



Labour Market Review

June 2025

Sean Li Student Economist | Paapa Essel Corporate Economist | Estella Scruggs Senior Corporate Research Analyst

July 11, 2025

Highlights

June 2025

Total Employment  **June 2025**
 Calgary Economic Region
 (Seasonally unadjusted 3-month-moving-average)
 1,059,000 ▲25,100 ▲48,900
 from May 2025 from June 2024

Unemployment Rates

	June 2025	June 2024
Canada	6.9%	6.4%
Alberta	6.8%	7.2%
Calgary Census Metropolitan Area*	7.4%	8.7%
Calgary Economic Region*	7.3%	8.2%

*3-month-moving-average

Average Wage Rates

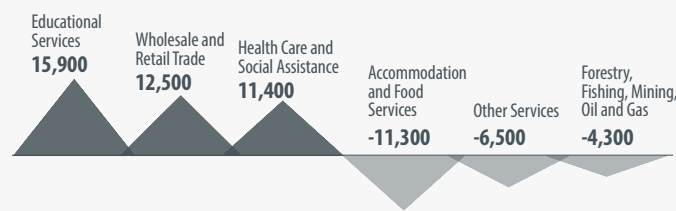
Calgary Census Metropolitan Area
June 2025, year-over-year change
 Hourly ▲1.3% Weekly ▲1.0%

Employment Insurance

Calgary Census Metropolitan Area
 April 2025 **19,420** recipients
 

Most Job Gains and Job Losses by Industry

June 2025, year-over-year change



The Calgary Economic Region (CER) recorded a 7.3 per cent unemployment rate in June 2025.

The three-month-average unemployment rate in the Calgary Economic Region (CER) has decreased since last year, decreasing from 8.2 per cent in June 2024 to 7.3 per cent in June 2025. During the same period, the labour force in the CER expanded by 3.8 per cent year-over-year (y-o-y), while employment grew at a faster pace (4.8 per cent).

The CER added 48,900 jobs in June 2025, mainly in the education, health, and retail trade industries.

In the period from June 2024 to June 2025, the CER saw an increase of 48,900 jobs, with full-time positions rising by 46,600 while part-time roles rose by 2,300 from the previous year. Analyzing the data by sector, the goods-producing industry rose slightly year-over-year, with job strength primarily driven by a surge in Construction, contributing 7,500 jobs. Meanwhile, the services sector expanded by 47,000 jobs, with growth in Health Care and Social Assistance, which added 11,400 jobs, and Retail Trade, which saw an increase of 14,800 jobs. Most notably, Educational Services saw the highest increase this month by 15,900 jobs.

Calgary sees first real wage decline since March 2024 in May 2025 as inflation outpaces nominal gains.

The real average hourly wage for the Calgary Census Metropolitan Area (CMA) dropped from \$22.6 in May 2024 to \$22.3 in May 2025, marking a 0.2 per cent y-o-y drop. Nominal average hourly wages rose from \$39.0 in June 2024 to \$39.5 y-o-y in June 2025, marking a 1.3 per cent growth rate.

This drop in real wages in Calgary marks the first y-o-y decline in real wages since March 2024, signaling that inflationary pressure is outpacing nominal wage growth. Calgary CMA's inflation rate has been slowly decelerating, falling from 2.7 per cent in January 2025 to 1.8 per cent in May 2025. Despite the decline in inflation, the latest

inflation statistics highlighted the increasing expenditure for shelter and transportation. This trend has negative implications for Calgarians' purchasing power, as the increase in shelter cost erodes the gains from wage growth.

Calgary's climbing unemployment-to-job vacancy ratio points to a softer labour market.

With the release of the quarterly job vacancy rate by Statistics Canada, the data shows that in the first quarter of 2025, job vacancy in the CER dropped to 22,135, the lowest since the first quarter of 2021. As for the job vacancy rate, which represents the number of job vacancies expressed as a percentage of labour demand has fallen to 2.6 per cent, a decrease of 0.2 per cent since the last quarter.

