



Labour Market Review

July 2025

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Highlights

July 2025

Total Employment **July 2025** from June 2025 from July 2024
 Calgary Economic Region
 (Seasonally unadjusted 3-month-moving-average) **1,069,200** **▲10,100** **▲54,500**

Unemployment Rates

	July 2025	July 2024
Canada	6.9%	6.4%
Alberta	7.8%	7.1%
Calgary Census Metropolitan Area*	7.7%	7.6%
Calgary Economic Region*	7.5%	7.3%

*3-month-moving-average

Average Wage Rates

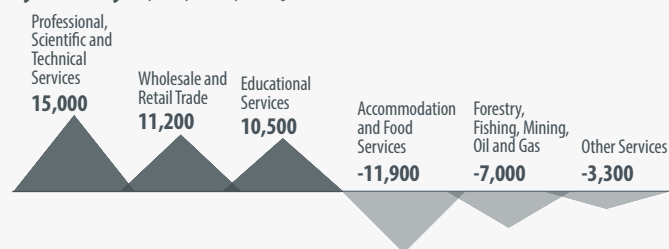
Calgary Census Metropolitan Area
 July 2025, year-over-year change
Hourly ▲2.6% **Weekly ▲2.3%**

Employment Insurance

Calgary Census Metropolitan Area
May 2025 **19,770** recipients

Most Job Gains and Job Losses by Industry

July 2025, year-over-year change



The Calgary Economic Region (CER) recorded a 7.5 per cent unemployment rate in July 2025.

The three-month-moving-average unemployment rate in the Calgary Economic Region (CER) has increased since last year, from 7.3 per cent in July 2024 to 7.5 per cent in July 2025. During the same period, the labour force expanded by 5.5 per cent year-over-year (y-o-y), while employment grew at a similar pace (5.4 per cent).

The CER added 54,500 jobs in July 2025, mainly in the service-producing industries while the goods-producing industry slows down.

In the period from July 2024 to July 2025, the CER saw an increase of 54,500 jobs, with full-time positions rising by 49,100 while part-time roles rose by 5,500 from the previous year. Analyzing the data by sector, the goods-producing industry decreased y-o-y (-1.8 per cent), with job strength primarily driven by a surge in Construction, contributing 1,400 jobs. However, employment in Construction saw a month-over-month (m-o-m) decline of 4.1 per cent. Meanwhile, the services sector expanded by 56,300 jobs, with notable growth in Professional, Scientific and Technical Services, which added 15,000 jobs, and Finance, Insurance, Real Estate and Leasing, which saw an increase of 9,100 jobs.

Gains in youth employment have been offset by labour market pressures from student and migrant inflows.

In July 2025, employment for youths in CER aged 15 to 24 showed improvement, with an increase of 14.7 per cent y-o-y. However, the youth unemployment rate in CER increased to 20.3 per cent, up from July 2024 (16.1 per cent). Excluding 2020 (the year of the pandemic), July's youth unemployment rate is the highest in the recorded history – since March 1987. While youth employment in Calgary has shown some improvement in recent months, the

unemployment rate among this demographic remains elevated. A plausible contributing factor is the significant increase in the temporary resident population, particularly international students, driven by previous immigration policies. Many of these individuals are actively seeking part-time employment or are recent graduates entering the job market. This has led to a sharp increase in the youth labour force. As a result, even though employment opportunities for young people have expanded, the rapid growth in labour supply has outpaced demand, contributing to persistently high unemployment rates within this age group. Nationally, Canada's youth unemployment rate rose to 15.1 per cent in July 2025, up from 14.3 per cent in June 2025. Corporate Economics has been actively exploring this issue and will delve deeper into the challenges and implications of post-pandemic youth unemployment in an upcoming publication.

Tariffs continue to pressure manufacturing as the sector contracts, with CER manufacturing employment declining year over year.

