

Labour Market Review November 2025

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Highlights

November 2025

Total Employment **November 2025** from October 2025 from November 2024
Calgary Economic Region
(Seasonally unadjusted 3-month-moving-average) **1,049,800** ▼1,400 ▲36,800

Unemployment Rates

	Seasonally adjusted	Seasonally unadjusted	Nov 2025	Nov 2024
Canada	6.5%	6.9%		
Alberta	6.5%	7.6%		
Calgary Census Metropolitan Area*	7.3%	8.3%		
Calgary Economic Region*	7.0%	7.4%		

*3-month-moving-average

Average Wage Rates

Calgary Census Metropolitan Area
November 2025, year-over-year change
Hourly ▲4.6% Weekly ▲3.1%

Employment Insurance

Calgary Census Metropolitan Area
September 2025 **21,420**
recipients

Most Job Gains and Job Losses by Industry

November 2025, year-over-year change



Calgary's unemployment rate saw a dip for the second consecutive month.

Monthly unemployment in the Calgary Census Metropolitan Area (CMA) fell by 0.8 percentage points to 7.3 per cent in November 2025. The unemployment rate has fluctuated this year but generally trended upward, rising from early 2025 lows near 7.2 per cent to closer to 8 per cent in September. Since then, the Calgary CMA unemployment rate has seen two consecutive dips. Despite these improvements, the unemployment rate remains relatively high, indicating a weak labour market due to high labour force growth offsetting job growth.

The Calgary Economic Region's (CER) three-month moving average unemployment rate fell from 7.4 per cent in November 2024 to 7.0 per cent in November 2025. The CER's labour force grew by 3.2 per cent in November 2025 compared to the previous year, while employment rose by 3.6 per cent, leading to a drop in the unemployment rate.

The CER added 36,800 jobs in November 2025, driven by Services.

Between November 2024 and November 2025, the CER saw an increase of 36,800 jobs, with full-time positions up by 17,900 and part-time roles rising by 18,900 compared to the previous year. Hiring has been strongest in services this year. The services-producing sector created 43,400 jobs, with significant growth in Public Administration, which added 14,800 jobs, and in Finance, Insurance, Real Estate, and Leasing, which increased by 11,500 jobs.

In contrast, there is continued weakness in the goods-producing sector, where manufacturing has been impacted by trade policy issues.

The goods-producing sector lost 6,600 jobs year-over-year (-3.0 per cent), with manufacturing declining by 5,200 and construction by 1,900.

Job vacancy data shows that hiring momentum in the CER has slowed, signalling a cooler labour market.

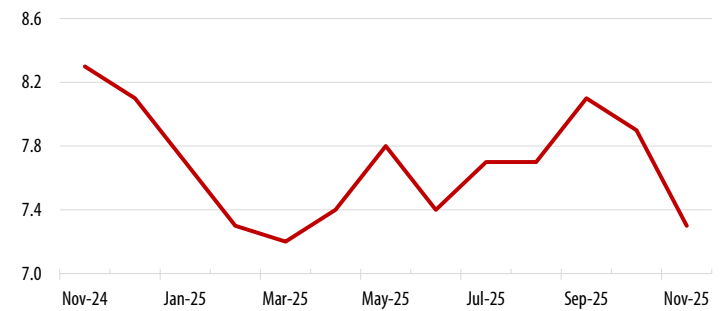
The CER has observed a steady decline in labour demand over the past two years, evidenced by decreasing job vacancies and a lower vacancy rate. Vacancies fell from around 31,800 in Q2 2023 to 23,500 by early 2025, while the vacancy rate decreased from 3.8 per cent to 2.8 per cent. This represents a return toward pre-pandemic levels, when vacancies averaged around 20,000 in 2019, and a sharp correction from the 2022 peak of approximately 36,000. More importantly, this suggests weaker hiring activity as Calgary's economy adjusts to slower growth, higher unemployment, and increased uncertainty across key sectors.

At the same time, increased net migration has expanded the local labour force. As more people actively seek work while fewer jobs are available, competition in the job market has intensified, resulting in higher unemployment, especially among younger workers and recent newcomers.

In Q2 2025, a modest increase in job vacancies and the vacancy rate (rising again to 3.0 per cent) indicates early stabilization. This rise aligns with seasonal hiring as Calgary entered the spring and summer months, when sectors such as tourism, recreation, accommodation, construction, and retail typically add workers. While this shift provides temporary relief, vacancy levels are still below the peaks seen in 2023, suggesting that overall labour demand in Calgary remains weaker than during the post-pandemic recovery.

Calgary has seen an upward trend in unemployment for most of 2025.

Calgary CMA seasonally adjusted three-month-moving-average unemployment rate (%)



Calgary's labour market has cooled off in the past two years.

