 7.2 per cent in February 2025. The CER's labour force grew<sup>2</sup> by 7.6 per cent in February 2025 year-over-year (y-o-y), employment increased slower at 6.5 per cent, causing the unemployment rate to rise. For February 2025, the CER labour force participation rate rose by 1.0 percentage points y-o-y to 70.2 per cent.

### Calgary and Toronto saw an improvement in unemployment from January 2025.

Chart 2 compares unemployment rates in February 2025 across major Canadian Census Metropolitan Areas (CMA). Calgary and Toronto both saw the largest unemployment rate declines, registering a 0.4 and 0.2 percentage point decline. The Calgary CMA's unemployment for February 2025 stood at 7.3 per cent, ranking only lower than Toronto (8.6 per cent). The Toronto CMA currently had the highest unemployment rate across major Canadian cities for the month of February 2025.

### The CER added 63,200 jobs in February 2025, mainly in the health and retail trade industries.

The CER added 63,200 positions between February 2024 and February 2025, with full-time employment up 69,500 and part-time employment down 6,300 y-o-y. By industry, the goods-producing sector gained 14,500 jobs y-o-y, led by Construction (+16,000). The service-producing sector grew by 48,600 y-o-y, led by Health Care and Social Assistance (+30,500) and Retail Trade (+25,300).

### Innovation, an aging population and residential investment will define Calgary's labour market over the next decade.

The City of Calgary's recently updated labour market forecasts show growing labour demand due to three main factors: innovation, Calgary's aging population, and residential investment growth. The proportion

of seniors in Calgary is growing and is expected to rise between now and 2030. More specifically, the proportion of seniors (65 years and above) is expected to increase from an estimated 13 per cent in 2024 to approximately 16 per cent in 2030. The number of seniors is expected to average a 5.2 per cent growth rate between 2025 and 2030 and drive demand for healthcare workers.

Recent changes to federal immigration policy indicate a sharp decline in international net migration in the immediate future. Despite this, three consecutive years of rapid population growth, combined with Calgary's relative housing affordability, is expected to keep residential investment strong. The rise in Calgary's population is expected to play a significant role in increased residential investment, driving up demand for workers in construction and trades.

Technological change, digital trends (including artificial intelligence and information processing technology), and investments to reduce carbon emissions are also expected to shape Calgary's labour market. Projections show an estimated 427,000 job openings within the CER between 2024 and 2033. These jobs are projected to be concentrated in Health Care and Social Assistance, Construction, and Professional, Scientific and Technical Services. For a more detailed breakdown of occupational projections for the Calgary Region, click this [link](#).

### The Alberta 2025 Budget continues to support the attraction of training of workers in high-demand sectors.

Alberta's Budget 2025 was released just last week. The provincial government continues to show support through targeted expansion of workers in high-demand post-secondary programs aligned with priority economic sectors, including business, construction, health care, and technology.

With labour shortages prevalent in the health sector, particularly in light of an aging population and rapid population growth, investments are being made to boost training and recruitment within the healthcare industry. Budget 2025 reports \$20 million in funding for 2025 and 2026 to support nurse practitioners to increase capacity within the health sector. The 2024-2027 Rural Health Action Plan continues to be implemented, providing funding of \$44 million in 2025 for the Physician Training Expansion Program delivered through rural training centres and increased access to medical education in rural areas. The Plan aims to attract and retain healthcare providers in rural communities. An additional \$15 million was explicitly mentioned for recruiting and retaining physicians who practice full-time in underserved areas.

Funding for skilled trades programs targeting labour shortages remained the same as last year (\$135 million). Additional funding was also provided to expand the police force in Calgary and Edmonton.

### Real wage growth in Calgary has slowed down.

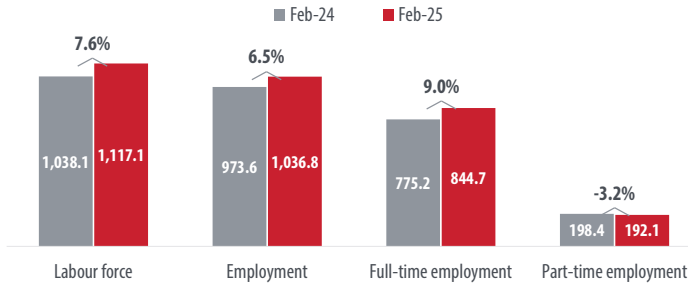
The real average hourly wage for the Calgary CMA rose from \$21.9 in January 2024 to \$22.2 in January 2025, marking a 0.3 per cent y-o-y growth. Nominal average hourly wages rose from \$37.1 to \$38.6 y-o-y in February 2025, marking a 4.0 per cent growth rate.

