

Labour Market Review

September 2025

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Highlights

September 2025

Total Employment **September 2025** from August 2025 **▲11,200** from September 2024 **▲33,500**
 Calgary Economic Region
 (Seasonally unadjusted 3-month-moving-average)

Unemployment Rates

Seasonally adjusted
 Seasonally unadjusted

	Sep 2025	Sep 2024
Canada	7.1%	6.6%
Alberta	7.8%	7.6%
Calgary Census Metropolitan Area*	8.1%	7.5%
Calgary Economic Region*	8.0%	7.2%

*3-month-moving-average

Average Wage Rates

Calgary Census Metropolitan Area
 September 2025, year-over-year change

Hourly **▲4.1%** Weekly **▲3.4%**

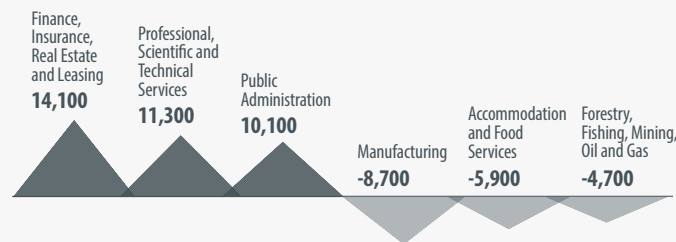
Employment Insurance

Calgary Census Metropolitan Area

July 2025 **20,820** recipients

Most Job Gains and Job Losses by Industry

September 2025, year-over-year change



Calgary's unemployment rate rose for the third consecutive month.

The Calgary CMA's seasonally adjusted unemployment rate continued to rise for the third consecutive month, reaching 8.1 per cent in September 2025, up from 7.4 per cent in June 2025. The city also recorded the largest month-over-month increase among major Canadian cities in September 2025 (refer to Chart 2).

The Calgary Economic Region's (CER) three-month-moving-average unemployment rate also increased, from 7.2 per cent in September 2024 to 8.0 per cent in September 2025. The CER's labour force expanded by 4.1 per cent year-over-year (y-o-y) in September 2025, while employment grew by 3.3 per cent, leading to a uptick in the unemployment rate. Over the same period, the CER's labour force participation rate declined by 0.2 percentage points to 70.3 per cent.

Youth unemployment continues to be an issue in Calgary, increasing to 19.6 per cent.

Calgary continues to struggle to provide enough opportunities for young people entering the labour market. The youth unemployment rate in the CER rose to 19.6 per cent in September 2025, up from 13.4 per cent in September 2024. Youth, defined as persons aged 15 to 24, saw their labour force grow by 14.5 per cent y-o-y, while youth employment increased at a slower pace of 6.4 per cent.

Trade uncertainty contributed to manufacturing declines, driving a 15,300-job loss in Calgary's goods-producing sector.

From September 2024 to September 2025, the CER added 33,500 jobs, with full-time employment increasing by 30,900 and part-

time positions rising by 2,600 y-o-y. By sector, the goods-producing industries recorded a net loss of 15,300 jobs (-6.7 per cent) over the same period. Job declines were concentrated in Manufacturing (-8,700), Oil and Gas (-3,200), and Construction (-3,600). During this period, trade uncertainty has continued to weigh on manufacturing and the broader goods-producing sector. Meanwhile, the service-producing sector expanded by 48,800 jobs, led by gains in Professional, Scientific and Technical Services (+11,300) and Finance, Insurance, Real Estate and Leasing (+14,100).

Strike activity is rising as labour unrest intensifies alongside workforce reductions.

Labour market tensions are increasing across Canadian cities, driven by economic uncertainty, slow wage growth relative to rising living costs, and escalating distrust between unions and the federal government. According to Statistics Canada, in 2023, amid sharp increases in living costs over 2022 and 2023, person-days not worked due to labour disputes reached 6.6 million, the highest level since 1986. The bulk of this increase occurred in the education, health, and social services sectors and public administration.

These tensions have manifested across multiple sectors. In Alberta, teachers recently went on strike after rejecting the government's offer of a 12 per cent pay increase over four years, coupled with a proposal to hire additional staff to address chronic understaffing. The union argued that the planned hires were insufficient, advocating for approximately 5,000 new positions to ensure appropriate student-to-teacher ratios and a more balanced workforce composition.

Similarly, negotiations between Canada Post and the Canadian Union of Postal Workers, CUPW, stalled after management refused to move from its final offers and did not meaningfully respond to the union's August proposals, prolonging uncertainty for employees and the public. Air Canada also faced labour tensions when its flight attendants, represented by the Canadian Union of Public Employees (CUPE), briefly went on strike. Although the strike was resolved, the subsequent wage agreement was overwhelmingly rejected in September, prompting both sides to enter mediation. Meanwhile, the union representing airport security screeners in Calgary, Unifor 2002, accused their employer of failing to meet basic worker needs, citing months of delayed and missed breaks.

