



Using Labour Market Indicators to Understand Labour Market Imbalances

An LMIC Guide

JUNE 2026

The Labour Market Information Council (LMIC) is a pan-Canadian non-profit organization that produces accessible, evidence-based insights into Canada's labour market. Through research, collaboration, and data innovation, LMIC supports governments, employers, workers, and educators in making informed decisions. Our work helps bridge information gaps, improve labour market outcomes, and strengthen Canada's labour market information ecosystem.

To learn more about our research and initiatives, visit lmic-cimt.ca

Authors

Laura Adkins-Hackett, Senior Economic Advisor, LMIC

Ken Chatoor, Director of Research and Strategic Foresight, LMIC

Acknowledgements

We would like to extend special thanks to Jessica Perreault, LMIC's Director of Communications, for her thoughtful feedback and support throughout the research and writing process.

For more information about this report, please contact research@lmic-cimt.ca.

How to cite this report

Adkins-Hackett, L., & Chatoor, K. (2025). *Using Labour Market Indicators to Understand Labour Market Imbalances: An LMIC Guide*. Labour Market Information Council (LMIC).



Table of Contents

How to use this guide	5
Understanding labour market indicators	6
Key labour market indicators	8
Unemployment rate	8
Scenario: A journalist in need of data	10
Vacancy rate	11
Scenario: A student who needs a job quickly	13
Unemployment-to-vacancy ratio	14
Scenario: The employer who is struggling to find workers in their region	17
Long-term unemployment rate	18
Scenario	20
Long-term vacancy rate	21
Scenario: A company in a very competitive sector needs skilled workers	23
Participation rate	24
Scenario: Building a broader workforce	26
Employment rate	27
Scenario: Planning for the future	29
Hours worked	30
Scenario: An independent film producer seeks the right balance of staffing	32

Working-age population	33
Scenario: Exploring a workforce's maximum potential	35
Worker age distribution	36
Scenario: The case of the "missing" tradespeople	38
Offered wages	39
Scenario: Competing for talent	41
Paid wages	42
Scenario: Figuring out your worth in the labour market	44
Educational attainment	45
Scenario: Strategizing for a changing workforce	47

Using disaggregated data to identify labour market imbalances	48
--	----

Employment by occupation groups	49
Scenario: "An arts degree? What are you going to do with that?"	51
Vacancies by occupation	52
Scenario: Decision indecision	55

Concluding thoughts	56
--------------------------------------	----

References	57
-----------------------------	----

Appendix	60
---------------------------	----

An aerial photograph of a vineyard. In the foreground, a blue tractor is pulling a red trailer loaded with numerous wooden wine barrels. The vineyard rows stretch into the distance under bright sunlight.

Welcome to LMIC's guide to labour market indicators!

To understand labour market imbalances, we need to look at multiple indicators that show how workers and employers are experiencing the labour market. This guide explains several key labour market indicators that help us interpret labour market imbalances in Canada.

Whether you're a policy professional, researcher, career development practitioner, educator, or someone who works with labour market information (LMI) from time to time, understanding these indicators can help you make better sense of what is happening in the labour market.

In this guide, you will learn:

- ▶ what key labour market indicators measure
- ▶ why these indicators matter for understanding labour market imbalances
- ▶ how to interpret these indicators in context
- ▶ how these indicators appear across Canada's provinces and territories

You will also find examples showing how these indicators can help answer real-world questions about the labour market.

This guide builds on [Labour Market Imbalances: An LMIC Guide](#). While that publication explains **what labour market imbalances are**, this one focuses on **how we can measure them using labour market indicators**.

Together, these indicators can help you build a clearer and more nuanced understanding of the labour market.

How to use this guide

Each section of this guide focuses on a different labour market indicator that can help reveal potential labour market imbalances.

For every indicator, we explain:

- ▶ what it measures
- ▶ why it matters for understanding the labour market
- ▶ how it relates to labour market imbalances
- ▶ what the data show across Canada's provinces and territories

To help illustrate how these indicators can be used in practice, each section also includes a short scenario showing how someone might use that indicator to answer a real-world question about the labour market.

You will also find notes explaining how the indicator is calculated and where the data come from.



While each indicator can provide useful information on its own, no single indicator tells the full story. Labour market indicators are more useful when they are interpreted together and in context.



Understanding labour market indicators

Labour market imbalances can manifest in complex, sometimes counter-intuitive ways. To understand these imbalances, it's essential to look at multiple labour market indicators simultaneously. Together, these provide a clearer picture of how the labour market is functioning.

This guide introduces more than a dozen indicators that can help reveal potential labour market imbalances and provide a more nuanced perspective on the labour market.

The indicators discussed in this guide can identify labour market imbalances directly or indirectly. In this context:

- ▶ A direct indicator provides descriptive or analytical insight into labour supply and demand.
- ▶ An indirect indicator can still signal potential imbalances, but typically requires additional context or other indicators to facilitate interpretation.

In general, no single indicator should be interpreted in isolation. Labour market indicators are most useful when used together to provide context and develop a more complete understanding of how the labour market functions.

An important note about data for the territories

Some indicators are measured differently in Canada's territories than in the provinces:

- The Labour Force Survey provides monthly unemployment data for the provinces. However, for the territories, it provides monthly data on a three-month moving average.
- To calculate the three-month moving average for the Job Vacancy and Wage Survey for vacancies, we average each month with the previous two months.
- Small sample sizes in the territories can produce highly variable or misleading results. For this reason, indicators should be interpreted with caution.

All the indicators presented in this guide are derived from publicly available data from Statistics Canada. These data are probabilistically sampled and weighted to ensure they represent Canada's population. We focus on Statistics Canada data because they are widely accessible and commonly used by professionals who work with labour market information.



Key labour market indicators

The indicators in this section can help identify potential labour market imbalances when interpreted together.

Unemployment rate

What is it?

The unemployment rate is the share of the labour force that is not currently employed but actively looking for work. It is one of the most widely reported, accessible labour market indicators.

In unemployment rate calculations, a person is considered unemployed if they are not currently employed, are available for work, and have actively looked for work in the preceding four weeks. LMIC recommends using the definition from Statistics Canada's Guide to the Labour Force Survey (2020), which considers a person unemployed if they:

- ▶ are without work during the reference week, and have looked for work in the previous four weeks
- ▶ have been temporarily laid off and expect to return to work
- ▶ are not working, but expect to start a job within four weeks

Why the unemployment rate matters

Higher unemployment rates can indicate that people seeking work are having greater difficulty finding jobs, which can indicate a labour surplus. The unemployment rate is an important and widely understood indicator of how difficult it may be to find work in a given labour market.

Employment and Social Development Canada (ESDC) considers regional unemployment rates when determining eligibility for employment insurance benefits across Canada (Statistics Canada, 2024c).

What does the unemployment rate tell us about imbalances?

On its own, the unemployment rate is not a direct indicator of labour market imbalances. However, when interpreted alongside other indicators in this guide, it can help reveal where imbalances may exist or might emerge.

Because the unemployment rate reflects how workers and job-seekers experience the labour market, it can serve as a useful “gateway” indicator when exploring potential imbalances.

How to report this indicator

Table 1: Unemployment rates across Canadian provinces and territories, 2025

Canada	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.
6.38%	10.1%	8.0%	6.6%	7.1%	5.6%	7.7%
Man.	Sask.	Alta.	B.C.	Yukon	N.W.T.	Nunavut
5.9%	5.2%	7.2%	6.2%	4.2%	5.0%	10.3%

Source: Statistics Canada, Table 14-10-0464-01, Labour force characteristics by province, territory and economic region, annual (<https://doi.org/10.25318/1410046401-eng>)

In 2025, the national unemployment rate was 6.8%.

Across the provinces and territories, unemployment rates ranged from 4.2% in Yukon to 10.3% in Nunavut.

The second-lowest regional unemployment rate was 5.0% in the Northwest Territories, while the second-highest was 10.1% in Newfoundland and Labrador.

Technical nuance: When is someone not working, but not considered unemployed?

Although the unemployment rate may seem simple, the way it is calculated can lead to counterintuitive interpretations. For example, someone who wants a job but has not looked for work in the past four weeks is not included in unemployment rate calculations. This is because they are not considered part of the active labour force.

This detail means that a **declining unemployment rate does not always indicate that more people are finding work.** The rate can also decline when people stop actively searching for jobs and leave the labour market due to frustrations with finding work.

Scenario: A journalist in need of data

Problem:

A journalist is producing a short story about the impacts of a recession across Canada. Because the article is aimed at a broad audience, the journalist needs a simple indicator that can help readers understand how Canadians are faring in the labour market.

Solution:

The journalist uses the unemployment rate to provide a snapshot of labour market conditions. They begin with the national unemployment rate, then present provincial and territorial rates to show how labour market conditions vary across Canada.



What this tells us at a glance

The unemployment rate provides a simple and widely understood way to gauge how difficult it may be for people to find work and offers an early indication of labour market imbalances.

Data note

- ▶ The unemployment rate data presented here are taken directly from Statistics Canada's Labour Force Survey (LFS). Information for Canada's provinces and territories is available within the same dataset, and no additional processing was required.



Vacancy rate

What is it?

The vacancy rate is the number of unfilled positions as a share of total labour demand (that is, filled and unfilled positions). It tells us the portion of labour demand that remains unmet and the share of employers who are actively looking for workers.

Higher vacancy rates are often associated with labour shortages because they can signal that there are not enough available workers to fill open positions.

In the Job Vacancy and Wage Survey (JVWS), a position is considered vacant if it meets one or more of the following criteria (Statistics Canada, 2024b):

- ▶ The position is vacant on the reference date or expected to become vacant in the following month.
- ▶ Tasks are associated with the position and expected to be carried out within the following month.
- ▶ The employer is actively recruiting outside the organization.
- ▶ The position is not reserved for non-employees, such as volunteers, external consultants, or subcontractors.

Why vacancy rate matters

Vacancy rates can signal a lot about the labour market. High or prolonged vacancy rates may indicate that employers are struggling to fill positions and that demand for workers is strong.

Vacancy rates can also offer early signals about what types of additional training or upskilling may be needed in a region.

Conversely, lower vacancy rates typically suggest that employers can fill positions more easily and that the flow of workers into available jobs is relatively balanced.

What does the vacancy rate tell us about imbalances?

Like the unemployment rate, the vacancy rate alone is not a direct measure of imbalances. However, it can help identify occupations and regions where imbalances may exist and warrant further investigation.

Vacancy rates provide employer-driven information about the labour market. When interpreted alongside the other indicators in this guide—particularly the unemployment rate—they can offer a powerful signal of potential labour market imbalances.

How to report this indicator

Table 2: Vacancy rates across Canadian provinces and territories, 2025

Canada	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.
2.8%	2.3%	2.9%	3.0%	2.7%	2.9%	2.6%

Man.	Sask.	Alta.	B.C.	Yukon	N.W.T.	Nunavut
2.9%	3.1%	2.9%	3.2%	3.7%	3.6%	3.5%

Source: Statistics Canada, Table 14-10-0371-01, Job vacancies, payroll employees, and job vacancy rate by provinces and territories, monthly (unadjusted for seasonality)

(<https://doi.org/10.25318/1410037101-eng>)

In 2025, the national vacancy rate averaged 2.8%.