Statistics Canada's recently released Consumer Price Index (CPI) data showed an uptick in inflation in January 2025. For the Calgary CMA, inflation went from 2.4 per cent in December 2024 to 2.47 per cent in January 2025. This marks a drop from January 2024's recorded rate of inflation (4.1 per cent).

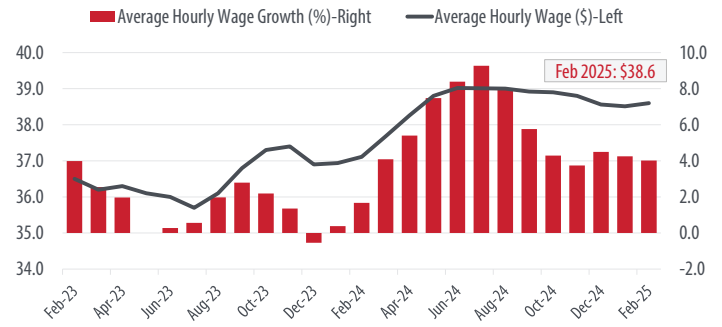
<sup>1</sup> All statistics referenced are seasonally unadjusted unless stated otherwise.

<sup>2</sup> All growth or changes referenced are year-over-year (y-o-y) unless stated otherwise.

**Chart 1: CER Aggregate Labour Market Summary**  
Year-over-year Comparisons (000's)

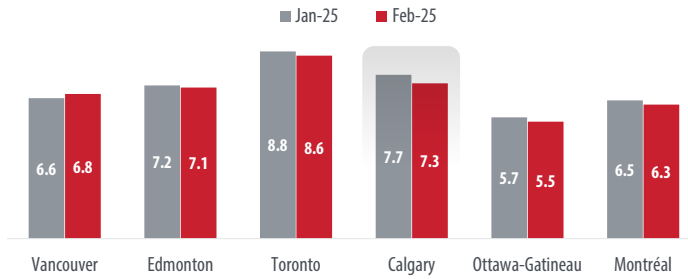


**Chart 6: Calgary CMA wage growth has slowed down but still strong**



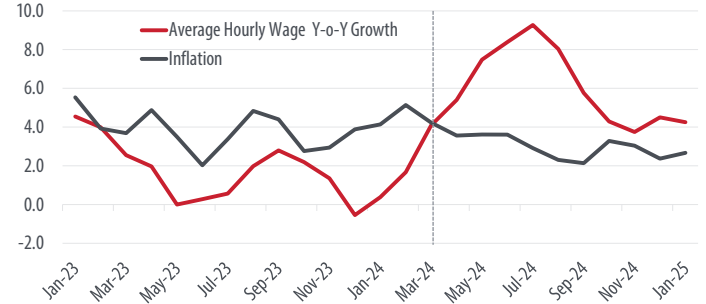
**Chart 2: Calgary's unemployment rate remains elevated**

Seasonally-Adjusted Unemployment Rate Comparison Between Major CMA's In Canada (%)



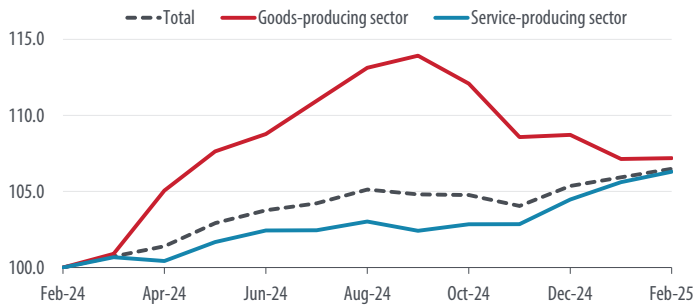
**Chart 7: Inflation and average hourly wage growth for the Calgary CMA**

Inflation and Average Hourly Wage Year-over-year Growth for the Calgary CMA (%)



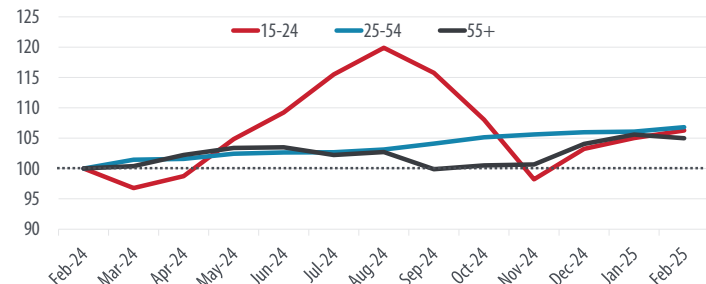
**Chart 3: Employment in Calgary's sectors is showing signs of improvement**