One of the key drivers of these disputes is the rapid rise in the cost of living, particularly in food and housing, including rental and owned accommodation. Despite a general cooling of headline inflation in 2023, lingering pressure remains in critical sectors. For context, the Calgary Census Metropolitan Area, CMA, experienced a 17.6 per cent increase in average prices between 2020 and 2024, while average hourly wages grew by only 10.1 per cent over the same period. For workers in education, wage growth was even more limited, averaging just 7.4 per cent over the same timeframe.

Another significant factor contributing to mounting tensions is the growing distrust between employers and employees. Unions across Canada have voiced frustration at the federal government's repeated use of intervention powers to end labour disputes, frequently ordering unionized workers back to work. Such interventions have deepened the rift between union members and employers, as exemplified by Air Canada union leaders defying a federal back-to-work order last month despite the threat of substantial sanctions.

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

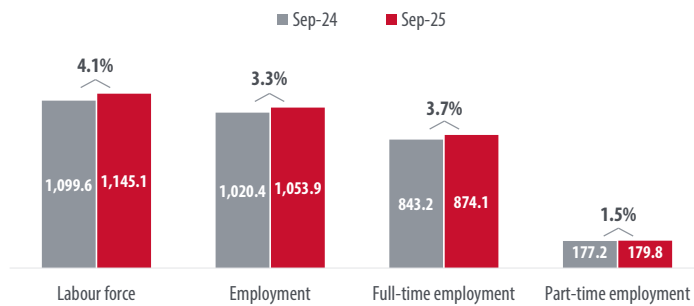


Chart 6: Calgary CMA Wages Has Seen Some Modest Improvements

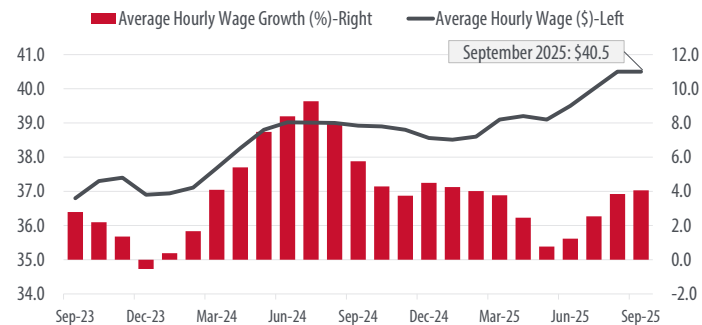


