

Labour Market Review

October 2025

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Highlights

October 2025

Total Employment **October 2025** from September 2025 from October 2024
 Calgary Economic Region
 (Seasonally unadjusted 3-month-moving-average) **1,051,200** ▼2,700 ▲31,200

Unemployment Rates

Seasonally adjusted	Seasonally unadjusted	Oct 2025	Oct 2024
Canada		6.9%	6.6%
Alberta		7.8%	7.6%
Calgary Census Metropolitan Area*		7.9%	8.1%
Calgary Economic Region*		7.6%	7.5%

*3-month-moving-average

Average Wage Rates

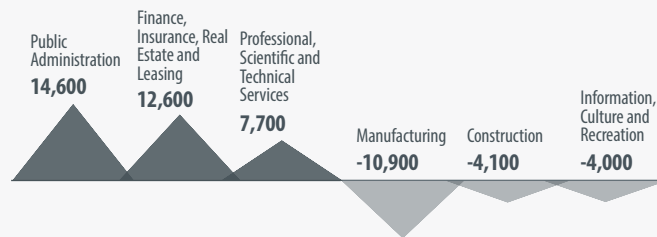
Calgary Census Metropolitan Area
 October 2025, year-over-year change
 Hourly ▲4.4% Weekly ▲3.2%

Employment Insurance

Calgary Census Metropolitan Area
 August 2025 **21,350** recipients

Most Job Gains and Job Losses by Industry

October 2025, year-over-year change



The Calgary Economic Region (CER) reported a 7.6 per cent unemployment rate in October 2025.

The Calgary Economic Region's (CER) three-month-moving-average unemployment rate slightly increased from 7.5 per cent in October 2024 to 7.6 per cent in October 2025. The CER's labour force grew by 3.2 per cent in October 2025 compared to the previous year, while employment rose by 3.1 per cent, keeping the unemployment rate relatively stable. In October 2025, the CER's labour force participation rate declined by 0.7 percentage points year-over-year (y-o-y) to 69.6 per cent.

The CER added 31,200 jobs in October 2025.

Between October 2024 and October 2025, the CER experienced an increase of 31,200 jobs, with full-time positions up by 25,400 and part-time roles growing by 5,800 compared to the previous year. Job growth this year has mainly occurred in the service-producing sector, while ongoing trade policy uncertainty continues to impact the goods-producing sector, particularly manufacturing. By sector, the goods-producing industry lost 13,100 jobs y-o-y (-5.8 per cent), with manufacturing declining by 10,900 and construction by 4,100.

Meanwhile, the service-producing sector created 44,300 jobs, with significant growth in Professional, Scientific, and Technical Services, which added 7,700 jobs, and in Finance, Insurance, Real Estate, and Leasing, with an increase of 12,600 jobs.

Youth unemployment in Calgary sees some improvement.

Calgary youth unemployment saw some improvement between September and October this year, but it remains higher compared to the same period last year. The youth unemployment rate in the CER decreased to 16.5 per cent in October 2025, down from 19.6 per cent in September 2025, but still above the 13.7 rate in October 2024.

Federal target reductions to temporary residents will moderate regional population growth even further in 2026-2028.

Population and net migration growth slowed considerably in 2025 as earlier federal measures began tightening temporary immigration programs. According to recent data from Statistics Canada, Alberta's population increased by 2.5 per cent in 2025, a notable drop from the 4.7 per cent recorded in 2024. The main reason for this slowdown was a significant decrease in the number of non-permanent residents, which has returned to near pre-pandemic levels following limits on temporary work and study permits.

In 2025, Alberta welcomed 21,519 new non-permanent residents, marking an 80 per cent decrease from the 100,579 arrivals in 2024. This sharp decline significantly affected overall migration flows. Total net migration, which includes international, interprovincial, and non-permanent resident movements, fell by half, from 202,936 in 2024 to 101,336 in 2025.