Throughout the year, the monthly vacancy rate ranged from 2.54% in December to 3.2% in April.

Across the provinces and territories, the average vacancy rate ranged from 2.3% in Newfoundland and Labrador to 3.7% in the Yukon.



Scenario: A student who needs a job quickly

Problem:

A student meets with a career development professional (CDP) to discuss potential careers as they approach graduation. For personal and family reasons, the student needs to find a job soon after finishing school so they can start earning an income right away. They have looked at the unemployment rates for some occupations, but also want to understand what types of jobs employers in their region are actively trying to fill.

Solution:

The CDP pulls up the vacancy rate for the occupations the student mentions, as well as for a few closely related occupations. The student sees that one occupation they were considering has a high vacancy rate. Not only that, but the rate has been increasing over time, suggesting growing demand from employers. Using this information, the student decides to prioritize this occupation in their career planning.

What this tells us at a glance

The vacancy rate is the share of jobs that employers are trying to fill, but haven't yet. Similarly to the vacancy rate in a hotel, it indicates how much room there is for people to join a given occupation.

Data notes

- ▶ Vacancy rates are reported monthly. Provincial and territorial rates are available within the same dataset.
- ▶ The vacancy rates provided in this guide are the average of the monthly vacancy rates for 2025.



Unemployment-to-vacancy ratio

What is it?

The unemployment-to-vacancy ratio compares the number of people currently unemployed to the number of job vacancies.

The ratio is informed by monthly unemployment data from the Labour Force Survey (LFS) and monthly vacancy data from the Job Vacancy and Wage Survey (JVWS) for the provinces. It is calculated by dividing the number of unemployed people in a region by the number of open vacancies at a given time.

Because unemployment rates and vacancies vary throughout the year, we recommend looking at the average of the ratio over the year as well as the minimum and maximum values for each jurisdiction. This can support a better understanding of how labour market conditions vary within each jurisdiction.

The monthly ratio is calculated first. Then the annual average, minimum, and maximum rates are extracted from the monthly ratios.

Why the unemployment-to-vacancy ratio matters

The unemployment-to-vacancy ratio provides insight into the difference between labour supply and demand. A high ratio can signal a looser labour market (a labour surplus), while a lower ratio indicates a tighter labour market (a labour shortage).

Policymakers can use this indicator to better understand where targeted workforce development or recruitment strategies may be needed to address labour shortages.

For more context on how labour market indicators can be unintuitive or misleading, refer to Part 1 of this series, Labour Market Imbalances: An LMIC Guide, which explores these concepts in more detail.

What does the unemployment-to-vacancy ratio tell us about imbalances?

The unemployment-to-vacancy ratio shows us how combining labour market indicators can provide clearer insight into labour market imbalances. By bringing together information on labour supply (unemployment) and employer demand (vacancies), the ratio helps explain how different parts of the labour market are interacting.

When interpreted alongside other indicators—such as educational attainment, employment by occupation, and vacancies by occupation—it can provide a more fulsome picture of the labour market.

How to report this metric

Table 3: Average, minimum, and maximum unemployment-to-vacancy ratios by province, 2025

	2025 average	2025 minimum	2025 maximum
Canada	3.07	2.82	3.31
Alberta	3.21	2.80	3.97
British Columbia	2.41	2.15	2.69
Manitoba	2.48	2.07	2.83
New Brunswick	3.36	2.85	3.90
Newfoundland and Labrador	6.07	4.87	7.86
Nova Scotia	2.63	2.43	2.96
Ontario	3.89	3.49	4.05
Prince Edward Island	3.92	2.67	5.51
Quebec	2.41	2.13	2.76
Saskatchewan	2.09	1.70	2.58

Note: Because territorial data are calculated using three-month averages, they are reported separately for clarity.

Sources: Statistics Canada, Table 14-10-0287-01 Labour force characteristics, monthly, seasonally adjusted and trend-cycle (<https://doi.org/10.25318/1410028701-eng>); Statistics Canada, Table 14-10-0432-01 Job vacancies, payroll employees, and job vacancy rate by provinces and territories, monthly, adjusted for seasonality (<https://doi.org/10.25318/1410043201-eng>)



Table 4: Average, minimum, and maximum unemployment-to-vacancy ratios in the territories, 2025

	2025 average	2025 minimum	2025 maximum
Canada	3.07	2.82	3.31
Northwest Territories	1.40	1.00	1.92
Nunavut	2.64	1.57	5.24
Yukon	1.57	1.35	2.19

Sources: Statistics Canada, Table 14-10-0292-01 Labour force characteristics by territory, three-month moving average, seasonally adjusted and unadjusted (<https://doi.org/10.25318/1410029201-eng>); Table 14-10-0432-01 Job vacancies, payroll employees, and job vacancy rate by provinces and territories, monthly, adjusted for seasonality (<https://doi.org/10.25318/1410043201-eng>)

Nationally, the average unemployment-to-vacancy ratio in 2025 was 3.07, meaning there were approximately 3 unemployed people for every job vacancy in Canada. Over the course of the year, the ratio ranged from 2.81 in February to 3.31 in August, a difference of approximately one additional unemployed person per every two vacancies. This indicates that the number of job-seekers relative to the available vacancies increased during the year, suggesting a shift toward a labour surplus.

Across the provinces, the average unemployment-to-vacancy ratio ranged from 2.09 in Saskatchewan to 6.07 in Newfoundland and Labrador. This indicates that labour market conditions varied significantly across regions, with substantially more unemployed persons relative to vacancies in Newfoundland and Labrador than in Saskatchewan.

In the territories, the average ratios were 1.40 in the Northwest Territories, 2.64 in Nunavut, and 1.57 in Yukon.

Looking at variation over the year, Newfoundland and Labrador experienced the largest fluctuation, with the ratio ranging from 4.87 in March to 7.86 in July. Nova Scotia had the smallest variation, with the unemployment-to-vacancy ratio ranging from 2.43 in September to 2.96 in April.



Scenario: The employer who is struggling to find workers in their region

Problem:

An employer operates in a province with very high job vacancy rates and low unemployment. As a result, the organization is struggling to find workers for a major contract and is unsure how to adjust its recruitment strategy. The employer realizes it may need to recruit outside its province. But where?

Solution:

Using the unemployment-to-vacancy ratio, the employer can see which parts of Canada have the most job-seekers relative to available employment. This helps the employer target recruitment efforts in provinces where more workers may be looking for employment.

What this tells us at a glance

The unemployment-to-vacancy ratio shows how many people are looking for work relative to the number of available vacancies.



Technical nuance:
What does the
unemployment-to-vacant
ratio *not* tell us?

- A high unemployment-to-vacancy ratio means there are more unemployed people per vacancy. However, this doesn't necessarily mean there is *suitable* labour available, because workers' skills may not match employers' requirements.
- The unemployment-to-vacancy ratio is related to the Beveridge curve, which depicts the inverse relationship between unemployment and vacancies (Lam, 2022).

Long-term unemployment rate

What is it?

The long-term unemployment rate measures how persistent unemployment is. People who have been unemployed for 27 weeks or longer are considered to be in long-term unemployment (Statistics Canada, 2024d).

The long-term unemployment rate is calculated as the number of unemployed people who have been unemployed for at least 27 weeks, expressed as a share of all unemployed people in the same period.

Why the long-term unemployment rate matters

Long-term unemployment is a concern because people in this situation often face additional barriers in their job search. These barriers can include employer bias, personal bias, or job search burnout (Sharone, 2021).

Long-term unemployment can also be a symptom of issues in the labour market. For example, it can occur during a labour surplus, when periods of unemployment last longer and it becomes more difficult for people to find jobs.

What does the long-term unemployment rate tell us about imbalances?

The long-term unemployment rate provides insights into persistent and structural imbalances in the labour market from a job-seeker's perspective. By focusing on job-seekers who are having an especially challenging time finding employment, the long-term unemployment rate can provide hints about potential skill or credential mismatches.

For example, when long-term unemployment data are combined with other indicators—like educational attainment—it can reveal how different types of training programs are associated with the likelihood of long-term unemployment. These insights can help support strategic workforce planning and more targeted policy interventions.

How to report this metric

Table 5: Long-term unemployment rates across Canadian provinces and territories, 2025

Canada	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.
22.7%	18.5%	17.3%	18.2%	16.7%	18.0%	27.1%

Man.	Sask.	Alta.	B.C.	Yukon	N.W.T.	Nunavut
19.7%	17.8%	22.0%	18.9%	—	—	—

Source: Statistics Canada, Table 14-10-0057-01 Duration of unemployment, annual (<https://doi.org/10.25318/1410005701-eng>)

Nationally, the long-term unemployment rate in 2025 was 22.7%, meaning that for every 100 people who experienced a period of unemployment in 2025, almost 23 would be unemployed for at least 27 weeks.

Across the provinces, the long-term unemployment rate ranged from 16.7% in New Brunswick to 27.1 % in Ontario, representing a 10.4 percentage-point difference across Canada.



Scenario

A researcher examines the impact of a recession

Problem:

A recession affected Canada several years ago, and the country is still recovering. A labour market researcher is asked to conduct a deep dive into the impact of the recession on Canadians, with a directive to focus on those who lost their jobs. The researcher has already reported the unemployment rate, but needs additional insight into the people most affected by the recession.

Solution:

Because the researcher is asked to focus on those who lost work, they begin by identifying the unemployed population using the unemployment rate. To get more insight into what else was going on with the unemployed group, they use the long-term unemployment rate to see how many people face protracted struggles to find work. This approach helps the researcher better understand the groups facing prolonged difficulty and develop more targeted recommendations.

What this tells us at a glance

The long-term unemployment rate builds on the unemployment rate by showing how many job-seekers remain unemployed for extended periods.

Data notes

- ▶ Annual unemployment data, including long-term unemployment data, are provided directly by the Labour Force Survey (LFS). The only calculation required for this indicator is an estimation of the long-term unemployment rate using the annual unemployment and long-term unemployment data for Canada and the provinces.
- ▶ The LFS does not provide long-term unemployment data for the territories.



Long-term vacancy rate

What is it?

The long-term vacancy rate measures how hard it is to fill open vacancies. A vacancy is considered long-term if it has been open for at least 90 days (Statistics Canada, 2018).

The long-term vacancy rate is the share of all vacancies that have remained open for 90 days or longer.

Why the long-term vacancy rate matters

When there is a labour shortage or a skills mismatch, organizations typically have a harder time finding suitable candidates, and vacancies stay open longer.

An increasing long-term vacancy rate indicates that employers are having greater difficulty finding workers with the skills needed to fill open positions. This metric can help employers and policymakers decide where and how to invest in upskilling or training programs to strengthen the labour market pipeline.

Long-term vacancies are an interesting counterpoint to long-term unemployment because they offer insights into labour market friction and how quickly job vacancies are filled (Hanly et al., 2023).

