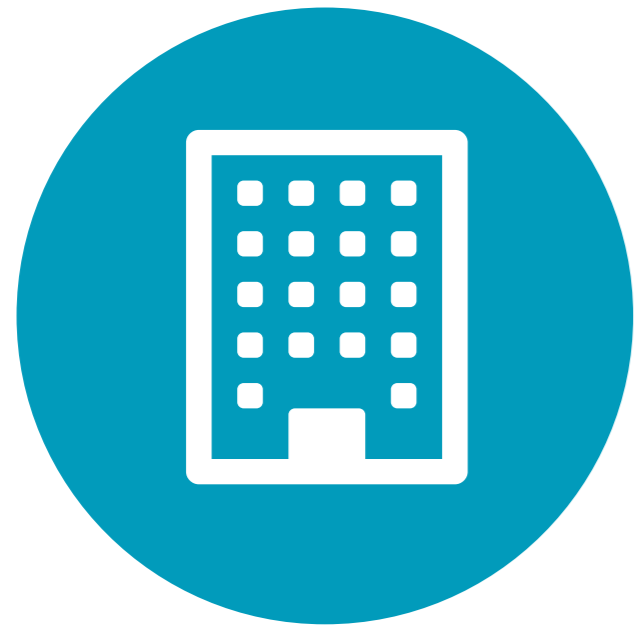




**labour market**

# Workforce Attraction



Ranking of 150  
global cities



Calgary ranked in the  
global **Top 10 Most  
Attractive Cities for  
Workers**



Financial (salary  
levels, living costs,  
taxes) + Lifestyle  
(quality of living,  
social benefits)

# Key Stats



Of 8 peer cities assessed, Calgary has the highest level of **educational attainment**.

- Deloitte, *Benchmarking Calgary's Competitiveness*, 2015



Calgary has the highest **labour force productivity and labour force participation** of major Canadian cities.

- The Conference Board of Canada and Statistics Canada, *Spring 2021*



Calgary has the highest proportion of **STEM graduates** of major Canadian cities.

- *Census 2016, Statistics Canada*



Calgary has the highest **millionaires per capita** of major Canadian cities.

- *Statistics Canada, 2019*



Calgary has the highest number of **engineers and geoscientists per capita** of major Canadian cities.

- *Statistics Canada, 2019*



Calgary has the **highest concentration of high-tech workers** of Canadian cities

- *Who Are Canada's Tech Workers, Brookfield Institute, January 2019*

# Labour Demand



ICTC forecasts Alberta will see demand for nearly 9,000 **digital jobs** by 2023.

- ICTC, *A Digital Future for Alberta*, June 2019



The **Logistics** sector in Alberta will grow by about 7,470 workers from 2016 to 2025.

- APGC, 2016



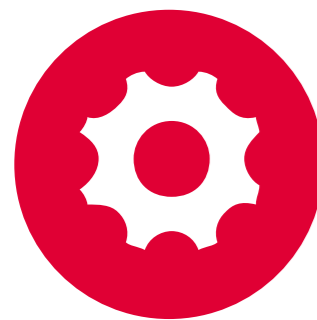
**Finance, Insurance & Real Estate** will grow by 1.6% annually, reaching 4.8% of total employment in 2019 and gain 68,100 jobs by 2024.

- Government of Alberta, 2016; Statistics Canada, 2016



Up to 7,500 workers could be hired by LNG Canada at peak of construction for **LNG** projects.

- LNG Upstream Workforce Study, PSAC, June 2020



**Manufacturing** accounts for 5.2% of total employment in Alberta and is expected to grow at an average rate of 1.0% from 2017 to 2021.

- *Industry Profiles 2018, Manufacturing*, Government of Alberta, 2018



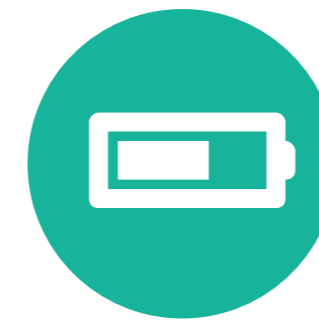
**Clean Tech and Clean Resources** in Canada will see a demand for approximately 25,500 and 10,500 workers respectively, by 2023.