According to the July 2025 S&P Global Canada Manufacturing Purchasing Managers' Index (PMI), Canada's manufacturing sector contracted for the sixth consecutive month, with the PMI registering 46.1, well below the 50¹ threshold. The PMI measures the sector's performance based on five weighted components: New Orders (30 per cent), Output (25 per cent), Employment (20 per cent), Suppliers' Delivery Times (15 per cent), and Stock of Items Purchased (10 per cent). Persistent trade tensions and tariffs with the United States continued to weigh heavily on the sector, causing declines in output, new orders, and purchasing activity. Firms faced reduced demand and sales from U.S. clients, prompting them to cut inventories and reduce staffing levels. This trend is reflected in the data: in July 2025, the CER recorded a decrease of 0.2 per cent y-o-y in manufacturing sector employment. Nationally, Canada saw a decrease in manufacturing employment of 1.0 per cent y-o-y.

Trade uncertainty continues to undermine business and labour market confidence in Canada.

Earlier in the year in April, the United States announced a pause on reciprocal tariffs for Canada until August 1. On August 1, U.S. President Donald Trump enacted an executive order raising tariffs on Canadian imports from 25 per cent to 35 per cent. While the tariff appears broad, according to the Bank of Canada, it only affects a small share of Canadian exports because about 95 per cent of goods shipped to the U.S. are CUSMA-compliant and thus exempt. Nevertheless, persistent trade uncertainty remains a key driver of businesses' cautious approach to hiring and investment decisions. Data as of June 2025 shows that employment in sectors that rely on exports to the United States have declined significantly relative to other sectors as presented in Chart 10.

Additionally, the Bank of Canada published its second-quarter Business Outlook Survey on July 21, 2025. The survey highlights that while the worst-case tariff scenarios feared earlier in the year have become less likely, trade tensions and related uncertainties continue to weigh heavily on business sentiment. Many firms report slower sales growth and remain cautious about expanding their workforce or increasing investment, instead focusing on maintaining current operations. Overall, these dynamics signal ongoing challenges for the Canadian labour market amid trade uncertainties and a broader economic slowdown.

¹ A reading above 50 indicates expansion compared to the previous month, while a reading below 50 signals contraction, and 50 reflects no change.

Chart 1: CER Aggregate Labour Market Summary

Year-over-year Comparisons (000's)