What does the long-term vacancy rate tell us about imbalances?

The long-term vacancy rate provides insight into persistent and structural imbalances in the labour market from the employer perspective. Focusing on employers who are having an especially challenging time filling job vacancies can signal deep regional, skill, or credential shortages in the available labour supply.

For example, examining the long-term vacancy rate by region and occupation can reveal where, and whether, structural shortages in available labour exist, and for which specific occupations. These insights can lead to more targeted interventions to boost certain skills or credentials for in-demand occupations in specific regions.



How to report this metric

Table 6: Average long-term vacancy rates across Canadian provinces and territories, 2025

Canada	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.
28.6%	30.6%	22.6%	31.7%	39.2%	31.4%	26.7%

Man.	Sask.	Alta.	B.C.	Yukon	N.W.T.	Nunavut
28.5%	30.5%	24.1%	29.9%	27.4%	39.8%	34.5%

Source: Statistics Canada, Table 14-10-0443-01 Job vacancies, proportion of job vacancies and average offered hourly wage by occupation and selected characteristics, quarterly, unadjusted for seasonality (<https://doi.org/10.25318/1410044301-eng>)

Nationally, the long-term vacancy rate in 2025 was 28.6%, meaning that for every 100 vacancies, we would expect one-third to remain open for at least 90 days.

Quarterly, the national long-term vacancy rate ranged from 27.1% in the third quarter to 31.2% in the first quarter.

Across the provinces and territories, the average long-term vacancy rate ranged from 22.6% in Prince Edward Island to 39.8% in the Northwest Territories.

The lowest quarterly long-term vacancy rate was 17.0% in Prince Edward Island (reported for the third quarter), while the highest was 45.9% in the New Brunswick (reported for the fourth quarter).



Scenario: A company in a very competitive sector needs skilled workers

Problem:

A large company in a competitive sector realizes it needs to adopt new technologies to stay competitive. It plans a recruitment drive to secure workers who have the right skills for the new team. Through its industry networks, the company learns that many of its competitors are recruiting for similar roles and struggling to fill certain positions. The company wants to take a proactive approach and build its team before its competitors do.

Solution:

The company needs to identify which positions its competitors are struggling to fill. To do this, it looks at the long-term vacancy rate for the occupations it needs to hire for in its region. It finds that one occupation has an unusually high long-term vacancy rate, indicating that this position will be competitive to recruit for. To attract top talent, the company decides to offer higher wages and better benefits than its competitors and to launch an internal upskilling program to build the required skills within its existing workforce. Using this two-pronged approach, the company succeeds in setting up its team ahead of its competitors.

What this tells us at a glance

The long-term vacancy rate indicates which job vacancies remain unfilled for 3 months or longer, reflecting the challenges employers face in finding workers with the right skills.

Data notes

- ▶ Long-term vacancy rate data are provided quarterly. Provincial and territorial data are available in the same table.
- ▶ To calculate the average long-term vacancy rate, we first calculated the quarterly rate, then averaged the four quarterly values.



Participation rate

What is it?

The participation rate is the share of the working-age population (those aged over 15 years) that is participating in the labour market. A person is considered to be participating in the labour market only when they are either employed or unemployed (actively looking for work and available to start).

Why the participation rate matters

The higher the participation rate, the more engaged the population is in the labour market. Declining participation rates may indicate that workers are becoming frustrated because it is hard to find work. People may also be leaving the labour market temporarily to address other barriers or responsibilities.

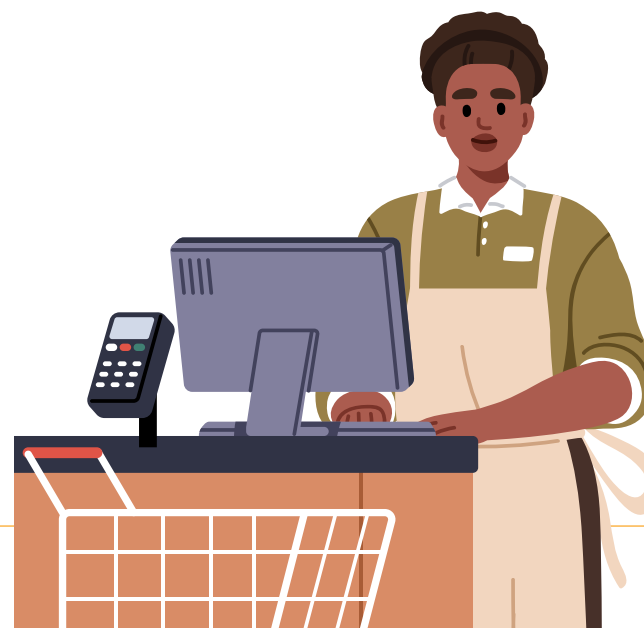
Policies and initiatives focused on increasing the participation rate—particularly among underrepresented populations—can help strengthen the workforce and support economic growth.

What does the participation rate tell us about imbalances?

On its own, the participation rate is not a direct measure of labour market imbalances. However, when interpreted with other indicators, like the unemployment rate, it can reveal subtle but important nuances in the labour market.

For example, a declining unemployment rate on its own might suggest that workers are finding employment more easily and that job opportunities are plentiful. However, if the participation rate is also declining, it may indicate that the unemployment rate is falling because fewer people are looking for work rather than because more people are finding work.

In this case, additional indicators, such as vacancy rates or long-term unemployment rates, can help identify structural supply and demand imbalances in the labour market.



How to report this metric

Table 7: Participation rates across Canadian provinces and territories, 2025

Canada	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.
65.3%	57.8%	66.0%	61.3%	60.5%	64.9%	65.0%
Man.	Sask.	Alta.	B.C.	Yukon	N.W.T.	Nunavut
66.6%	67.4%	68.9%	65.02%	76.1%	68.7%	59.7%

Source: Statistics Canada, Table 14-10-0464-01 Labour force characteristics by province, territory and economic region, annual (<https://doi.org/10.25318/1410046401-eng>)

Nationally, Canada's participation rate in 2025 was 65.3%, meaning that for every 100 people over the age of 15, approximately 65 were in the labour force—either currently employed or actively seeking work.

The regional participation rate ranged from 58.7% in Newfoundland and Labrador to 76.1% in Yukon. Eight of the 13 regions had participation rates higher than 65%.

Only two regions had participation rates lower than 60%: Newfoundland and Labrador and Nunavut.

Only one region had participation rates higher than 70%: the Yukon.



Scenario: Building a broader workforce

Problem:

An incoming government faces economic and demographic headwinds that have led to a shrinking workforce and smaller tax base. It wants to encourage more people to enter the workforce, but it is unsure where to start. The government asks an analyst to prepare a high-level briefing of the state of the workforce and identify where policy efforts could be most effective.

Solution:

The analyst prepares a briefing showing how the country's participation rate has changed over time, highlighting recent and expected trends. The briefing also shows a breakdown of participation rates by socio-economic groups. The analyst identifies that the overall participation rate has declined over time, but that some population groups still have lower participation rates than the overall population.

Even more interesting, the analyst notices increasing rates of participation in recent years for some of these population groups. This insight helps the government identify where targeted policy, funding, and programming could encourage greater labour market participation and help offset potential broader workforce declines.

What this tells us at a glance

The participation rate shows how many people are active in the labour market. It can highlight areas of untapped workforce potential.

Data notes

- Participation rate data come directly from the annual Labour Force Survey (LFS). Data for provinces and territories are available within the same dataset, and no additional processing was required.



Employment rate

What is it?

The employment rate is the share of the total working-age population that is actively employed. It is closely related to the participation rate, but focuses only on employed individuals.

Because the employment rate is calculated using the working-age population, it can be interpreted as “X% of the overall Canadian population is employed.”

Why the employment rate matters

The employment rate provides insight into how many people are contributing to the workforce and the broader tax base. Changes in the employment rate can affect long-term planning for social and health benefits.

What does the employment rate tell us about imbalances?

The employment rate, like the participation rate, offers insight into the overall structure of the labour market and can help reveal underlying issues when interpreted alongside other indicators. For example, a stable employment rate over time might signal a stable, healthy labour market.

However, if the participation rate is declining while the employment rate remains stable and the population is also declining, that would mean the total number of employed persons is actually declining over time. Over the long term, a trend like this could lead to a declining tax base for a region and to labour shortages if the total amount of available labour and number of employed persons continue to decline.



How to report this metric

Table 8: Employment rates across Canadian provinces and territories, 2025

Canada	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.
60.8%	52.0%	60.8%	57.3%	56.2%	61.3%	60.0%

Man.	Sask.	Alta.	B.C.	Yukon	N.W.T.	Nunavut
62.7%	63.9%	63.9%	60.9%	72.8%	65.5%	53.6%

Source: Statistics Canada, Table 14-10-0464-01 Labour force characteristics by province, territory and economic region, annual (<https://doi.org/10.25318/1410046401-eng>)

Nationally, the employment rate in Canada was 60.8% in 2025, meaning that for every 100 people over the age of 15, approximately 61 were actively employed.

Across the provinces and territories, employment rates in 2025 ranged from 52.0% in Newfoundland and Labrador to 72.8% in Yukon—the same regions that reported the highest and lowest participation rates.

Four regions had employment rates lower than 60%: Newfoundland and Labrador, Nunavut, New Brunswick and Nova Scotia.

Yukon was the only region to have an employment rate higher than 70%.



Scenario: Planning for the future

Problem:

A small town is struggling to meet its budget demands due to a declining tax base, even though its population and unemployment rate have not changed. The council realizes that the town cannot continue operating as it has in the past and needs to plan for a different future. It wants to take an evidence-based approach, but is unsure where to start.

Solution:

The council requests information about the town's employment rate over the past few decades. It finds that the rate has been declining for some time and is likely to continue doing so, even with intervention. Using the employment rate, the council gains a high-level picture of the town's working, tax-contributing population, and adjusts its long-term budget planning. It also begins developing strategies and investments to attract employers and increase employment opportunities in the region.

What this tells us at a glance

The employment rate shows how many people in the working-age population are employed.

Data notes

- Employment rate data are taken directly from the annual Labour Force Survey (LFS). Data for provinces and territories are available in the same dataset, and no additional processing was required.



Hours worked

What is it?

For LMI purposes, hours worked refers to the total number of hours worked in a typical week. It does not consider sick time, vacation leave, or overtime.

As an indicator, hours worked provides insight into how workers supply labour and how employers structure work in response to current labour market conditions. When choosing jobs, workers often make decisions based on whether the number of hours offered aligns with their needs. Not every employee works (or wants to work) the same number of hours.

Why hours worked matter

During labour shortages, workers may be asked to work more hours to fill productivity gaps caused by vacancies. Conversely, when there is a labour surplus, workers may work fewer hours, on average, due to lower demand from employers. In this way, hours worked can signal how demand is manifesting in the labour market.

As Baker & Ball (2018) note in a Reserve Bank of Australia bulletin, “Average hours worked is a useful additional metric as changes in hours in response to labour market conditions are not captured by employment growth and the unemployment rate.”

What do hours worked tell us about imbalances?