Despite weaker overall inflows, Alberta continued to lead the country in interprovincial migration. In the second quarter of 2025, the province gained 6,187 residents on a net basis, marking three full years of consistent national leadership. British Columbia ranked second with a net gain of 1,678 residents during the same period.

The slowdown observed in 2025 reflects policy changes already in progress. However, new federal immigration targets for 2026 to 2028 will reinforce and prolong this trend. The federal government has announced a significant reduction in the number of temporary residents to be admitted in the coming years. Canada plans to admit 385,000 temporary residents in 2026, approximately 43 per cent below the 2025 target, and 370,000 in each of the following two years. The 2026 target alone is about a quarter lower than the previous immigration plan, which projected over 516,000 temporary resident admissions.

These reductions aim to reduce the temporary resident population to about 5 per cent of Canada's total by 2027, down from roughly 6.5 per cent in 2024. For Alberta, this suggests further slowing in both population and labour force growth over the next two years. The impact will be most evident in sectors relying heavily on temporary and seasonal workers, such as construction, accommodation, food services, and healthcare support roles. Although slower population growth may ease pressure on housing and public services, it will also tighten the labour market and reduce population-driven demand.

After several years of rapid expansion, Alberta's population growth is beginning to normalize. The new federal plan for 2026 to 2028 will likely extend this adjustment period, signalling a broader national shift from exceptional population growth toward a more sustainable pace of expansion.

Worker frustration is driving an unprecedented wave of labour action.

Labour unrest in Canada has grown significantly since 2025, fueled by wage demands, rising living costs, and disputes over working conditions in both the public and private sectors. The most recent high-profile case was the Alberta teachers' strike, which involved over 50,000 educators and ended when the government legislated a return to work using the notwithstanding clause. The legislation established terms for wages, additional market adjustments, and staffing levels, while suspending local bargaining and imposing financial penalties for non-compliance.

This strike is the latest in a series of work stoppages and labour actions over the past year, reflecting broader tensions between governments, employers, and unions. Other sectors, including health care, transportation, and public services, are exhibiting increased strike risk as workers respond to real wage erosion and limited negotiation flexibility. Overall, labour action remains widespread, with multiple sectors actively organizing and mobilizing in response to ongoing disputes.

Chart 1: CER Aggregate Labour Market Summary

Year-over-year Comparisons (000's)