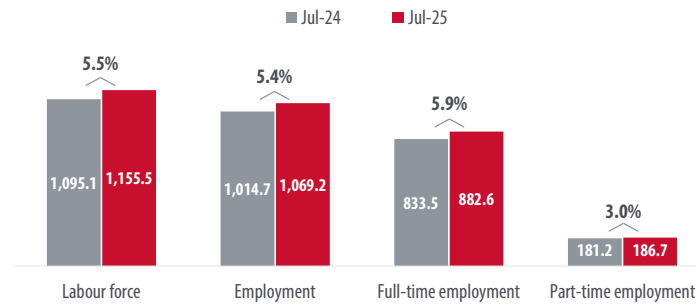


Chart 6: Calgary CMA wages saw a year-over-year jump in July 2025

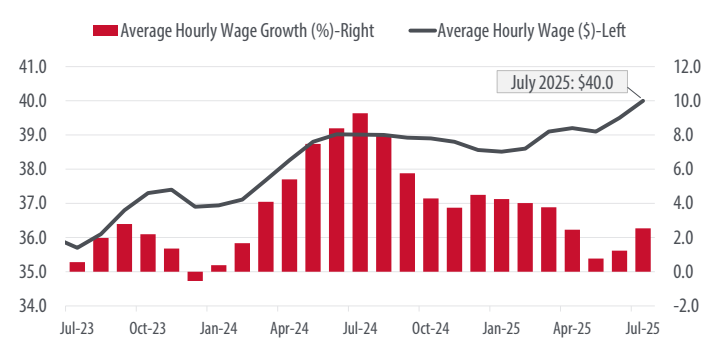


Chart 2: Calgary's unemployment rate increases slightly

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

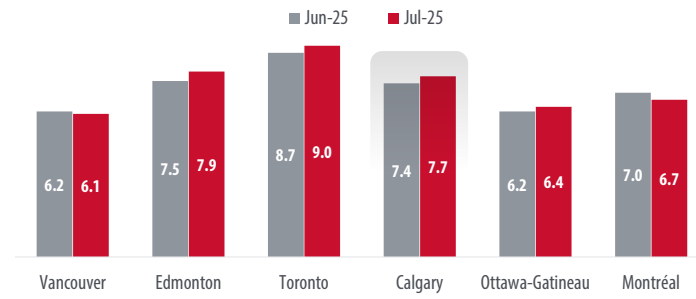


Chart 7: Inflation and average hourly wage growth for the Calgary CMA (%)

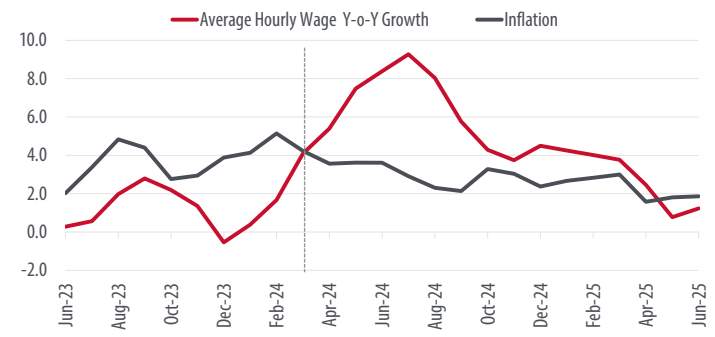


Chart 3: Hiring in Calgary's goods-producing sector is yet to fully recover

CER Employment indexed to July 2024

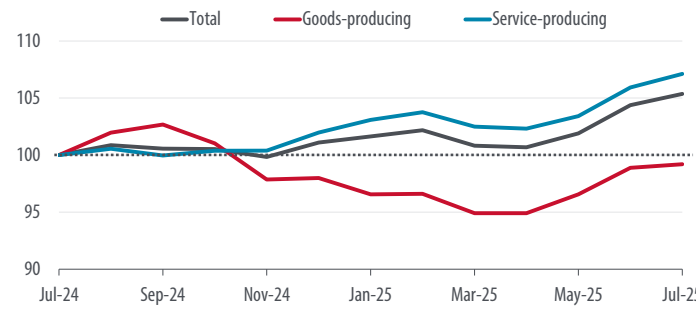


Chart 8: Employment among younger cohorts saw improvement last month

CER Employment by Age Cohort Indexed to July 2024

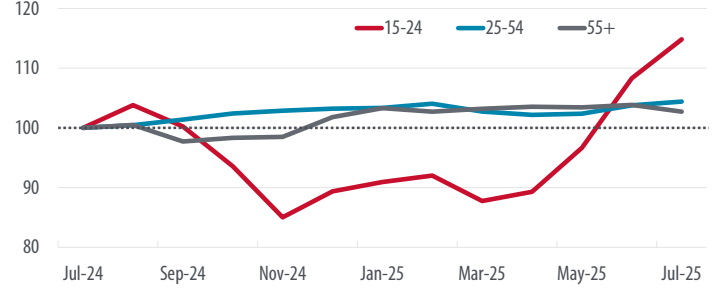


Chart 4: Accommodation and Food Services sees a big dip in employment

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

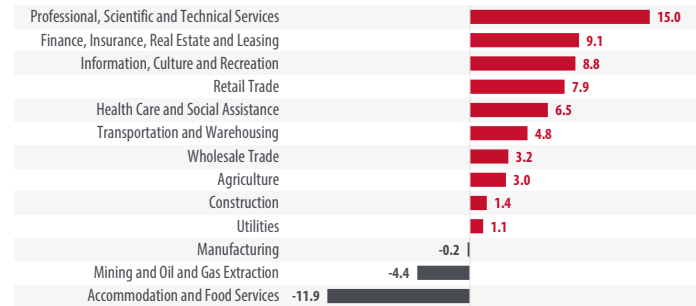


Chart 9: Layoffs and Discouraged Workers (Alberta)