As an indicator, hours worked provides insight into how intensively labour is being utilized at a given time and in a given region. In this way, it complements other indicators, such as the unemployment rate, by showing how effectively labour is being used.

For example, if two provinces have identical unemployment, vacancy, wages paid, and participation rates, we might assume that their labour markets are “equally balanced.” However, if one province has significantly lower hours worked, this might indicate that the total amount of labour being supplied or used in that province is lower.

In this situation, workers who prioritize higher total earnings may be more inclined to move to the province with higher average hours worked (and, in turn, higher potential earnings). Observations like this may also prompt policymakers to examine other indicators, such as long-term unemployment or underemployment rates, to identify possible structural issues in the labour market.

How to report this metric

Table 9: Average usual weekly hours worked across Canadian provinces and territories, all workers, 2025

Canada	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.
36.3	38.4	38.2	37.0	37.3	35.2	36.3

Man.	Sask.	Alta.	B.C.	Yukon	N.W.T.	Nunavut
36.9	37.6	37.5	36.0	—	—	—

Note: The data shown encompass all jobs, including full-time and part-time jobs.

Source: Statistics Canada, Table 14-10-0043-01 Average usual and actual hours worked in a reference week by type of work (full- and part-time), annual (<https://doi.org/10.25318/1410004301-eng>)

Nationally, the average worker in Canada worked 36.3 hours a week in 2023. This average includes full- and part-time workers. Full-time workers averaged 40.4 hours per week, while part-time workers averaged 17.8 hours per week.

Across the provinces, average weekly hours ranged from 35.2 hours a week in Quebec to 38.4 hours a week in Newfoundland and Labrador.

Looking specifically at the usual hours worked **by full-time workers only** (the normal number of hours worked in a week, excluding overtime), the provincial average (excluding Quebec) was 40 hours per week. In four provinces, workers averaged more than 41 hours a week: Newfoundland and Labrador (42.1 hours), Saskatchewan (41.8 hours), Alberta (41.8), and Prince Edward Island (41.4 hours),.

When measured as actual hours worked in the reference week (factoring in vacation, illness, and overtime), three provinces averaged more than 40 hours for full-time workers Newfoundland and Labrador (41.0), Alberta (40.8), and Saskatchewan (40.5).



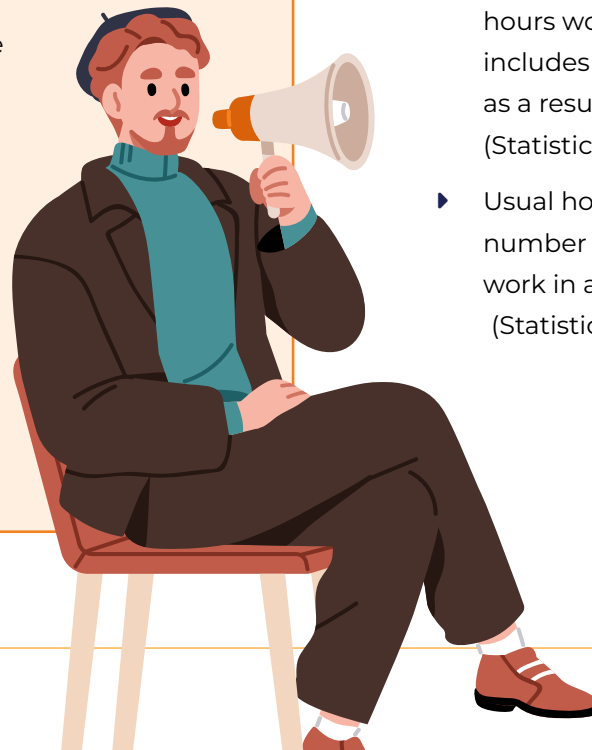
Scenario: An independent film producer seeks the right balance of staffing

Problem:

A film producer in charge of staffing has a fixed budget for an upcoming project. They are working with a small budget and need to determine how many people to hire to complete the project on time and efficiently. They've heard from colleagues in the industry that there is a shortage of production staff, which could make it challenging to recruit a large number of people.

Solution:

The producer maps out the estimated hours of work required to complete the film's production. They realize they need about 1,000 hours of production-related labour per week. They can hire 25 full-time workers to work 40 hours a week, or 50 part-time workers to work 20 hours a week. They know there might be a labour shortage for the roles they are trying to recruit, and they realize it is not feasible to recruit or manage 50 part-time staff. They decide to look for 25 full-time staff.



What this tells us at a glance

Hours worked show us not just how many people are employed, but also how much they are working. This indicator can also reveal hidden imbalances in the labour market, like underemployment or overreliance on part-time workers.

Data notes

- ▶ Average hours worked data come from the annual LFS data (territories excluded).
- ▶ Hours worked data are provided as usual and actual hours worked for part-time, full-time, and all workers, where:
- ▶ Actual hours worked refers to the actual hours worked during the reference week and includes temporary changes to hours worked as a result of vacation, illness, or overtime (Statistics Canada, 2025a).
- ▶ Usual hours worked refers to the normal number of hours that respondents typically work in a week, not including overtime (Statistics Canada, 2025a).

Working-age population

What is it?

In Canada, the working-age population includes anyone over the age of 15. This indicator is most useful when looking at growth. It shows how much the population, or labour force, has increased over a certain period.

Why the working-age population matters

The working-age population is the total number of potential workers in a region, including those not currently participating in the labour market. A sustained decline or aging of the working-age population can signal systemic labour shortages on the horizon.

What does the working-age population tell us about imbalances?

The working-age population is an indirect indicator of labour market imbalances. On its own, it represents the “maximum potential” of labour supply in a region. When examined over time and alongside other indicators, such as vacancy rates, it can help signal the potential for long-term imbalances.

For example, if a region’s working-age population is steadily decreasing while vacancies are steadily increasing, it may indicate that the region is at risk of future long-term imbalance. Policymakers in this situation may also want to track long-term vacancy rates to identify whether this dynamic creates structural challenges



How to report this metric

Table 10: Working-age population and labour force by province, Canada (thousands), 2025

	Labour force	Population
Alberta	2,791	4,054
British Columbia	3,141	4,835
Canada	3.07	2.82
Manitoba	782	1,174
New Brunswick	460	721
Newfoundland and Labrador	272	471
Nova Scotia	560	914
Ontario	8,911	13,702
Prince Edward Island	102	154
Quebec	4,921	7,579
Saskatchewan	651	966

Source: Statistics Canada, Table 14-10-0327-01 Labour force characteristics by gender and detailed age group, annual (<https://doi.org/10.25318/1410032701-eng>)

Nationally, there were 34.6 million people 15 or over living in Canada in 2025. Of these, 22.6 million were engaged in the labour force, for a participation rate of 65.3%.

Across the provinces, Ontario, Quebec, British Columbia, and Alberta accounted for 87.23% of the Canadian labour force and 87.5% of the Canadian 15 and over.



Scenario: Exploring a workforce's maximum potential

Problem:

An analyst in a provincial government department is asked to provide a set of metrics to map out the full economic potential of the province “should all cylinders fire at once.” It’s a theoretical exercise, but managers want a sense of the province’s “blue-sky” economic possibilities.

Solution:

The analyst decides to use the working-age population metric, which provides the exact number of people of working age in the province as the basis for the blue-sky analysis. Using this, the team can imagine the best-case, highest-potential possibilities for the province’s workforce. Starting from there, they gradually incorporate other feasibility factors to work toward a more practical scenario—but one that begins from an optimistic place.

What this tells us at a glance

The working-age population is the total number of people who could potentially participate in the labour force, including those currently outside the labour market.

Data notes

- ▶ Working-age population data come from the annual Labour Force Survey (LFS) (excluding territories).



Worker age distribution

What is it?

Worker age distribution describes the demographic composition of the labour market and the market's reliance on specific age cohorts, such as mature workers. (As a reminder, the working-age population consists of everyone over the age of 15.)

Those aged 15–24 are considered young workers. Many people in this group are still in school, which may affect both their participation in the labour market and the types of jobs they have. Youth typically have higher unemployment rates and face unique challenges in finding work.

Those aged 25–54 are in the core-age cohort, often viewed as the prime working-age group in Canada.

Those aged 55 and over are considered mature workers because they are nearing retirement. Participation rates for this group tend to be lower overall. However, in Canada, mature workers make up an increasing share of the modern workforce due to factors like the size of the baby boomer generation, longer life expectancy, longer careers, declining birth rates, longer periods of education, and later entry into the labour market. This creates risk because when these workers retire, they take their experience and knowledge out of the labour market.

Why worker age distribution matters

The worker age distribution has complex and important implications for labour market planning because different age cohorts have distinct expectations regarding work, including salary, benefits, and flexibility.

Looking at the overall worker age distribution can help identify where labour markets rely on mature workers and where younger workers are entering the workforce. Understanding the balance among young, core-age, and mature workers can support more effective workforce and policy planning.

What does the worker age distribution tell us about imbalances?

Worker age distribution provides a direct signal of potential labour market imbalances by showing whether younger workers are entering occupations or regions quickly enough to replace mature workers approaching retirement.

If an occupation or region has a disproportionately large share of mature workers compared with younger workers, it may face a long-term risk of a labour shortage as those workers retire. Addressing this type of imbalance requires structural responses to either engage youth in a particular occupation or attract youth to a particular region.

Worker age distribution is most useful when interpreted alongside other indicators, such as educational attainment, employment by occupation, and job vacancies. Together, these indicators can help show the supply of new workers entering the labour market through education and training (educational attainment), whether these at-risk occupations are large enough to pose a serious risk to the economy (employment by occupation), and whether demand for the at-risk occupation is increasing or decreasing (job vacancies).

Together, these indicators will provide a comprehensive picture of the flow of new labour and the outflow of labour due to retirements.

How to report this metric

Table 11: Distribution of workers by age group, Canadian provinces, 2025

	15–24 years	25–54 years	55+ years
Alberta	15%	53%	32%
British Columbia	14%	49%	37%
Canada	14%	48%	37%
Manitoba	16%	49%	34%
New Brunswick	13%	44%	43%
Newfoundland and Labrador	12%	42%	46%
Nova Scotia	13%	45%	42%
Ontario	15%	49%	36%
Prince Edward Island	16%	46%	39%
Quebec	13%	47%	40%
Saskatchewan	16%	49%	35%

Source: Statistics Canada, Table 14-10-0327-01 Labour force characteristics by gender and detailed age group, annual (<https://doi.org/10.25318/1410032701-eng>)

Nationally, in 2025, 48% of the working-age population was in the core-age cohort (25–54). Another 14% was in the youth cohort (aged 15–24), while 37% were mature workers (aged 55 and over).

Across the provinces, Alberta had the largest share of core-age workers, with 53% of the working-age population aged 25–54. Ontario, Saskatchewan, Manitoba, and British Columbia followed, each with about 49% of their populations in the core-age cohort.

Manitoba, Saskatchewan, and Prince Edward had the largest youth representation, with 16% of the working-age population aged 15–24, while Newfoundland and Labrador had the lowest, at only 12%.