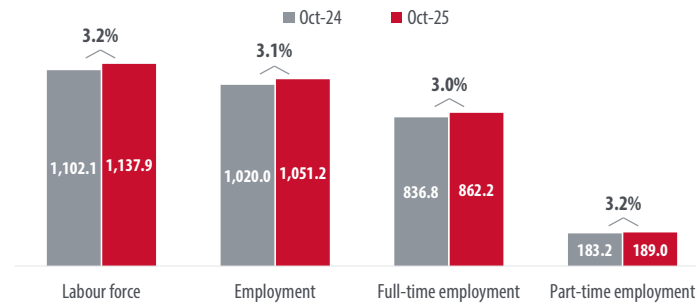


Chart 6: Calgary CMA Wages Edged Up in October 2025

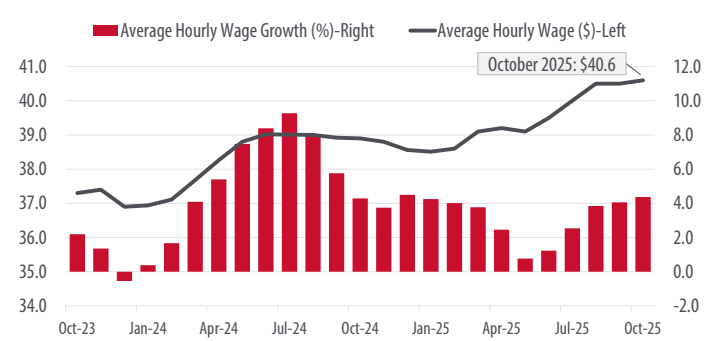


Chart 2: Calgary's Unemployment Rate Remains Elevated

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

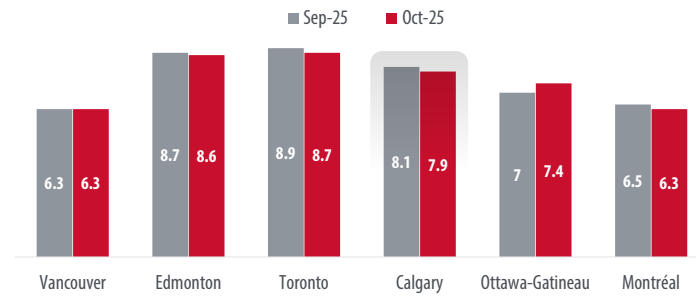


Chart 7: Inflation and Average Hourly Wage Growth for the Calgary CMA

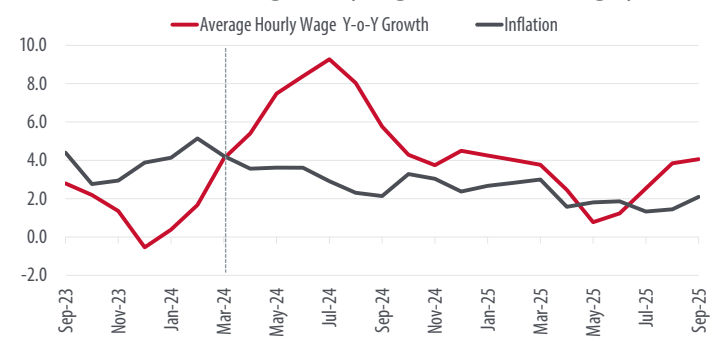


Chart 3: Job Growth in Calgary's Goods-producing Sector Has Been Low

CER Employment indexed to October 2024

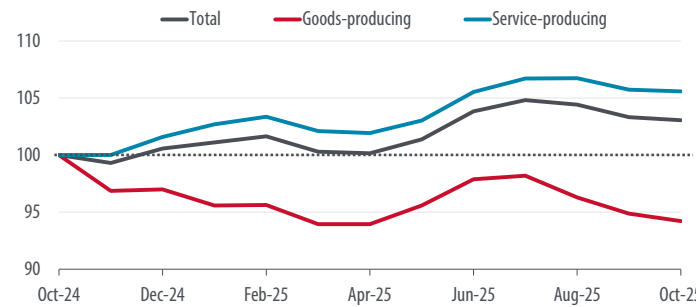


Chart 8: Employment Among Younger Cohorts Edged Up Slightly Last Month

CER Employment by Age Cohort Indexed to October 2024

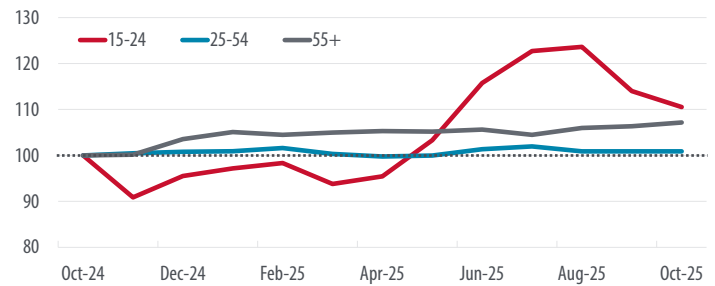


Chart 4: Calgary's Service-producing Sector is Driving Job Growth

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

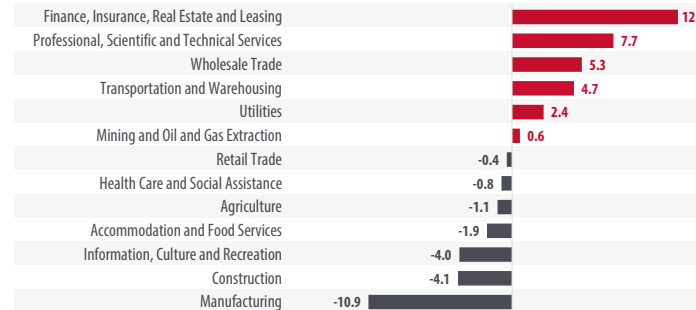


Chart 9: Layoffs and Those Not in The Labour Force But Want to Work in Alberta (000's)