Chart 2: Calgary's Unemployment Rate Remains Elevated

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

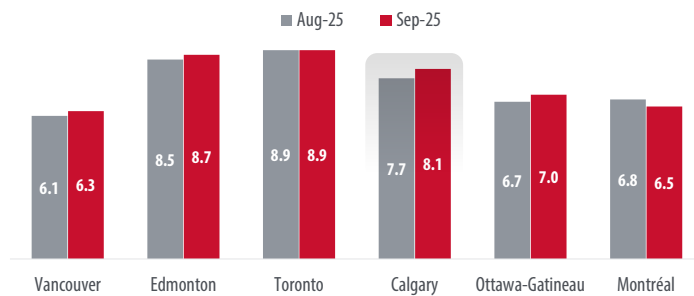


Chart 7: Inflation and Average Hourly Wage Growth for the Calgary CMA

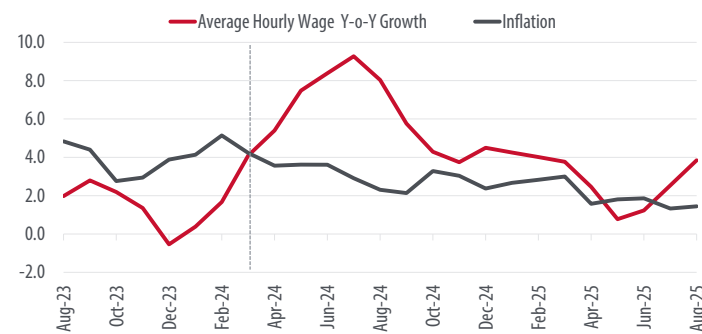


Chart 3: Job gains in Calgary's Goods-Producing Sector Remain Weak

CER Employment indexed to September 2024

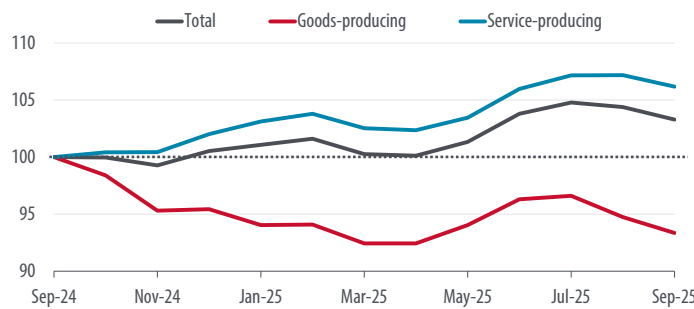


Chart 8: Calgary Economic Region Employment by Age Cohort

CER Employment by Age Cohort Indexed to September 2024

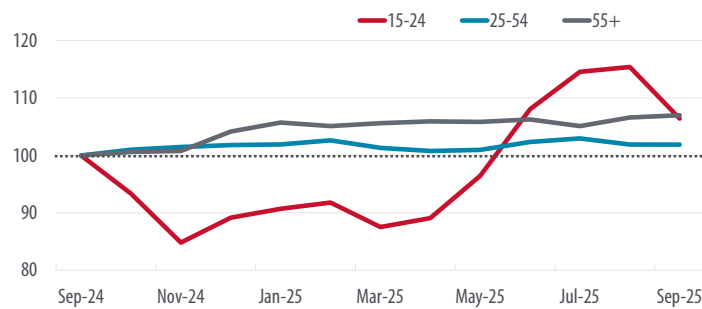


Chart 4: Manufacturing in Calgary Falls Sharply

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

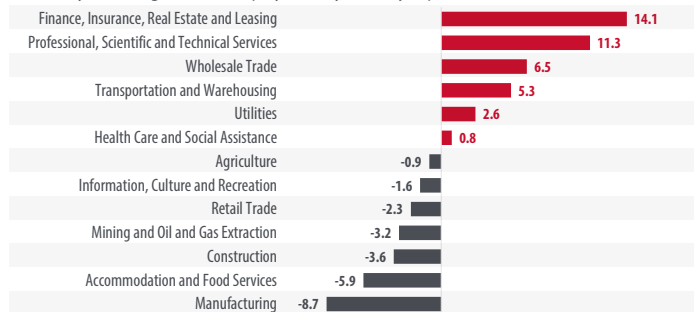


Chart 9: Layoffs and Those Not in The Labour Force But Want to Work in Alberta (000's)

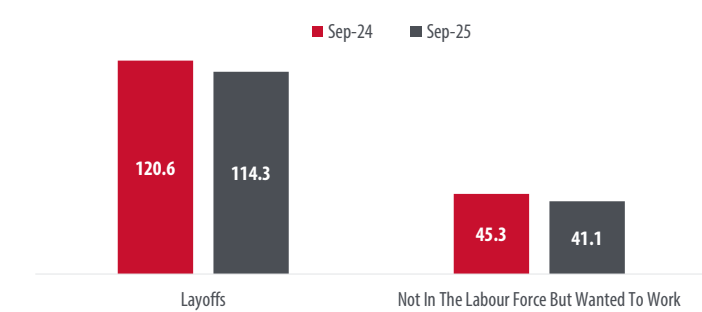


Chart 5: Average Hourly Wage Growth in Calgary is Up Compared to Last Year

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

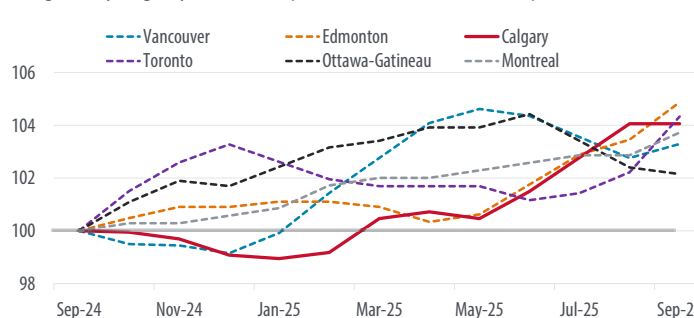


Chart 10: Calgary Economic Region Youth Unemployment Rate (%)

Unemployment Rate Among Persons Age 15 to 24 in the CER

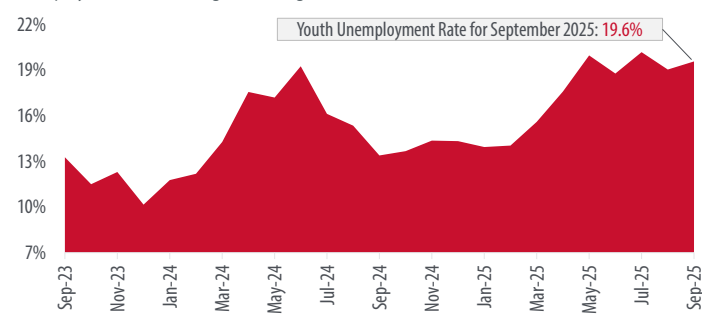


Table 1. Labour Force Statistics
(Seasonally unadjusted 3-month-moving-average)