Newfoundland and Labrador also had the highest representation of mature workers, with 46% of the working-age population aged 55 and over. Nova Scotia, New Brunswick, and Quebec also had at least 40% of their working-age populations aged 55 or older.

Scenario: The case of the “missing” tradespeople

Problem:

A labour market researcher has been hearing reports that employers are struggling to find tradespeople for major construction projects. Initial data suggest the labour market is healthy: unemployment in the construction occupations is low, apprenticeship graduation numbers have been stable, and demand for workers continues to grow. However, both vacancy and long-term vacancy rates have been steadily increasing, suggesting that something else may be affecting the supply of trades workers.

Solution:

The researcher knows that the flow of newly trained youth into the trades has remained steady, as has the unemployment rate. They begin to wonder whether the problem might be that people are aging out of the trades faster than the flow of people entering them. To test this theory, the researcher looks at the age distribution of workers in the trade. They find that an unusually high proportion of workers in this trade are mature workers.

Looking at the data over time, they observe that this lopsided age distribution has led to an uneven flow of labour: the number of newly trained tradespeople has not caught up with the number of workers retiring. The researcher presents these findings with a recommendation to increase recruitment and training efforts to offset the effect of mature workers leaving.

What this tells us at a glance

Worker age distribution shows how the workforce is spread across age groups and can help identify potential risks to productivity and future labour supply.

Data notes

- ▶ Worker age distribution data are from the annual Labour Force Survey (LFS) (excluding territories).
- ▶ Age distribution refers to the total population over the age of 15, including people who are in and out of the labour market.



Offered wages

What is it?

The term “offered wages” refers to the average hourly wages that employers offer for current vacancies, as provided by data sources like online job postings and the Job Vacancy and Wage Survey (JVWS). It reflects the average reported wage that employers advertise to attract workers. For this guide, we will focus on offered wages as defined in the JVWS.

Offered wages are calculated using employer-provided wages for open vacancies in the JVWS. The data are reported quarterly, with provincial and territorial data available in the same dataset. The average wages offered are then calculated as an average of the quarterly reported offered wages for 2025. Offered wages are for both part- and full-time positions.

When you look at the “JVWS average wages,” you are seeing the average offered wage for that period for all positions. As with many of the metrics in this guide, offered wages vary across regions, occupations, and industries, so if you are interested in wages for specific areas or types of work, make sure you are looking at the right breakdown. JVWS also provides offered wages by occupation and industry for a more detailed analysis.

Why offered wages matter

Offered wages help us understand how employers position jobs in the labour market and whether typical labour market dynamics are occurring.

Theory suggests that when employers face a labour shortage, they may increase the offered wages to attract more skilled workers. Monitoring changes in offered wages can therefore help policymakers observe whether labour market expectations align with or deviate from expected economic conditions.

However, one thing to keep in mind is that “the offered wage may be different from the actual wage paid once the position is filled” (Statistics Canada, 2024e). Wages are only one component of an individual’s broader compensation package.

What do offered wages tell us about imbalances?

On their own, offered wages are an indirect indicator of labour market imbalances. However, when viewed over time, they can show how employers react to an imbalance in the labour market. This is best understood when offered wages are interpreted alongside other indicators, such as vacancy rates, long-term vacancy rates, and employment-vacancy ratio.

For example, when employers have difficulty finding available labour—reflected in higher vacancy and long-term vacancy rates—from a smaller pool of available job-seekers (unemployment-to-vacancy ratio), they may need to compete to attract top talent. One way to do this is by offering higher wages.

In this way, dynamic and regional fluctuations in offered wages can signal a lot about what might be happening in the labour market. This is an example of how we can use different indicators together to help reveal how different stakeholders in the labour market are reacting to emerging imbalances.

How to report this metric

Table 12: Average hourly offered wages across Canadian provinces and territories, 2025

Canada	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.
\$28.65	\$25.64	\$27.21	\$25.45	\$25.90	\$28.56	\$29.69

Man.	Sask.	Alta.	B.C.	Yukon	N.W.T.	Nunavut
\$25.30	\$25.90	\$27.33	\$29.80	\$32.90	\$37.06	\$34.03

Source: Statistics Canada, Table 14-10-0443-01 Job vacancies, proportion of job vacancies and average offered hourly wage by occupation and selected characteristics, quarterly, unadjusted for seasonality (<https://doi.org/10.25318/1410044301-eng>)

Nationally, the average hourly offered wage in Canada was \$28.65 in 2025. Across occupations, sales and service jobs had the lowest average offered wage (\$20.53 per hour), while legislative and senior management occupations had the highest average offered wage (\$86.44 per hour).

Across the provinces and territories, average wages ranged from \$25.30 in Manitoba to \$37.06 in the Northwest Territories.



Scenario: Competing for talent

Problem:

A company receives a new investment that allows it to scale and expand its operations. While the funds present a great opportunity, the investors have made it clear that they expect the company to deliver at the top end of the market relative to its competitors. To compete successfully, the company needs to attract top talent, potentially from competitors. The recruitment team must determine how to make its job postings attractive enough to secure top talent while keeping salaries sustainable.

Solution:

The recruitment team looks at the offered wage data for the region and the position for which they are hiring. To ensure their offers will be competitive without overspending, the team decides to set wages in the top 10% of offered wages for similar roles in the region. This approach allows the company to attract talent while controlling staffing costs.

What this tells us at a glance

Offered wages show how much employers are willing to pay to attract the right workers and can signal how strongly employers are competing for labour.



Paid wages

What is it?

The term “paid wages” refers to the hourly wages reported in the Labour Force Survey (LFS) by currently employed people. It tells us about the actual wages that workers earn. (By comparison, offered wages are possible wages offered by employers.)

Paid and offered wages provide different types of information, so which one to consider depends on the question you are trying to answer. A simple way to think about the distinction is this: Offered wages give us insights into the employer perspective (what employers feel they must offer to attract workers), while paid wages tell us about workers’ actual earnings.

Why paid wages matter

Observing trendlines in paid wages over time can indicate how workers are being compensated in different economic conditions. This allows us to see how different factors (such as a recession or the vacancy rate) might influence wages, and vice versa, making it a useful tool for researchers (Statistics Canada, 2024a).

As with offered wages, average paid wages vary across regions, occupations, and industries. As a result, if you are interested in wages for specific areas or types of work, it is important to ensure you are looking at the correct breakdown.

What do paid wages tell us about imbalances?

Like offered wages, paid wages are an indirect indicator of labour market imbalances, when viewed as a single data point. However, when viewed over time and alongside other indicators—such as vacancy rates and the employment-to-vacancy ratio—paid wages can reveal how the labour market is responding to changing supply and demand conditions.

Paid wages also provide insight into workers’ bargaining power. Unlike offered wages, which reflect what employers advertise for open positions, paid wages show the compensation that job-seekers actually receive after hiring and wage negotiations. They can also indicate how employers retain existing employees in competitive labour markets.

For example, in an occupation where vacancy rates are rising, unemployment rates are falling, and the number of graduates from relevant training programs is declining (educational attainment), we would expect both offered and paid wages to increase. In this example, employer demand for workers is increasing while the supply of available labour is decreasing. Looking at these indicators together helps reveal how employers and job-seekers respond to labour market pressures.

How to report this metric

Table 13: Average hourly paid wages across Canadian provinces and territories, Canada, 2025

Canada	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.
\$36.40	\$33.42	\$30.11	\$32.39	\$31.27	\$35.05	\$37.72

Man.	Sask.	Alta.	B.C.	Yukon	N.W.T.	Nunavut
\$31.63	\$33.39	\$37.35	\$37.95	—	—	—

Source: Statistics Canada, Table 14-10-0417-01 Employee wages by occupation, annual (<https://doi.org/10.25318/1410041701-eng>)

Nationally, the average hourly paid wage in Canada was \$36.40 in 2025. The average full-time paid wage was slightly higher, at \$38.57 an hour.

Across occupations, sales and service jobs had the lowest paid offered wage (\$23.70 per hour), while legislative and senior management occupations had the highest (\$60.11 an hour).

Across provinces, average paid wages ranged from \$30.11 in Prince Edward Island to \$37.95 in British Columbia. Only three provinces had average paid wages that were higher than the national average.



Scenario: Figuring out your worth in the labour market

Problem:

A recent university graduate is entering the labour market and receives their first job offer. They are elated, but unsure whether the offer is “good.” They have some financial flexibility and can afford to wait for another opportunity, if need be—they want a job, but they also want fair compensation. Without industry experience or trusted contacts for advice, the graduate is uncertain how to evaluate the offer.

Solution:

The graduate remembers they have access to their university’s career counselling services and books an appointment. A career development professional reviews the average paid wage data for similar roles in the same sector and region to help the graduate understand how the offer stacks up in the broader labour market.

Using this information, the graduate recognizes that their offer is significantly lower than the typical paid wage for comparable positions. Because they have some financial flexibility, they decide to turn down the offer and continue their job search.

What this tells us at a glance

Paid wages reflect the current cost of labour and the earnings that workers receive in the labour market. They can indicate how work is valued and how strongly employers must compete to retain or attract experienced workers.

Data notes

- ▶ Paid wage data come from the annual LFS (excluding territories).
- ▶ Paid wages represent the average hourly wages earned by both full- and part-time workers.
- ▶ Wages vary by province and territory and across occupations and industries. For those who require more detailed information, the LFS also provides paid wages by occupation and industry.

Educational attainment

What is it?

Educational attainment refers to the highest level of education a person has completed. In the Labour Force Survey, it is reported as the share of the labour force at each level of education.

Because many younger workers are still completing their educations, the educational attainment indicator includes only individuals over the age of 25. While some people continue their studies beyond age 25, this threshold reduces the likelihood that the results will be affected by individuals who are still in school.

Why educational attainment matters

Educational attainment provides insight into the composition of the labour supply and can identify gaps in available skills.

It is also useful for understanding skills mismatches in the pipeline from school to work. Different jobs have different educational requirements, and if the available labour force lacks sufficient workers with the required education, a mismatch can occur—even when there are enough total workers to fill vacancies.

Because educational attainment provides information about available skills in the workforce, policymakers often use this indicator to forecast labour needs and guide decisions about education and training programs.

What does educational attainment tell us about imbalances?