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

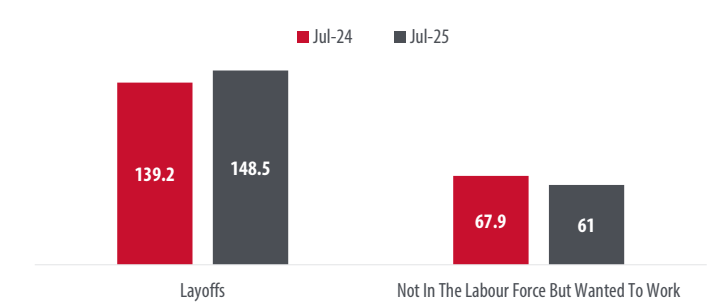


Chart 5: Average hourly wage growth in Calgary is up compared to last year

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

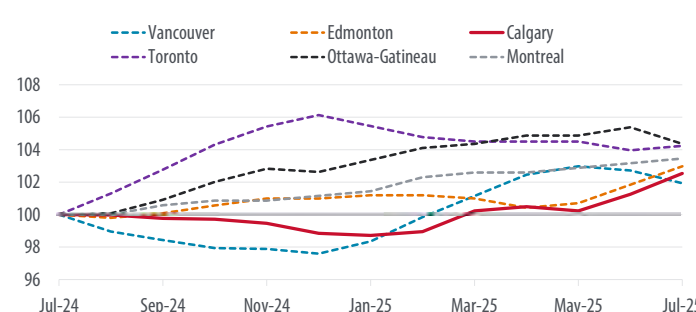


Chart 10: Employment among export-reliant sectors have declined

January 2023 - June 2025, indexed 2023 = 100

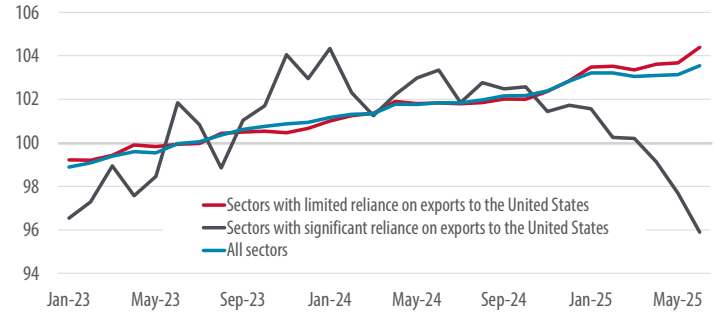


Table 1. Labour Force Statistics
(Seasonally unadjusted 3-month-moving-average)

CALGARY ECONOMIC REGION	Description	Jul-25	Jun-25	Jul-24	Annual Change
	Working Age Population ('000)	1,619.6	1,614.5	1,544.2	75.4
Labour Force ('000)	1,155.5	1,142.4	1,095.1	60.4	
Labour Force Participation Rate (%)	71.3	70.8	70.9	0.4	
Employment ('000)	1,069.2	1,059.1	1,014.7	54.5	
Employment Rate (%)	66.0	65.6	65.7	0.3	
Unemployment ('000)	86.3	83.3	80.4	5.9	
Unemployment Rate (%)	7.5	7.3	7.3	0.2	