Notably, Calgary's unemployment-to-job vacancy ratio, calculated by dividing the total number of unemployed people, by the number of vacant positions is increasing at an alarming rate. This ratio shows how many unemployed individuals are available for each vacant position, and is a measure of the overall tightness of the labour market. Referring to Chart 10, we observe that the unemployment-to-job vacancy ratio for the first quarter of 2025 rose to 3.9, meaning for every job vacancy, there are 3.9 persons available for that job. This ratio is up from lows of 1.4 in second quarter of 2022 and signals a more competitive labour market; demand for workers are not keeping up with the number of job seekers.

This trend is not unique to Calgary; Canada's unemployment-to job vacancy ratio has also increased, pointing to a broader national pattern of labour market softening. In the first quarter of 2025, the ratio increased to 3.0, up from 1.0 in the second quarter of 2022 .

Immigration, Refugees and Citizenship Canada unveils 2025–26 departmental plan prioritizing labour market needs and aligning education pathways with economic goals.

On June 20, the Government of Canada released the Immigration, Refugees and Citizenship Canada's (IRCC) 2025–26 Departmental Plan, which outlines its immigration priorities, planned spending, and performance targets for programs related to immigration, refugees, and citizenship. Notably, the Government of Canada plans to keep the percentage of the Canadian labour force that is made up of immigrants and refugees at greater or equal to 25 per cent. In addition, the Government of Canada plans to reduce the proportion of temporary residents to 5 per cent of Canada's total population, while shifting economic immigration streams toward transitioning temporary workers already in Canada to permanent residency. To address labour shortages in specific sectors and regions, the plan continues to prioritize programs targeting rural and Northern communities. Beyond 2027, the government also intends to stabilize permanent resident admissions at less than 1 per cent of Canada's population annually¹.

Additionally, on June 25, IRCC implemented major revisions to the list of eligible fields of study for the Post-Graduation Work Permit (PGWP) program, aligning it with updated labour market shortages and permanent residency pathways. This revision is only applicable to non-degree programs². The revised list adds 119 new programs in sectors facing increased labour demand, including healthcare (e.g., dentistry, veterinary), STEM (e.g., architecture), skilled trades (e.g., construction management), and others. At the same time, 178 fields of study were removed, particularly those in transportation (e.g., public transportation, aircraft technician), and agricultural programs.

1 Immigration, Refugees and Citizenship Canada's 2025–26 Departmental plan
2 Programs that do not lead to a bachelor's, master's, or doctoral degree

Chart 1: CER Aggregate Labour Market Summary

Year-over-year Comparisons (000's)

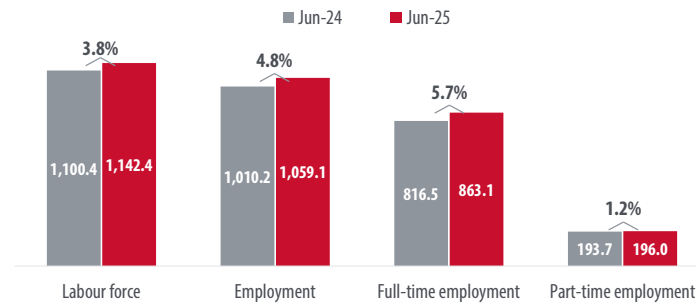


Chart 6: Calgary CMA wages saw a year-over-year jump in June 2025

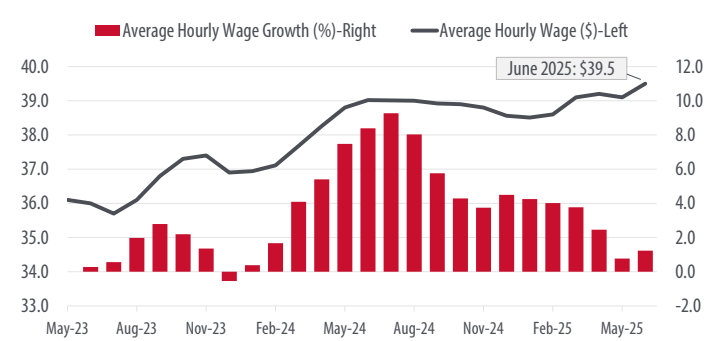


Chart 2: Calgary's unemployment rate drops slightly

Seasonally Adjusted Unemployment Rate Comparison between Major CMAs in Canada (%)