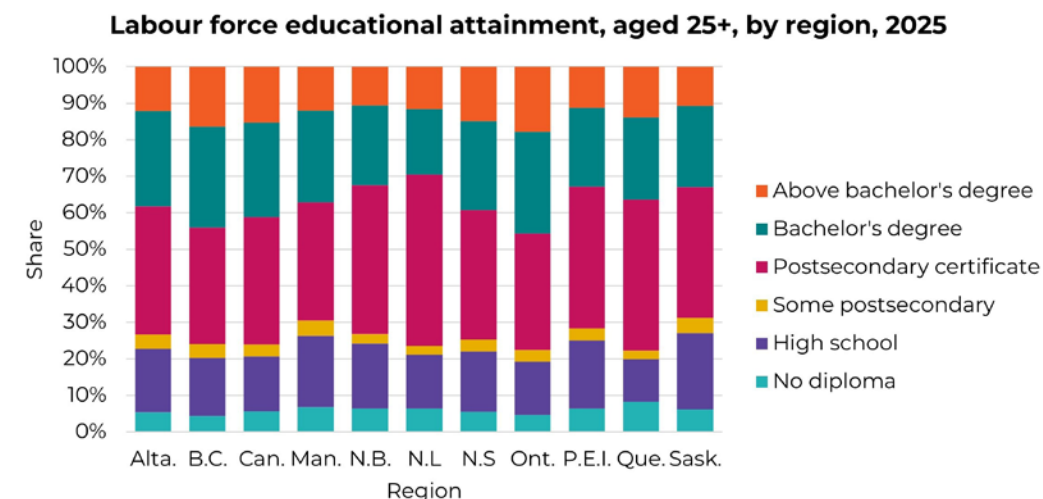
Educational attainment may not seem like a direct indicator of labour market imbalances on its own. However, when used alongside other indicators, it can provide important context about the skills available in the labour market and the flow of new labour into it.

For example, consider an occupation in which vacancy rates and long-term vacancy rates are rising, and the workforce has a disproportionately large share of mature workers approaching retirement. In this situation, it is useful to first identify the educational attainment needed to work in that occupation and the number of new graduates from relevant educational programs.

If the number of graduates from these programs is declining, the increase in vacancy rates and mature workers could be related to fewer young workers “flowing” from relevant educational programs. This may signal to policymakers that greater recruitment efforts for certain training programs are needed to increase the flow of available labour for the occupation.

This is one of many examples in which educational attainment is most useful when examined alongside other labour market indicators to understand the causes of potential labour market imbalances and identify appropriate responses.

Figure 1: Labour Force Educational Attainment, aged 25+, 2025



Source: Statistics Canada Labour force survey

How to report this metric

Source: Statistics Canada, Table 14-10-0118-01 Labour force characteristics by educational degree, annual (<https://doi.org/10.25318/1410011801-eng>)

Nationally, 94% of people in the labour force over the age of 25 have at least a high school diploma. Quebec has the largest share of the labour force aged over 25 reporting that they do not have a high school diploma (8%), while British Columbia had the lowest share (4%).

Looking more closely at post-secondary education in Canada, 79% of the labour force over the age of 25 has attended post-secondary school, and 76% have completed a post-secondary degree or diploma.

Across provinces, all except Saskatchewan and Manitoba (each at 69%), report that at least 70% of their labour force over the age of 25 has completed a post-secondary degree or diploma. Quebec and Ontario have the largest share of the labour force with a post-secondary degree or certificate (78%).

In Ontario, 465% of the labour force aged over 25 reports having a bachelor's degree or higher, which is five percentage points over the national average.

Quebec stands out because it has both the highest share of workers with less than a high school diploma and the highest share with a completed post-secondary degree or certificate. As a result, it has the lowest share of workers whose education stops at high school or who have some post-secondary education without completion.

Scenario: Strategizing for a changing workforce

Problem:

A province transitioning from a resource economy to a knowledge and service economy faces challenges when it comes to aligning the local workforce's skills and education with changing local labour demand. As a result, the province receives funding to accelerate its residents' attainment of post-secondary credentials and is tasked with determining which types of credentials are most needed in its region.

Solution:

The province looks at educational attainment in its population and finds that a very low proportion of the population has education beyond a bachelor's degree, especially compared to other provinces. It has also heard that employers in the province are struggling to recruit people with advanced credentials for key sectors, and it has verified this by examining vacancy rates.

Based on this analysis, the province focuses its investment on university programs that provide post-bachelor's credentials to build a stronger, more sustainable pipeline into the workforce and to address the shortage of workers who require those credentials.



What this tells us at a glance

Educational attainment affects workers' access to job opportunities and earnings. It can also influence a region's economic potential and highlight skill imbalances in the labour market.

Data notes

- ▶ Educational attainment data are from the annual Labour Force Survey (LFS) (territories excluded).
- ▶ Educational attainment in most surveys (like the LFS and Canadian Census) are based on a survey question that asks for the "highest credential" a person has obtained. It neither reflects nor provides information about other credentials obtained by a person—including those they may have obtained after their "highest credential." For this information, researchers must use the Education and Labour Market Longitudinal Platform.



Using disaggregated data to identify labour market imbalances

The final two indicators demonstrate the value of disaggregating labour market data when exploring labour market imbalances. In these examples, the indicators are broken down by occupation group.

Other useful ways to disaggregate labour market data include socio-demographic characteristics (such as race, gender, Indigenous identity, immigration status, or language), industry classifications (such as North American Industry Classification System sectors, also known as NAICS sectors), and geography (such as rural or urban labour markets).

Ultimately, how you choose to break down your analysis should be guided by the research question and the availability, quality, and size of the data.

Employment by occupation groups

What is it?

Employment by occupation group shows how workers are distributed across occupation groups. This makes it easier to see which occupations workers are in and facilitates comparisons across regions. It is calculated using the National Occupation Classifications (NOCs) for those who are currently employed.

The size of an occupation does not indicate a strength or weakness in the labour market. Understanding the distribution of jobs in the labour market gives us a clearer sense of the types of work commonly required.

Why employment by occupation groups matters

When trying to understand labour market imbalances, employment informs both the supply and demand sides because it represents both the individuals supplying labour and the organizations demanding it.

Looking at employment by occupation helps show how labour is used across different sectors of the economy, which is important to understand for planning purposes. Comparing how the distribution of employment changes over time also indicates how the market has shifted between the two periods.

What does employment by occupation tell us about imbalances?

Employment by occupation is an indirect indicator of labour market imbalances that is most useful when viewed over time, compared across regions, or observed alongside other indicators, such as the vacancy rate. Differences in employment by occupation between regions do not necessarily signal imbalance; they may simply reflect regional differences in economies. For example, resource-rich regions typically have a larger share of workers in the natural resources and agriculture sectors.

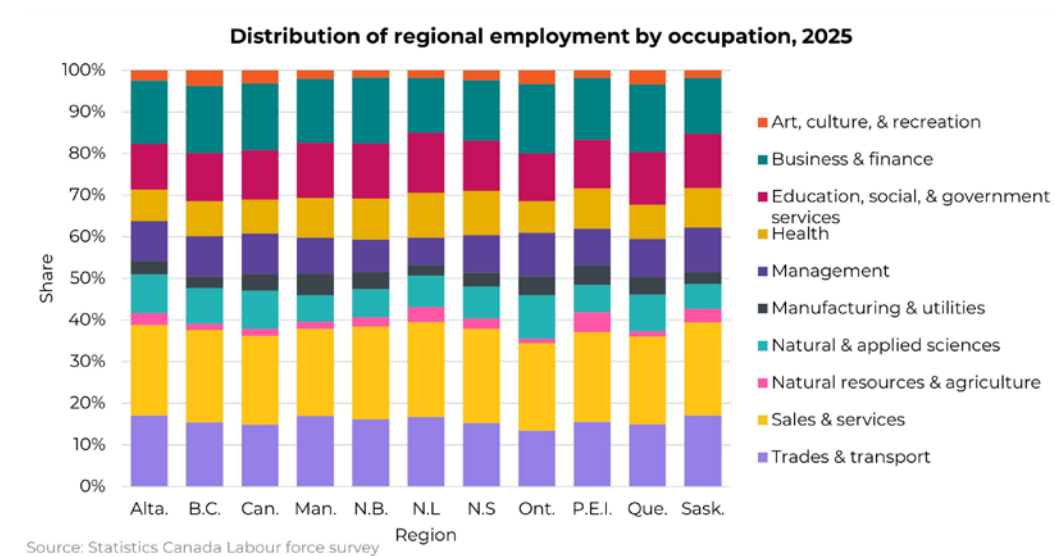
Imbalances may occur when regional demand changes rapidly. For instance, if a region has historically not relied on a natural resource-driven economy, but discovers new natural resources and begins developing related infrastructure, then demand for workers in natural resource and construction occupations may increase quickly. Looking at employment by occupation can help determine whether the local workforce includes enough new and young workers to meet new, growing, and long-term demand.

Conversely, if demand for natural resources declines in a resource-driven economy with a high proportion of natural resource workers, labour supply may begin to outpace labour demand. In these situations, indicators such as vacancy rates and unemployment rates for people in these regions can help you understand how workers in affected occupations are responding to these changes.

This example highlights how disaggregating different labour market indicators and combining them with other metrics can enable more nuanced, regional, and industry-specific analyses of labour market imbalances.

How to report this metric

Figure 2: Distribution of regional employment by occupation, 2025



Source: Statistics Canada, Table 14-10-0416-01 Labour force characteristics by occupation, annual (<https://doi.org/10.25318/1410041601-eng>)

Nationally, the occupations employing the most people in 2025 were those in sales and service (except management) (21.4% of all jobs); business and finance (except management) (16.0%); and trades and transport (except management) (14.9%).

Together, these three occupational sectors accounted for more than 50% of the jobs in each province.

The occupations employing the fewest people in Canada were those in natural resources and agriculture, (1.6% of national employment); art, culture and recreation (3.1%); and manufacturing and utilities (4.0%).

Across provinces, sales and service occupations employed the most people, ranging from 20.9% of provincial employment in Manitoba to 22.8% in Newfoundland and Labrador.

Newfoundland and Labrador was the only provinces where business, finance, and administration occupations were not among the top three.



Scenario: “An arts degree? What are you going to do with that?”

Problem:

A third-year arts student has a sudden moment of panic at their family Thanksgiving dinner when an uncle jokingly asks, “What are you gonna do with an arts degree?” Although the student humours the uncle and his good-natured ribbing, they feel quite fearful about their future. They began pursuing an arts degree because they were passionate about those subjects. But now they have doubts about their chosen path. Are there really jobs for people who want to work in the arts?

Solution:

The student meets with a career advisor and explains their anxiety. The advisor pulls some statistics showing employment by occupation for their region. To the student’s surprise (and relief), the data show that not only are there many people employed in the arts sector in their region, but also that their region has the highest proportion of people working in the arts in any province. With renewed optimism, the student continues their educational journey and looks forward to talking to family members about it at Christmas.

What this tells us at a glance

Employment by occupation shows where workers are currently employed and highlights trends and shifts within the labour market.

Data notes

- Employment by occupation data are from the annual Labour Force Survey (LFS) (territories excluded).



Vacancies by occupation

What is it?

Vacancies by occupation show the share of vacancies reported by employers for each occupation. This helps us understand where labour demand exists and where it might not be met.

Because labour demand varies across occupations, disaggregating the vacancy rate allows us to see which occupations have the most demand for workers at a given time.

Why vacancies by occupation matter

At the most basic level, some occupations experience higher turnover rates (leading to frequent vacancies) than others. During times of change or uncertainty, understanding what is happening at a more granular level can inform more targeted responses and policies.

What do vacancies by occupation tell us about imbalances?

Vacancies by occupation are a direct indicator of labour market imbalances because they show how in demand certain types of skills (occupations) are in the labour market. This indicator is most powerful when combined with other indicators, such as educational attainment, employment by occupation, wages offered, and long-term vacancies.