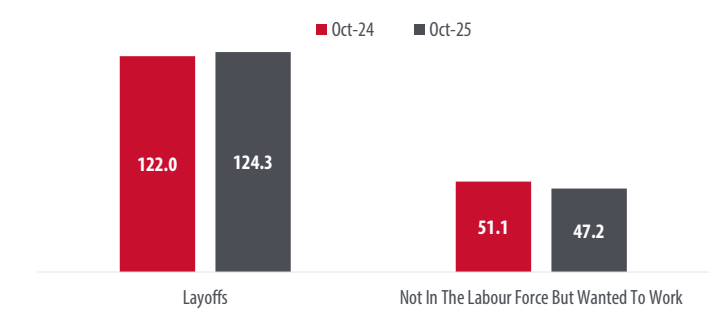


Chart 5: Average Hourly Wage Growth in Calgary is Up Compared to Last Year

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

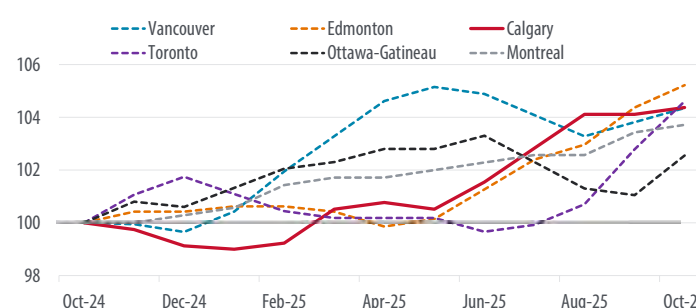


Chart 10: Calgary Economic Region Youth Unemployment Rate (%)

Unemployment Rate Among Persons Age 15 to 24 in the CER

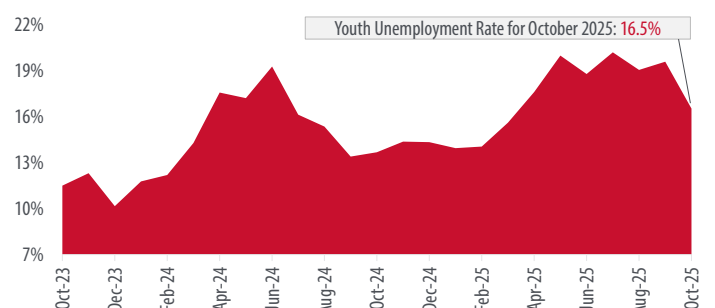


Table 1. Labour Force Statistics
(Seasonally unadjusted 3-month-moving-average)

CALGARY ECONOMIC REGION	Description	Oct-25	Sep-25	Oct-24	Annual Change
	Working Age Population ('000)	1,634.2	1,629.4	1,568.0	66.2
Labour Force ('000)	1,137.9	1,145.1	1,102.1	35.8	
Labour Force Participation Rate (%)	69.6	70.3	70.3	(0.7)	
Employment ('000)	1,051.2	1,053.9	1,020.0	31.2	
Employment Rate (%)	64.3	64.7	65.1	(0.8)	
Unemployment ('000)	86.8	91.2	82.2	4.6	
Unemployment Rate (%)	7.6	8.0	7.5	0.1	