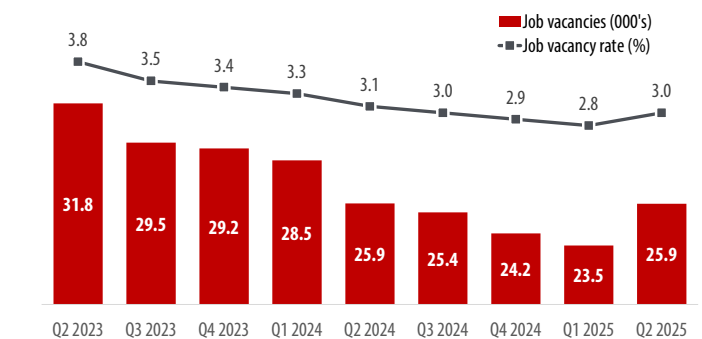


Table 1. Labour Force Statistics

(Seasonally unadjusted 3-month-moving-average)

CALGARY ECONOMIC REGION	Description	Oct-25	Nov-25	Nov-24	Annual Change
	Working Age Population ('000)	1,634.2	1,639.0	1,574.9	64.1
Labour Force ('000)	1,137.9	1,128.9	1,094.3	34.6	
Labour Force Participation Rate (%)	69.6	68.9	69.5	(0.6)	
Employment ('000)	1,051.2	1,049.8	1,013.0	36.8	
Employment Rate (%)	64.3	64.1	64.3	(0.2)	
Unemployment ('000)	86.8	79.1	81.3	(2.2)	
Unemployment Rate (%)	7.6	7.0	7.4	(0.4)	

ALBERTA	Description	Oct-25	Nov-25	Nov-24	Annual Change
	Working Age Population ('000)	4,076.5	4,085.2	3,968.7	116.5
Labour Force ('000)	2,820.8	2,813.5	2,715.1	98.4	
Labour Force Participation Rate (%)	69.2	68.9	68.4	0.5	
Employment ('000)	2,604.6	2,622.1	2,527.0	95.1	
Employment Rate (%)	63.9	64.2	63.7	0.5	
Unemployment ('000)	216.2	191.4	188.0	3.4	
Unemployment Rate (%)	7.7	6.8	6.9	(0.1)	

Sources: Statistics Canada, Corporate Economics, December 5, 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)		
	Nov-25	Nov-24	Change (y/y)	Nov-25	Nov-24	Change (y/y)	Nov-25	Nov-24	Change (y/y)	Nov-25	Nov-24	Change (y/y)
Mining, Quarrying, and Oil and Gas Extraction	43.9	45.0	(1.1)	2,929.4	2,775.5	153.9	128.6	124.9	3.7	40.6	40.6	(0.0)
Utilities	11.3	10.6	0.7	2,582.1	2,102.7	479.4	29.2	22.3	6.9	39.6	38.7	0.9
Construction	70.7	70.0	0.7	1,555.1	1,650.5	(95.4)	109.9	115.5	(5.6)	39.8	41.4	(1.6)
Manufacturing	49.3	50.1	(0.8)	1,449.1	1,360.6	88.5	71.4	68.2	3.3	37.7	38.9	(1.1)
Wholesale Trade	35.8	33.3	2.5	1,940.5	1,545.8	394.7	69.5	51.5	18.0	39.7	38.6	1.0
Retail Trade	92.0	89.4	2.6	801.4	840.9	(39.5)	73.7	75.2	(1.4)	31.9	34.5	(2.5)
Transportation and Warehousing	55.4	49.9	5.5	1,484.5	1,504.4	(19.9)	82.2	75.1	7.2	35.2	38.3	(3.1)
Information and Cultural Industries	14.3	11.8	2.5	1,688.2	1,504.8	183.4	24.1	17.8	6.4	38.2	37.0	1.2
Finance and Insurance	35.2	29.0	6.2	2,039.6	1,544.1	495.5	71.8	44.8	27.0	38.6	37.5	1.2
Real Estate Rental and Leasing	19.5	12.1	7.4	1,396.5	1,608.5	(212.0)	27.2	19.5	7.8	36.1	37.2	(1.1)
Professional Scientific and Technical Services	100.4	111.3	(10.9)	1,936.8	2,016.8	(80.0)	194.5	224.5	(30.0)	38.4	39.4	(1.0)
Administrative and Support	29.5	22.3	7.2	1,002.7	1,143.0	(140.3)	29.6	25.5	4.1	35.3	40.4	(5.1)
Educational Services	58.7	56.0	2.7	1,522.1	1,397.9	124.2	89.3	78.3	11.1	34.1	35.3	(1.2)
Health Care and Social Assistance	109.6	111.6	(2.0)	1,265.5	1,279.9	(14.4)	138.7	142.8	(4.1)	36.2	34.9	1.3
Arts Entertainment and Recreation	18.1	21.1	(3.0)	568.5	836.0	(267.5)	10.3	17.6	(7.3)	26.4	30.3	(3.8)
Accommodation and Food Services	52.2	53.7	(1.5)	620.7	629.4	(8.7)	32.4	33.8	(1.4)	31.7	29.5	2.1
Other Services (except Public Admin)	19.7	22.2	(2.5)	1,291.1	998.4	292.7	25.4	22.2	3.3	34.2	35.9	(1.7)
Public Administration	40.9	24.7	16.2	1,950.0	1,702.7	247.3	79.8	42.1	37.7	38.3	37.3	1.0
All Industries	858.7	826.0	32.7	1,502.6	1,457.2	45.4	1,290.3	1,203.6	86.6	37.0	37.6	(0.5)

*** Excluding self-employed Note: Lack of data for Agriculture and Management of Companies and Enterprises

Sources: Statistics Canada, Corporate Economics, December 5, 2025

Next update: January 9, 2026

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