For example, vacancy rates that are rising faster for one occupation than another in a province could indicate shifting employer demand. We might want to look at the educational attainment required for this occupation to see if the flow of recent graduates into the occupation is sufficient.

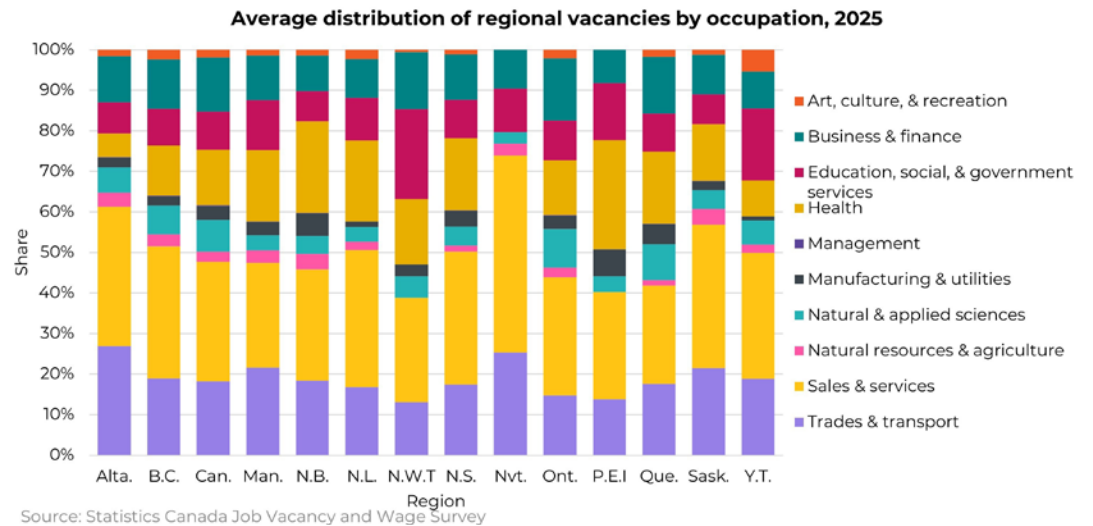
This would also help us understand if an imbalance is occurring (or at risk of occurring). We might also expect an occupation with unusually high or rising vacancy rates to have increasing wages offered due to greater employer competition for workers. Long-term vacancy rates can also indicate deeper problems in the flow of available labour for that occupation that require more robust intervention (such as strategic workforce planning).

This example shows how disaggregating labour market indicators and combining them with other metrics can give us a multi-sector perspective on how to potentially think about and respond to an imbalance.





Figure 3: Average distribution of regional vacancies by occupation, 2025



How to report this metric

Source: Statistics Canada, Table 14-10-0443-01 Job vacancies, proportion of job vacancies and average offered hourly wage by occupation and selected characteristics, quarterly, unadjusted for seasonality (<https://doi.org/10.25318/1410044301-eng>)

In 2025, sales and service occupations had the highest share of vacancies across all regions of Canada, ranging from 24.3% of all postings in Quebec to 48.6% in Nunavut.

That said, sales and service occupations generally experience higher turnover, leading to frequent postings, so these figures are not necessarily an indication of imbalance.

Nationally, the occupations with the fewest reported vacancies were management (0.2% of all vacancies); art, culture, recreation, and sport (1.9%); and natural resources, agriculture, and related production (2.4%).

The occupations with the most vacancies (on average) in 2025 were sales and service (29.5% of all vacancies); trades and transport (18.2%); and health (13.7%). On average, these three represented 70.7% of reported vacancies in Newfoundland and Labrador, 70.8% in Saskatchewan, and 73.9% in Nunavut. (Nunavut had data for only six occupations, potentially skewing the results).

When we start getting into more granular and local levels, data quality can be an issue, so it's always helpful to be transparent with readers about that. Always use judgment when reporting this level of granularity.

A focus on the health-care sector

Nationally, by occupation, health accounted for just 7.9% of all filled jobs, making it one of the smaller occupations by employment (ranking seventh out of 10). Yet when we look at job vacancies by occupation, health occupations account for 15% of all vacancies, suggesting a potential shortage.

Notably, every region in Canada reported that at least 10% of all vacancies were in health occupations, except for Nunavut, which had no data available; Yukon, at 9.5%; and Alberta, with only 5.9%.

Scenario: Decision indecision

Problem:

A student in their final year of high school is thinking about post-secondary options. They have many interests, but feel uncertain about which field to pursue. They also have other things on their mind: they live in a multi-generational household and know they will eventually be expected to continue the tradition and take care of their parents. After some reflection, they conclude that their primary goal is to get a job in a sector that offers plenty of opportunities, so they can be assured of having the income and job security they need—not only to support their parents eventually, but also to start their own family. They know that to do this, they need to be practical and strategic. They just aren't quite sure how.

Solution:

The student speaks with a guidance counsellor, who shows them job vacancies by occupation for their region. The counsellor also shows them trends over time to provide a sense of where labour demand may grow or decline.

The student sees that demand for health occupations in their region is not only quite high, but has been growing consistently for decades. They decide to delve into health occupations. They start scoping out programs that can help them achieve their goals.



What this tells us at a glance

Vacancies by occupation indicate where employers are actively seeking workers. This helps people see which roles and skills are in demand.

Data notes

- ▶ Vacancies by occupation data are provided quarterly, with provincial and territorial data available in the same data table.
- ▶ Vacancies by occupation are calculated as the average of vacancies reported across the four quarters of 2025.
- ▶ Some occupations lack data for all regions, either because no vacancies are reported or due to data suppression. Nunavut, in particular, has many occupations with no data.



Concluding thoughts

Together with Part 1 of this series, [Labour Market Imbalances: An LMIC Guide](#), this guide provides LMI-adjacent and LMI-curious professionals with both the conceptual foundation and the practical tools they need to better understand labour market imbalances.

As we have shown throughout this guide, no single indicator can tell the full story of any labour market. However, when indicators are interpreted together, they can show us patterns in labour supply and demand and how the two interact. Taken together, these indicators can help you build a more complete picture of labour market conditions.

References

Baker, A., & Ball, M. (2018, February 21). Indicators of labour market conditions in advanced economies. Reserve Bank of Australia. <https://www.rba.gov.au/publications/bulletin/2018/jun/indicators-of-labour-market-conditions-in-advanced-economies.html>

Hanly, P., Ortega Ortega, M., Pearce, A., de Camargo Cancela, M., Soerjomataram, I., & Sharp, L. (2023). Estimating global friction periods for economic evaluation: A case study of selected OECD member countries. *PharmacoEconomics*, 41, 1093–1101. <https://doi.org/10.1007/s40273-023-01261-y>

Lam, A. (2022, November 17). Canada's Beveridge curve and the outlook for the labour market. Bank of Canada. <https://www.bankofcanada.ca/wp-content/uploads/2022/11/san2022-18.pdf>

Sharone, O. (2021, August 31). A crisis of long-term unemployment is looming in the U.S. *Harvard Business Review*. <https://hbr.org/2021/03/a-crisis-of-long-term-unemployment-is-looming-in-the-u-s>

Statistics Canada. (2018, February 20). Long-term job vacancies in Canada. <https://www150.statcan.gc.ca/n1/pub/75-006-x/2018001/article/54917-eng.htm>

Statistics Canada. (2020, April 9). Guide to the Labour Force Survey, 2020. <https://www150.statcan.gc.ca/n1/pub/71-543-g/71-543-g2020001-eng.htm#archived>

Statistics Canada. (2024a, June 27). Earnings and wages: A guide to using indicators from the Survey of Employment, Payrolls and Hours and the Labour Force Survey. <https://www150.statcan.gc.ca/n1/pub/75-005-m/75-005-m2024002-eng.htm>

Statistics Canada. (2024b, June 18). Guide to the job vacancy and wage survey, 2024. <https://www150.statcan.gc.ca/n1/pub/75-514-g/75-514-g2024001-eng.htm>



Statistics Canada. (2024c, September 24). Labour Force Survey (LFS).
<https://www23.statcan.gc.ca/imdb/p2SV.pl?Function=getSurvey&SDDS=3701>

Statistics Canada. (2024d, July 5). Labour Force Survey, June 2024. The Daily.
<https://www150.statcan.gc.ca/n1/daily-quotidien/240705/dq240705a-eng.htm>

Statistics Canada. (2024e, October 11). Labour market indicators by province, territory and economic region, unadjusted for seasonality.
<https://www150.statcan.gc.ca/n1/pub/71-607-x/71-607-x2017002-eng.htm>

Statistics Canada. (2025a, April 4). Guide to the Labour Force Survey, 2025.
<https://www150.statcan.gc.ca/n1/pub/71-543-g/71-543-g2025001-eng.htm>

Statistics Canada. (2025b). Table 14-10-0043-01 Average usual and actual hours worked in a reference week by type of work (full- and part-time), annual (Data table). <https://doi.org/10.25318/1410004301-eng>

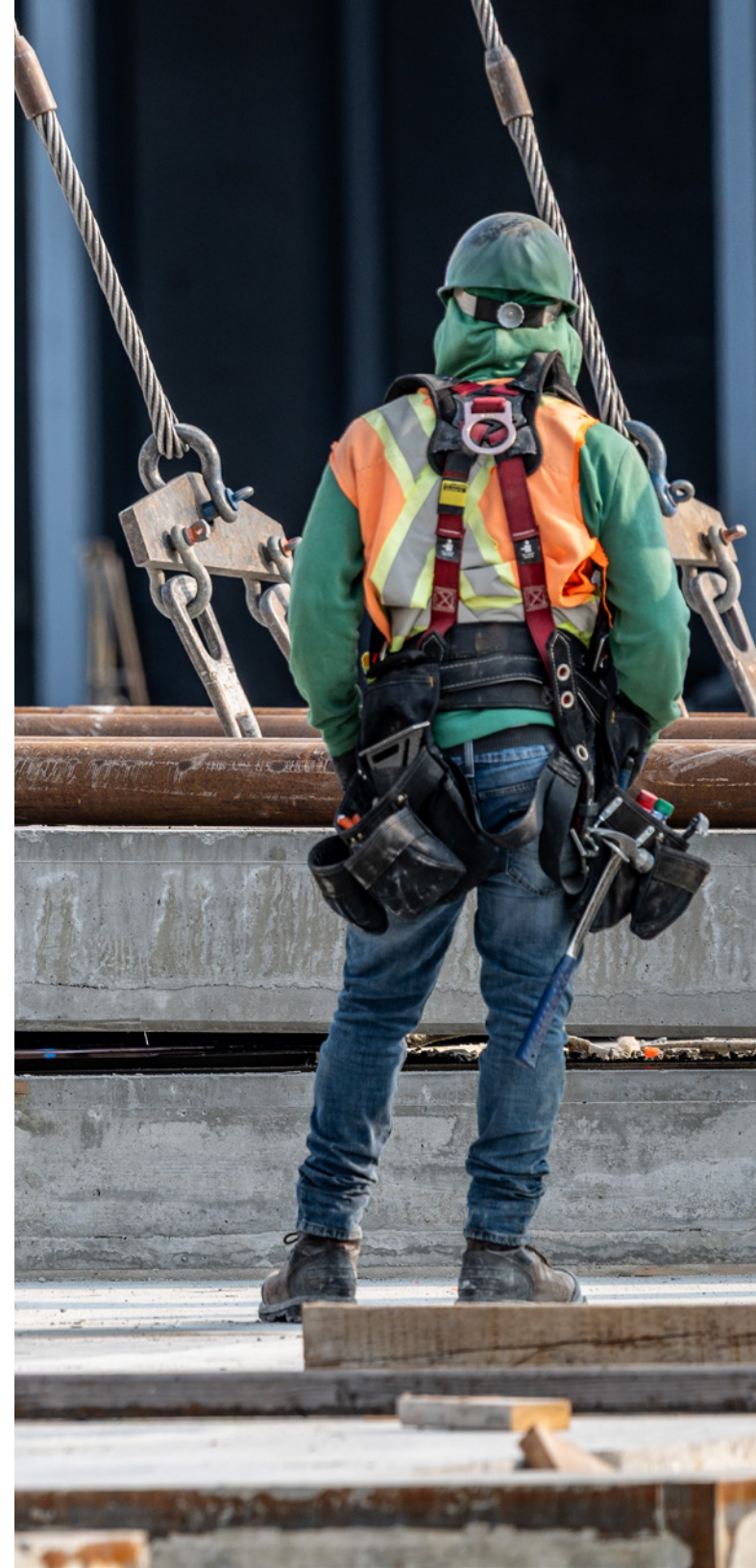
Statistics Canada. (2025c). Table 14-10-0057-01 Duration of unemployment, annual (Data table). <https://doi.org/10.25318/1410005701-eng>