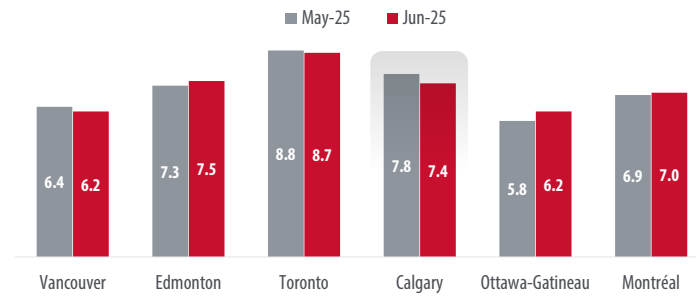


Chart 7: Inflation and average hourly wage growth for the Calgary CMA (%)

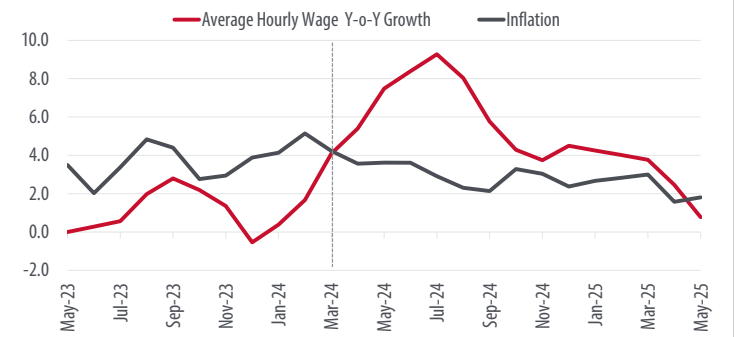


Chart 3: Job growth is being driven by the service-producing industry

CER Employment indexed to June 2024

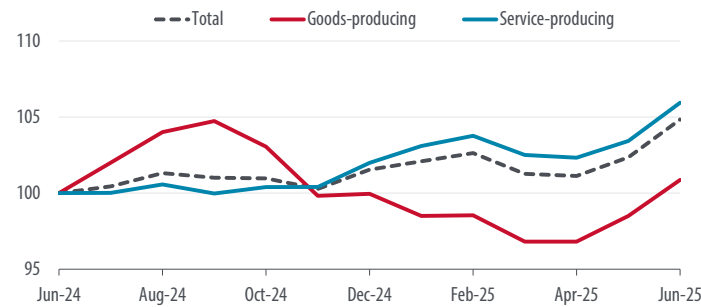


Chart 8: Employment among younger cohorts saw strong improvement last month

CER Employment by Age Cohort Indexed to June 2024

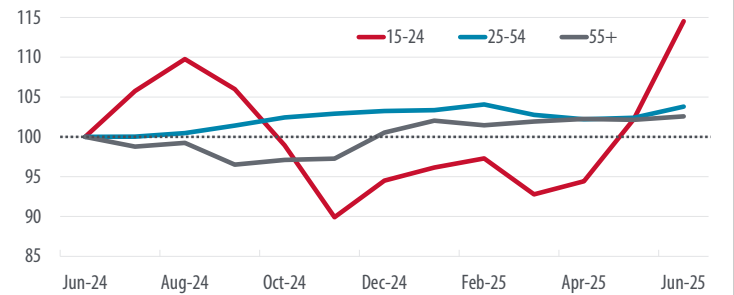


Chart 4: Retail Trade and Health Care are driving job growth

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

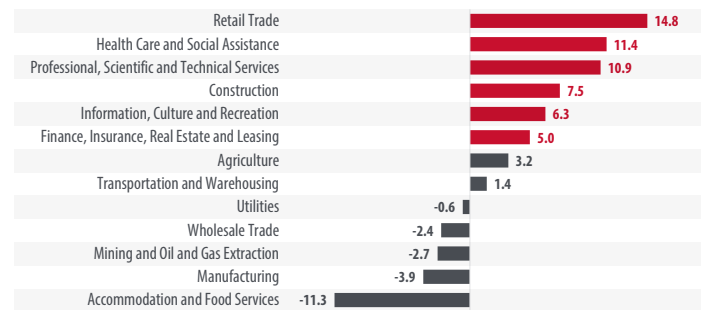


Chart 9: Layoffs and Discouraged Workers (Alberta)