ALBERTA	Description	Jul-25	Jun-25	Jul-24	Annual Change
	Working Age Population ('000)	4,051.0	4,041.9	3,907.8	143.2
Labour Force ('000)	2,816.2	2,793.8	2,730.0	86.2	
Labour Force Participation Rate (%)	69.5	69.1	69.9	(0.4)	
Employment ('000)	2,609.8	2,595.0	2,536.6	73.2	
Employment Rate (%)	64.4	64.2	64.9	(0.5)	
Unemployment ('000)	206.4	198.8	193.4	13.0	
Unemployment Rate (%)	7.3	7.1	7.1	0.2	

Sources: Statistics Canada, Corporate Economics, August 8, 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)		
	Jul-25	Jul-24	Change (y/y)	Jul-25	Jul-24	Change (y/y)	Jul-25	Jul-24	Change (y/y)	Jul-25	Jul-24	Change (y/y)
Mining, Quarrying, and Oil and Gas Extraction	43.9	49.1	(5.2)	2,820.6	2,937.2	(116.6)	123.8	144.2	(20.4)	40.7	42.1	(1.4)
Utilities	8.6	7.5	1.1	2,638.9	2,274.2	364.7	22.7	17.1	5.6	39.2	36.2	3.0
Construction	78.4	71.9	6.5	1,625.0	1,637.7	(12.7)	127.4	117.8	9.6	41.3	41.7	(0.3)
Manufacturing	50.4	49.1	1.3	1,428.6	1,378.5	50.1	72.0	67.7	4.3	39.8	39.8	(0.0)
Wholesale Trade	31.7	27.0	4.7	1,858.6	1,534.1	324.5	58.9	41.4	17.5	38.9	40.3	(1.4)
Retail Trade	86.6	84.3	2.3	904.4	781.6	122.8	78.3	65.9	12.4	33.9	33.1	0.8
Transportation and Warehousing	57.8	51.8	6.0	1,436.7	1,469.0	(32.3)	83.0	76.1	6.9	36.8	37.3	(0.4)
Information and Cultural Industries	13.7	12.1	1.6	1,655.3	1,347.3	308.0	22.7	16.3	6.4	36.8	39.3	(2.5)
Finance and Insurance	35.7	31.3	4.4	1,854.9	2,036.8	(181.9)	66.2	63.8	2.5	39.6	38.1	1.5
Real Estate Rental and Leasing	19.1	16.2	2.9	1,416.5	1,903.5	(487.0)	27.1	30.8	(3.8)	39.7	37.3	2.4
Professional Scientific and Technical Services	106.2	99.3	6.9	2,060.6	1,959.7	100.9	218.8	194.6	24.2	39.5	39.2	0.3
Administrative and Support	28.8	28.0	0.8	1,147.5	1,152.1	(4.6)	33.0	32.3	0.8	37.9	37.4	0.5
Educational Services	61.0	49.3	11.7	1,392.4	1,357.5	34.9	84.9	66.9	18.0	33.6	34.8	(1.3)
Health Care and Social Assistance	100.8	101.4	(0.6)	1,256.3	1,341.1	(84.8)	126.6	136.0	(9.4)	34.4	35.0	(0.6)
Arts Entertainment and Recreation	28.5	23.9	4.6	714.5	649.1	65.4	20.4	15.5	4.8	29.3	28.5	0.8
Accommodation and Food Services	45.7	60.6	(14.9)	593.5	581.4	12.1	27.1	35.2	(8.1)	30.9	28.0	3.0
Other Services (except Public Admin)	23.2	24.5	(1.3)	1,114.9	1,054.5	60.4	25.9	25.8	0.0	36.8	36.4	0.4
Public Administration	37.4	30.4	7.0	1,798.5	1,770.1	28.4	67.3	53.8	13.5	36.9	36.5	0.4
All Industries	859.9	822.5	37.4	1,498.0	1,464.2	33.8	1,288.1	1,204.3	83.8	37.5	37.5	(0.1)

*** Excluding self-employed *Note: lack of data for Agriculture and Management of Companies and Enterprises*
Sources: Statistics Canada, Corporate Economics, August 8, 2025

Next update: September 5, 2025

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