Statistics Canada. (2025d). Table 14-10-0118-01 Labour force characteristics by educational degree, annual (Data table). <https://doi.org/10.25318/1410011801-eng>

Statistics Canada. (2025e). Table 14-10-0287-01 Labour force characteristics, monthly, seasonally adjusted and trend-cycle (Data table).
<https://doi.org/10.25318/1410028701-eng>

Statistics Canada. (2025f). Table 14-10-0292-01 Labour force characteristics by territory, three-month moving average, seasonally adjusted and unadjusted (Data table). <https://doi.org/10.25318/1410029201-eng>

Statistics Canada. (2025g). Table 14-10-0327-01 Labour force characteristics by gender and detailed age group, annual (Data table).
<https://doi.org/10.25318/1410032701-eng>



Statistics Canada. (2025h). Table 14-10-0371-01 Job vacancies, payroll employees, and job vacancy rate by provinces and territories, monthly, unadjusted for seasonality (Data table). <https://doi.org/10.25318/1410037101-eng>

Statistics Canada. (2025i). Table 14-10-0416-01 Labour force characteristics by occupation, annual (Data table). <https://doi.org/10.25318/1410041601-eng>

Statistics Canada. (2025j). Table 14-10-0417-01 Employee wages by occupation, annual (Data table). <https://doi.org/10.25318/1410041701-eng>

Statistics Canada. (2025k). Table 14-10-0432-01 Job vacancies, payroll employees, and job vacancy rate by provinces and territories, monthly, adjusted for seasonality (Data table). <https://doi.org/10.25318/1410043201-eng>

Statistics Canada. (2025l). Table 14-10-0443-01 Job vacancies, proportion of job vacancies and average offered hourly wage by occupation and selected characteristics, quarterly, unadjusted for seasonality (Data table).

<https://doi.org/10.25318/1410044301-eng>

Statistics Canada. (2025m). Table 14-10-0464-01 Labour force characteristics by province, territory and economic region, annual (Data table).

<https://doi.org/10.25318/1410046401-eng>



Appendix

Table A1: Data sources by indicator

	Source	Statistics Canada table used (frequency)	Monthly alternative	Notes
Unemployment rate	LFS	14-10-0464-01 (annual)	14-10-0287-03 (province) 14-10-0292-01 (territories)	
Vacancy rate	JVWS	14-10-0371-01 (monthly)	NA	Seasonally unadjusted, average monthly rate
Long-term unemployment rate	LFS	14-10-0057-01 (annual)	14-10-0342-01	
Long-term vacancy rate	JVWS	14-10-0443-01 (quarterly)	NA	Seasonally unadjusted, average quarterly rate
Working-age population	LFS	14-10-0327-01 (annual)	14-10-0017-01	
Participation rate	LFS	14-10-0464-01 (annual)	14-10-0287-03 (province) 14-10-0292-01 (territories)	
Employment rate	LFS	14-10-0464-01 (annual)	14-10-0287-03 (province) 14-10-0292-01 (territories)	
Hours worked	LFS	14-10-0043-01 (annual)	14-10-0042-01	
Worker age distribution	LFS	14-10-0327-01 (annual)	14-10-0017-01	
Offered wages	JVWS	14-10-0443-01 (quarterly)	NA	Seasonally unadjusted, average quarterly rate
Paid wages	LFS	14-10-0417-01 (annual)	14-10-0426-01	
Educational attainment	LFS	14-10-0118-01 (annual)	14-10-0019-01	
Vacancies by occupation	JVWS	14-10-0443-01 (quarterly)	NA	Seasonally unadjusted, average quarterly rate
Employment by occupation	LFS	14-10-0417-01 (annual)	14-10-0426-01	
Unemployment-to-vacancy ratio	JVWS	14-10-0432-01 (monthly)	NA	Seasonally adjusted, calculated as the 3-month moving average for the territories
	LFS	14-10-0287-01 (monthly)	NA	Provinces, seasonally adjusted
		14-10-0292-01 (3-month moving average)	NA	Territories, seasonally adjusted

JVWS: Job Vacancy and Wage Survey; LFS: Labour Force Survey; NA: not available.

Table A2: Summary of indicators

Metric	What does it tell you?	Direct or indirect metric?	What other metrics are complementary? ^a
Unemployment rate	Tells you how many people are looking for work	Direct	Vacancy rate, long-term unemployment rate, participation rate, educational attainment, unemployment-to-vacancy ratio
Vacancy rate	Tells you how many jobs are openly available that need to be filled	Direct	Unemployment rate, long-term vacancy rate, education attainment, worker age distribution, offered wages, unemployment-to-vacancy ratio
Long-term unemployment rate	Tells you how many people are struggling long-term to find work	Direct	Vacancy rate, educational attainment, unemployment-to-vacancy ratio
Long-term vacancy rate	Tells you which job openings employers are having a long-term struggle to fill	Direct	Unemployment rate, long-term vacancy rate, education attainment, worker age distribution, offered wages, unemployment-to-vacancy ratio
Working-age population	Tells you the maximum available amount of potential workers	Indirect	Vacancy rate, long-term vacancy rate, worker age distribution
Participation rate	Tells you how much of a population is engaged in the workforce	Indirect	Unemployment rate, employment rate, long-term unemployment, vacancy rate, vacancy by occupation
Employment rate	Tells you the amount of people who are actively working	Indirect	Participation rate, working-age population
Hours worked	Tells you how intensely people are working	Indirect	Unemployment rate, vacancy rate, wages paid, participation rate
Worker age distribution	Tells you about the balance of younger workers relative to mature and retiring workers	Indirect	Educational attainment, employment by education, vacancy rate
Offered wages	Tells you the employer perspective on the value of labour	Indirect	Vacancy rate, long-term vacancy rate, employment-vacancy rate
Paid wages	Tells you about the value of labour as experienced by workers	Indirect	Vacancy rate, employment-to-vacancy rate
Educational attainment	Tells you about the credentials and skills available in the labour market	Indirect	Vacancy rate, long-term vacancy rate, worker age distribution, employment by occupation, vacancy by occupation, offered wages, paid wages

Metric	What does it tell you?	Direct or indirect metric?	What other metrics are complementary? ^a
Vacancies by occupation	Tells you which occupations are more or less in demand by employers	Direct	Vacancy rate, unemployment rate, educational attainment, offered wages
Employment by occupation	Tells you which workers in which occupations are most likely to be employed	Indirect	Paid wages, educational attainment, vacancy rate by occupation
Unemployment-to-vacancy ratio	Tells you whether there is an imbalance in the labour market between available labour and available job openings	Direct	Employment by occupation, vacancy by occupation, education attainment
LFS	14-10-0287-01 (monthly)	NA	Provinces, seasonally adjusted
	14-10-0292-01 (3-month moving average)	NA	Territories, seasonally adjusted

***Note:** The classification of indicators as direct or indirect is ultimately subjective. In our context, direct measures of imbalance provide descriptive and analytical insight into supply and demand, whereas indirect measures require additional context from other metrics. No single metric—especially an indirect one—should be interpreted in isolation because it may obscure or misrepresent underlying labour market dynamics.*

^a This is not meant to be an exhaustive list.



Table sources:

Statistics Canada, Table 14-10-0371-01 Job vacancies, payroll employees, and job vacancy rate by provinces and territories, monthly, unadjusted for seasonality (<https://doi.org/10.25318/1410037101-eng>)

Statistics Canada, Table 14-10-0443-01 Job vacancies, proportion of job vacancies and average offered hourly wage by occupation and selected characteristics, quarterly, unadjusted for seasonality (<https://doi.org/10.25318/1410044301-eng>)

Statistics Canada, Table 14-10-0432-01 Job vacancies, payroll employees, and job vacancy rate by provinces and territories, monthly, adjusted for seasonality (<https://doi.org/10.25318/1410043201-eng>)

Statistics Canada, Table 14-10-0464-01 Labour force characteristics by province, territory and economic region, annual (<https://doi.org/10.25318/1410046401-eng>)

Statistics Canada, Table 14-10-0416-01 Labour force characteristics by occupation, annual (<https://doi.org/10.25318/1410041601-eng>)

Statistics Canada, Table 14-10-0057-01 Duration of unemployment, annual (<https://doi.org/10.25318/1410005701-eng>)

Statistics Canada, Table 14-10-0327-01 Labour force characteristics by gender and detailed age group, annual (<https://doi.org/10.25318/1410032701-eng>)

Statistics Canada, Table 14-10-0118-01 Labour force characteristics by educational degree, annual (<https://doi.org/10.25318/1410011801-eng>)

Statistics Canada, Table 14-10-0043-01 Average usual and actual hours worked in a reference week by type of work (full- and part-time), annual (<https://doi.org/10.25318/1410004301-eng>)

Statistics Canada, Table 14-10-0417-01 Employee wages by occupation, annual (<https://doi.org/10.25318/1410041701-eng>)

Statistics Canada, Table 14-10-0287-01 Labour force characteristics, monthly, seasonally adjusted and trend-cycle (<https://doi.org/10.25318/1410028701-eng>)

Statistics Canada, Table 14-10-0292-01 Labour force characteristics by territory, three-month moving average, seasonally adjusted and unadjusted (<https://doi.org/10.25318/1410029201-eng>)