Layoffs and Those Not In The Labour Force But Want to Work (000's)

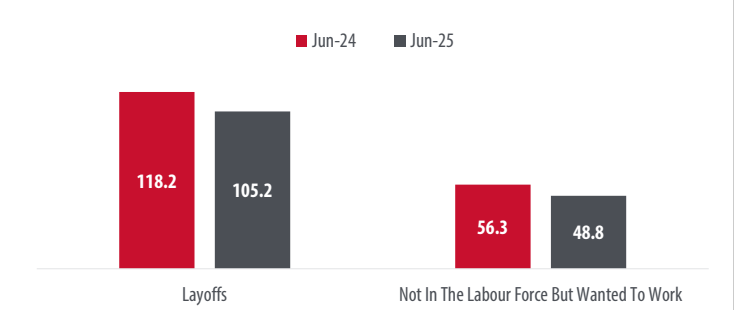


Chart 5: Average hourly wage growth in Calgary is up compared to last year

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

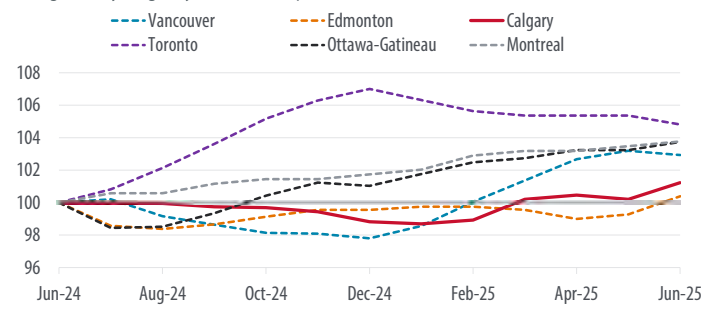


Chart 10: Unemployment-to-Job Vacancy Ratio

Q1 2017 - Q1 2025, CER vs. Canada

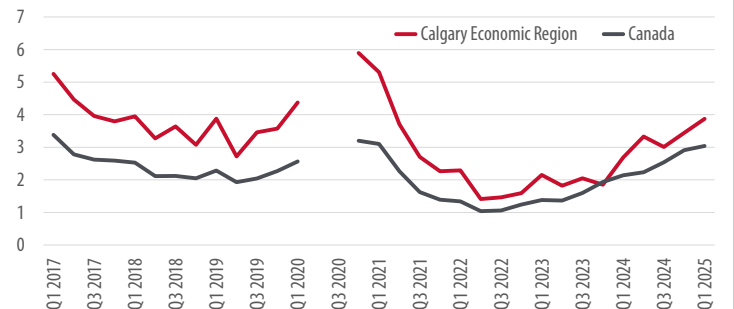


Table 1. Labour Force Statistics
(Seasonally unadjusted 3-month-moving-average)

CALGARY ECONOMIC REGION	Description	Jun-25	May-25	Jun-24	Annual Change
	Working Age Population ('000)	1,614.5	1,609.0	1,535.7	78.8
Labour Force ('000)	1,142.4	1,124.8	1,100.4	42.0	
Labour Force Participation Rate (%)	70.8	69.9	71.7	(0.9)	
Employment ('000)	1,059.1	1,034.0	1,010.2	48.9	
Employment Rate (%)	65.6	64.3	65.8	(0.2)	
Unemployment ('000)	83.3	90.7	90.3	(7.0)	
Unemployment Rate (%)	7.3	8.1	8.2	(0.9)	

ALBERTA	Description	Jun-25	May-25	Jun-24	Annual Change
	Working Age Population ('000)	4,041.9	4,032.0	3,890.5	151.4
Labour Force ('000)	2,793.8	2,766.4	2,719.9	73.9	
Labour Force Participation Rate (%)	69.1	68.6	69.9	(0.8)	
Employment ('000)	2,595.0	2,559.5	2,524.0	71.0	
Employment Rate (%)	64.2	63.5	64.9	(0.7)	
Unemployment ('000)	198.8	206.9	196.0	2.8	
Unemployment Rate (%)	7.1	7.5	7.2	(0.1)	