CALGARY ECONOMIC REGION	Description	Sep-25	Aug-25	Sep-24	Annual Change
	Working Age Population ('000)	1,629.4	1,624.6	1,560.7	68.7
Labour Force ('000)	1,145.1	1,151.9	1,099.6	45.5	
Labour Force Participation Rate (%)	70.3	70.9	70.5	(0.2)	
Employment ('000)	1,053.9	1,065.1	1,020.4	33.5	
Employment Rate (%)	64.7	65.6	65.4	(0.7)	
Unemployment ('000)	91.2	86.8	79.2	12.0	
Unemployment Rate (%)	8.0	7.5	7.2	0.8	

ALBERTA	Description	Sep-25	Aug-25	Sep-24	Annual Change
	Working Age Population ('000)	4,068.2	4,059.8	3,940.8	127.4
Labour Force ('000)	2,825.9	2,829.4	2,734.6	91.3	
Labour Force Participation Rate (%)	69.5	69.7	69.4	0.1	
Employment ('000)	2,597.3	2,611.0	2,532.6	64.7	
Employment Rate (%)	63.8	64.3	64.3	(0.5)	
Unemployment ('000)	228.6	218.4	202.0	26.6	
Unemployment Rate (%)	8.1	7.7	7.4	0.7	

Sources: Statistics Canada, Corporate Economics, October 10, 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)		
	Sep-25	Sep-24	Change (y/y)	Sep-25	Sep-24	Change (y/y)	Sep-25	Sep-24	Change (y/y)	Sep-25	Sep-24	Change (y/y)
Mining, Quarrying, and Oil and Gas Extraction	42.8	49.2	(6.4)	2,916.2	2,947.7	(31.5)	124.8	145.0	(20.2)	40.8	40.9	(0.1)
Utilities	11.5	8.7	2.8	2,512.2	2,121.4	390.8	28.9	18.5	10.4	39.4	38.6	0.9
Construction	74.4	76.7	(2.3)	1,596.0	1,650.4	(54.4)	118.7	126.6	(7.8)	40.7	41.7	(1.0)
Manufacturing	45.9	51.7	(5.8)	1,343.4	1,326.5	16.9	61.7	68.6	(6.9)	38.8	39.2	(0.4)
Wholesale Trade	34.3	30.2	4.1	1,903.6	1,541.9	361.7	65.3	46.6	18.7	39.7	39.4	0.2
Retail Trade	84.7	90.4	(5.7)	897.0	857.4	39.6	76.0	77.5	(1.5)	33.8	34.3	(0.4)
Transportation and Warehousing	57.6	52.9	4.7	1,467.1	1,524.6	(57.5)	84.5	80.7	3.9	36.5	37.8	(1.3)
Information and Cultural Industries	13.7	11.8	1.9	1,694.9	1,472.6	222.3	23.2	17.4	5.8	37.3	38.9	(1.6)
Finance and Insurance	35.5	28.6	6.9	1,956.8	1,897.4	59.4	69.5	54.3	15.2	38.7	38.6	0.1
Real Estate Rental and Leasing	20.2	12.4	7.8	1,321.0	1,810.9	(489.9)	26.7	22.5	4.2	37.6	35.9	1.8
Professional Scientific and Technical Services	102.1	104.9	(2.8)	2,059.3	1,976.8	82.5	210.3	207.4	2.9	38.7	39.4	(0.7)
Administrative and Support	30.1	24.8	5.3	1,120.2	1,185.7	(65.5)	33.7	29.4	4.3	38.2	39.8	(1.6)
Educational Services	56.0	52.5	3.5	1,583.8	1,371.1	212.7	88.7	72.0	16.7	35.7	35.5	0.2
Health Care and Social Assistance	104.9	108.3	(3.4)	1,283.2	1,289.8	(6.6)	134.6	139.7	(5.1)	35.3	35.0	0.3
Arts Entertainment and Recreation	23.0	26.1	(3.1)	637.1	743.9	(106.8)	14.7	19.4	(4.8)	28.4	31.1	(2.7)
Accommodation and Food Services	50.7	56.8	(6.1)	577.3	634.8	(57.5)	29.3	36.1	(6.8)	30.2	29.5	0.7
Other Services (except Public Admin)	23.7	21.1	2.6	1,228.2	972.1	256.1	29.1	20.5	8.6	35.1	35.2	(0.1)
Public Administration	37.5	24.1	13.4	1,865.4	1,685.7	179.7	70.0	40.6	29.3	37.8	36.5	1.3
All Industries	850.3	834.3	16.0	1,518.3	1,468.3	50.0	1,291.0	1,225.0	66.0	37.5	37.7	(0.3)

*** Excluding self-employed *Note: Lack of data for Agriculture and Management of Companies and Enterprises*
Sources: Statistics Canada, Corporate Economics, October 10, 2025

Next update: November 7, 2025

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