ALBERTA	Description	Oct-25	Sep-25	Oct-24	Annual Change
	Working Age Population ('000)	4,076.5	4,068.2	3,955.3	121.2
Labour Force ('000)	2,820.8	2,825.9	2,725.7	95.1	
Labour Force Participation Rate (%)	69.2	69.5	68.9	0.3	
Employment ('000)	2,604.6	2,597.3	2,529.9	74.7	
Employment Rate (%)	63.9	63.8	64.0	(0.1)	
Unemployment ('000)	216.2	228.6	195.8	20.4	
Unemployment Rate (%)	7.7	8.1	7.2	0.5	

Sources: Statistics Canada, Corporate Economics, November 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)		
	Oct-25	Oct-24	Change (y/y)	Oct-25	Oct-24	Change (y/y)	Oct-25	Oct-24	Change (y/y)	Oct-25	Oct-24	Change (y/y)
Mining, Quarrying, and Oil and Gas Extraction	44.2	46.2	(2.0)	2,894.7	2,886.6	8.1	127.9	133.4	(5.4)	40.4	40.3	0.1
Utilities	12.1	9.7	2.4	2,493.6	2,050.8	442.8	30.2	19.9	10.3	39.3	38.5	0.8
Construction	72.0	75.4	(3.4)	1,558.4	1,649.6	(91.2)	112.2	124.4	(12.2)	39.9	41.3	(1.5)
Manufacturing	45.4	52.8	(7.4)	1,428.3	1,325.7	102.6	64.8	70.0	(5.2)	38.2	39.0	(0.8)
Wholesale Trade	35.9	33.3	2.6	1,870.7	1,546.5	324.2	67.2	51.5	15.7	39.7	39.1	0.7
Retail Trade	89.7	90.7	(1.0)	853.7	840.9	12.8	76.6	76.3	0.3	33.1	34.2	(1.1)
Transportation and Warehousing	57.0	50.8	6.2	1,483.6	1,514.4	(30.8)	84.6	76.9	7.6	36.1	38.1	(2.0)
Information and Cultural Industries	14.0	10.2	3.8	1,659.8	1,560.1	99.7	23.2	15.9	7.3	37.4	38.2	(0.9)
Finance and Insurance	35.1	29.3	5.8	2,018.5	1,681.7	336.8	70.8	49.3	21.6	38.3	37.6	0.7
Real Estate Rental and Leasing	19.5	12.2	7.3	1,287.2	1,684.2	(397.0)	25.1	20.5	4.6	36.3	35.9	0.3
Professional Scientific and Technical Services	99.4	108.5	(9.1)	2,000.3	2,050.6	(50.3)	198.8	222.5	(23.7)	38.7	39.8	(1.1)
Administrative and Support	29.0	22.6	6.4	1,030.1	1,184.1	(154.0)	29.9	26.8	3.1	36.5	39.6	(3.1)
Educational Services	56.7	54.9	1.8	1,592.4	1,386.1	206.3	90.3	76.1	14.2	35.1	35.5	(0.4)
Health Care and Social Assistance	109.5	111.6	(2.1)	1,281.4	1,281.5	(0.1)	140.3	143.0	(2.7)	35.8	35.1	0.7
Arts Entertainment and Recreation	19.5	24.7	(5.2)	611.9	764.8	(152.9)	11.9	18.9	(7.0)	28.2	30.0	(1.8)
Accommodation and Food Services	52.4	54.6	(2.2)	592.3	635.6	(43.3)	31.0	34.7	(3.7)	30.8	29.4	1.4
Other Services (except Public Admin)	20.2	22.2	(2.0)	1,265.8	933.3	332.5	25.6	20.7	4.8	34.3	35.1	(0.8)
Public Administration	39.2	22.7	16.5	1,926.8	1,648.9	277.9	75.5	37.4	38.1	38.2	36.9	1.3
All Industries	852.6	833.8	18.8	1,510.0	1,462.6	47.4	1,287.4	1,219.5	67.9	37.2	37.6	(0.4)

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

Next update: December 5, 2025

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