CER Employment indexed to February 2024



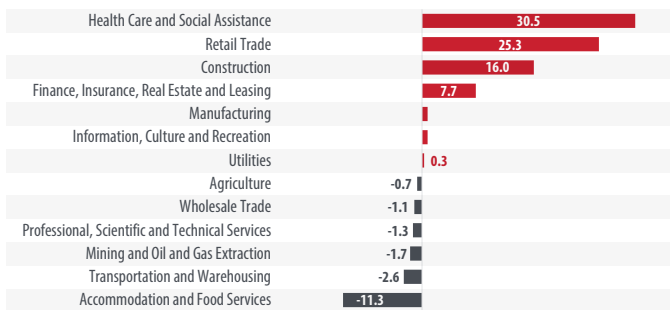
**Chart 8: Employment among younger cohorts has seen some modest improvement**

CER Employment by Age Cohort Indexed to February 2024



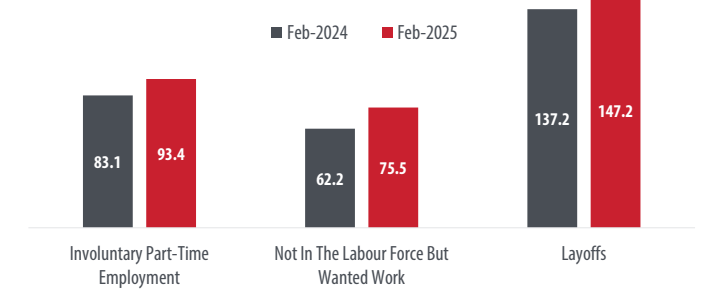
**Chart 4: Hiring is picking up significantly in the health care industry**

Year-over-year changes in CER Employment by Industry February 2025 (000's)



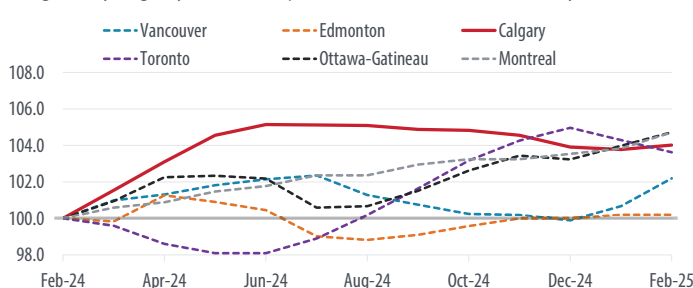
**Chart 9: Indicators of "Hidden Unemployment" and Layoff Trends**

(000's)

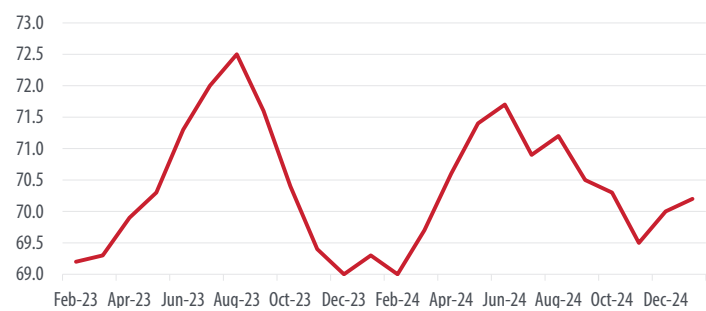


**Chart 5: Average hourly wage growth in Calgary has slowed down but still remains strong**

Average Hourly Wages by Census Metropolitan Area (CMA) Indexed to February 2024



**Chart 10: Calgary Economic Region- Labour Force Participation Rate (%)**



**Table 1. Labour Force Statistics**  
(Seasonally unadjusted 3-month-moving-average)

CALGARY ECONOMIC REGION	Description	Feb-25	Jan-25	Feb-24	Annual Change
	Working Age Population ('000)	1,592.4	1,586.8	1,503.9	88.5
Labour Force ('000)	1,117.1	1,113.8	1,038.1	79.0	
Labour Force Participation Rate (%)	70.2	70.2	69.0	1.2	
Employment ('000)	1,036.8	1,031.3	973.6	63.2	
Employment Rate (%)	65.1	65.0	64.7	0.4	
Unemployment ('000)	80.3	82.4	64.5	15.8	
Unemployment Rate (%)	7.2	7.4	6.2	1.0	