Sources: Statistics Canada, Corporate Economics, July 11, 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)		
	Jun-25	Jun-24	Change (y/y)	Jun-25	Jun-24	Change (y/y)	Jun-25	Jun-24	Change (y/y)	Jun-25	Jun-24	Change (y/y)
Mining, Quarrying, and Oil and Gas Extraction	44.3	46.3	(2.0)	2,813.4	2,764.2	49.2	124.6	128.0	(3.3)	41.1	42.6	(1.5)
Utilities	7.6	8.1	(0.5)	2,606.3	2,123.6	482.7	19.8	17.2	2.6	39.3	36.4	2.9
Construction	79.4	67.4	12.0	1,597.8	1,666.3	(68.5)	126.9	112.3	14.6	41.4	40.9	0.5
Manufacturing	48.0	50.4	(2.4)	1,511.7	1,385.5	126.2	72.6	69.8	2.7	39.8	39.8	(0.0)
Wholesale Trade	27.5	26.4	1.1	1,752.3	1,581.4	170.9	48.2	41.7	6.4	38.9	41.1	(2.2)
Retail Trade	89.4	80.5	8.9	943.9	712.1	231.8	84.4	57.3	27.1	33.7	31.8	1.9
Transportation and Warehousing	57.3	51.9	5.4	1,422.7	1,438.4	(15.7)	81.5	74.7	6.9	37.0	37.3	(0.2)
Information and Cultural Industries	12.3	11.2	1.1	1,510.9	1,342.3	168.6	18.6	15.0	3.6	35.3	37.3	(2.0)
Finance and Insurance	35.5	33.0	2.5	1,784.3	1,998.4	(214.1)	63.3	65.9	(2.6)	39.0	38.1	0.9
Real Estate Rental and Leasing	18.8	17.7	1.1	1,364.7	1,951.4	(586.7)	25.7	34.5	(8.9)	39.2	39.0	0.3
Professional Scientific and Technical Services	103.6	98.3	5.3	1,986.9	2,022.2	(35.3)	205.8	198.8	7.1	39.5	39.3	0.2
Administrative and Support	25.4	27.2	(1.8)	1,114.8	1,136.1	(21.3)	28.3	30.9	(2.6)	37.7	37.6	0.0
Educational Services	67.9	50.6	17.3	1,322.1	1,376.4	(54.3)	89.8	69.6	20.1	32.6	33.8	(1.3)
Health Care and Social Assistance	104.6	100.0	4.6	1,213.7	1,324.8	(111.1)	127.0	132.5	(5.5)	34.1	35.0	(0.9)
Arts Entertainment and Recreation	24.5	22.9	1.6	804.8	634.0	170.8	19.7	14.5	5.2	30.7	26.8	4.0
Accommodation and Food Services	44.6	58.9	(14.3)	585.1	584.1	1.0	26.1	34.4	(8.3)	30.0	27.7	2.3
Other Services (except Public Admin)	21.6	27.4	(5.8)	1,026.6	1,098.9	(72.3)	22.2	30.1	(7.9)	36.5	36.9	(0.3)
Public Administration	38.3	31.4	6.9	1,825.6	1,776.7	48.9	69.9	55.8	14.1	37.4	37.1	0.3
All Industries	852.9	812.7	40.2	1,472.3	1,458.4	13.9	1,255.7	1,185.2	70.5	37.3	37.4	(0.1)

*** Excluding self-employed *Note: Lack of data for Agriculture and Management of Companies and Enterprises*
Sources: Statistics Canada, Corporate Economics, July 11, 2025

Next update: August 8, 2025

For media inquiry, please contact:
The Media Line at **403.828.2954** or media.relations@calgary.ca

For the technical questions, please contact:

Stanley Kongnetiman
Manager, Corporate Economics
stanley.kongnetiman@calgary.ca

Sean Li
Student Economist
sean.li@calgary.ca

Paapa Essel
Corporate Economist
paapa.essel@calgary.ca

Estella Scruggs
Senior Corporate Research Analyst
estella.scruggs@calgary.ca

Many of our publications are available on the internet at www.calgary.ca/economy.

The City of Calgary provides this information in good faith. However, the aforementioned organization makes no representation, warranty or condition, statutory express or implied, takes no responsibility for any errors and omissions which may be contained herein and accepts no liability for any loss arising from any use or reliance on this report.