ALBERTA	Description	Feb-25	Jan-25	Feb-24	Annual Change
	Working Age Population ('000)	4,001.7	3,991.4	3,827.5	174.2
Labour Force ('000)	2,734.1	2,735.3	2,635.5	98.6	
Labour Force Participation Rate (%)	68.3	68.5	68.9	(0.6)	
Employment ('000)	2,547.1	2,545.8	2,467.3	79.8	
Employment Rate (%)	63.7	63.8	64.5	(0.8)	
Unemployment ('000)	187.0	189.5	168.2	18.8	
Unemployment Rate (%)	6.8	6.9	6.4	0.4	

Sources: Statistics Canada, Corporate Economics, March 7, 2025

**Table 2. Calgary CMA Wage by Industry**

Industry	Total employees*** ('000 people)			Average weekly earning (\$)			Total weekly wage bill (\$million)			Total hours worked (hours)		
	Feb-25	Feb-24	Change (y/y)	Feb-25	Feb-24	Change (y/y)	Feb-25	Feb-24	Change (y/y)	Feb-25	Feb-24	Change (y/y)
Mining, Quarrying, and Oil and Gas Extraction	43.9	45.1	(1.2)	2,908.6	2,246.8	661.8	127.7	101.3	26.4	42.6	43.0	(0.3)
Utilities	11.1	9.4	1.7	2,463.3	2,279.5	183.8	27.3	21.4	5.9	39.0	39.4	(0.4)
Construction	71.0	57.1	13.9	1,435.4	1,768.6	(333.2)	101.9	101.0	0.9	41.1	40.7	0.5
Manufacturing	45.9	45.0	0.9	1,415.6	1,342.9	72.7	65.0	60.4	4.5	39.2	40.0	(0.8)
Wholesale Trade	27.2	26.8	0.4	1,469.8	1,602.2	(132.4)	40.0	42.9	(3.0)	38.6	40.9	(2.3)
Retail Trade	103.2	84.0	19.2	931.6	694.4	237.2	96.1	58.3	37.8	35.2	31.7	3.4
Transportation and Warehousing	53.8	56.3	(2.5)	1,504.8	1,327.0	177.8	81.0	74.7	6.2	37.9	38.4	(0.4)
Information and Cultural Industries	15.9	12.2	3.7	1,485.8	1,135.6	350.2	23.6	13.9	9.8	36.5	34.2	2.3
Finance and Insurance	38.6	38.9	(0.3)	1,667.3	1,849.7	(182.4)	64.4	72.0	(7.6)	38.2	38.9	(0.7)
Real Estate Rental and Leasing	15.2	10.8	4.4	1,277.5	1,350.8	(73.3)	19.4	14.6	4.8	37.4	36.6	0.7
Professional Scientific and Technical Services	101.5	100.9	0.6	1,931.3	2,052.3	(121.0)	196.0	207.1	(11.1)	37.8	38.9	(1.1)
Administrative and Support	19.4	29.0	(9.6)	1,124.0	1,024.2	99.8	21.8	29.7	(7.9)	39.9	36.7	3.1
Educational Services	62.4	55.6	6.8	1,310.6	1,243.2	67.4	81.8	69.1	12.7	34.7	32.3	2.4
Health Care and Social Assistance	115.4	85.0	30.4	1,229.8	1,154.4	75.4	141.9	98.1	43.8	33.7	34.7	(1.0)
Arts Entertainment and Recreation	19.2	22.2	(3.0)	820.9	611.9	209.0	15.8	13.6	2.2	30.3	25.1	5.2
Accommodation and Food Services	46.2	50.5	(4.3)	550.4	623.2	(72.8)	25.4	31.5	(6.0)	26.5	29.4	(2.9)
Other Services (except Public Admin)	28.3	32.3	(4.0)	1,177.2	1,012.5	164.7	33.3	32.7	0.6	38.3	37.0	1.4
Public Administration	30.3	25.5	4.8	1,749.5	1,739.7	9.8	53.0	44.4	8.6	35.8	36.6	(0.8)
<b>All Industries</b>	<b>849.1</b>	<b>787.8</b>	<b>61.3</b>	<b>1,431.8</b>	<b>1,381.1</b>	<b>50.7</b>	<b>1,215.7</b>	<b>1,088.0</b>	<b>127.7</b>	<b>37.1</b>	<b>37.2</b>	<b>(0.1)</b>

\*\*\* Excluding self-employed Note: Lack of data for Agriculture and Management of Companies and Enterprises  
Sources: Statistics Canada, Corporate Economics, March 7, 2025

Next update: April 4, 2025

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