- *Canada's Growth Currency: Digital Talent Outlook 2023*, ICTC, 2019



**Agriculture** will need to fill 23,300 potential jobs in Alberta by 2025.

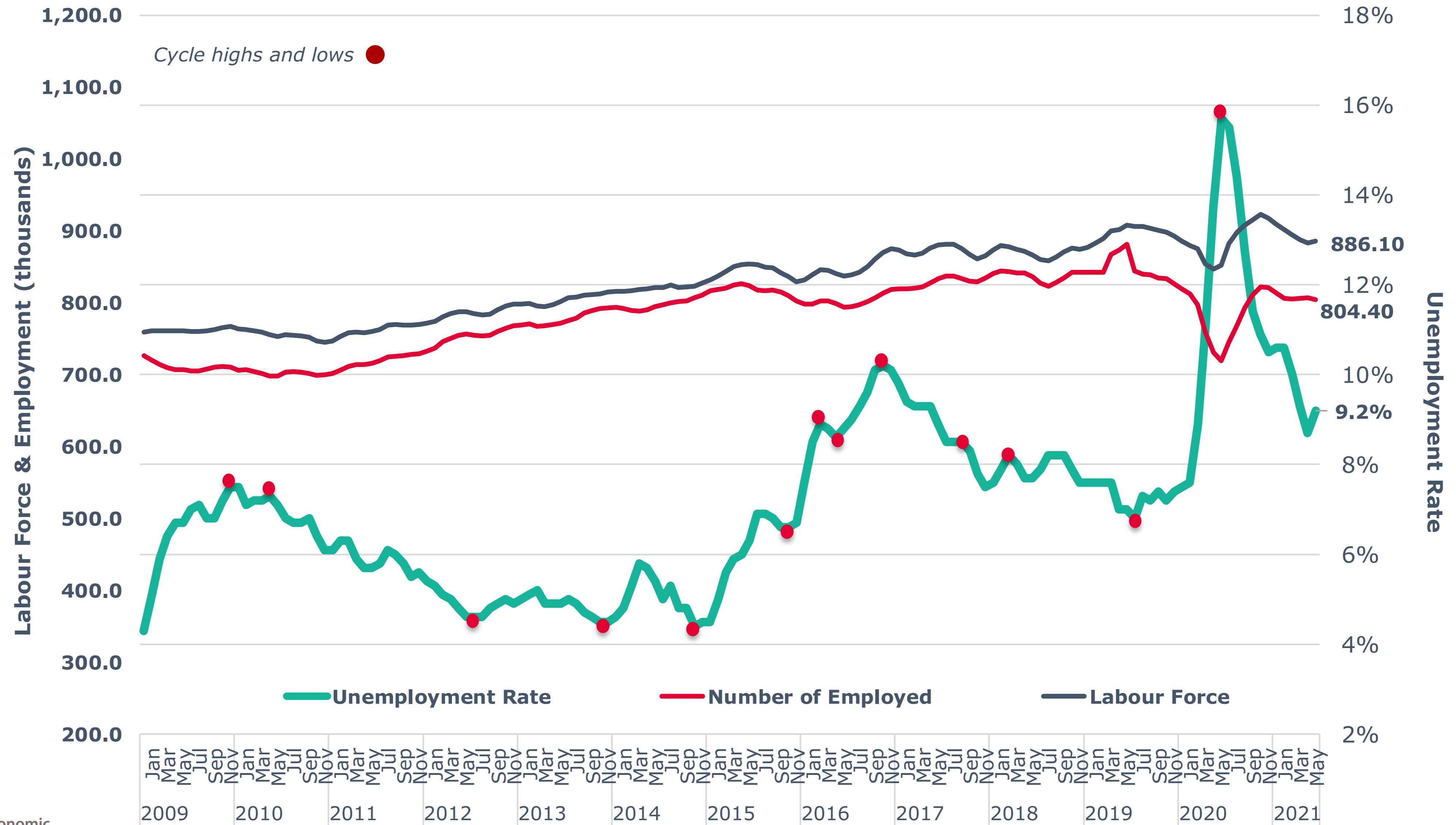
- AgriLMI CAHRC, 2016



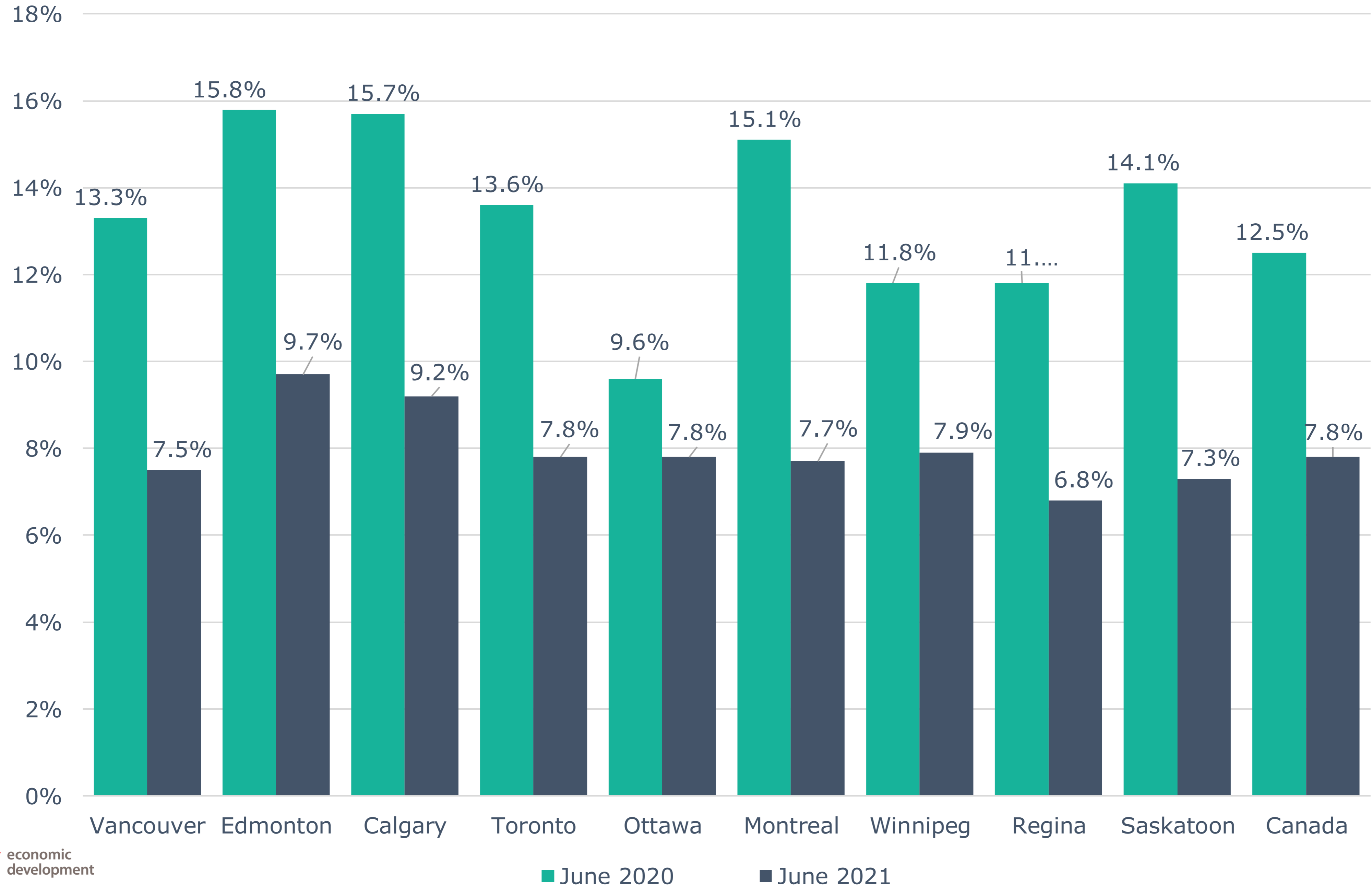
Job growth and retirements will account for 173,000 net **environmental job openings** by 2025.

- *Environmental Labour Outlook to 2025*, ECO Canada, March 2021

# Calgary CMA Historical Unemployment Rate, Labour Force & Employment

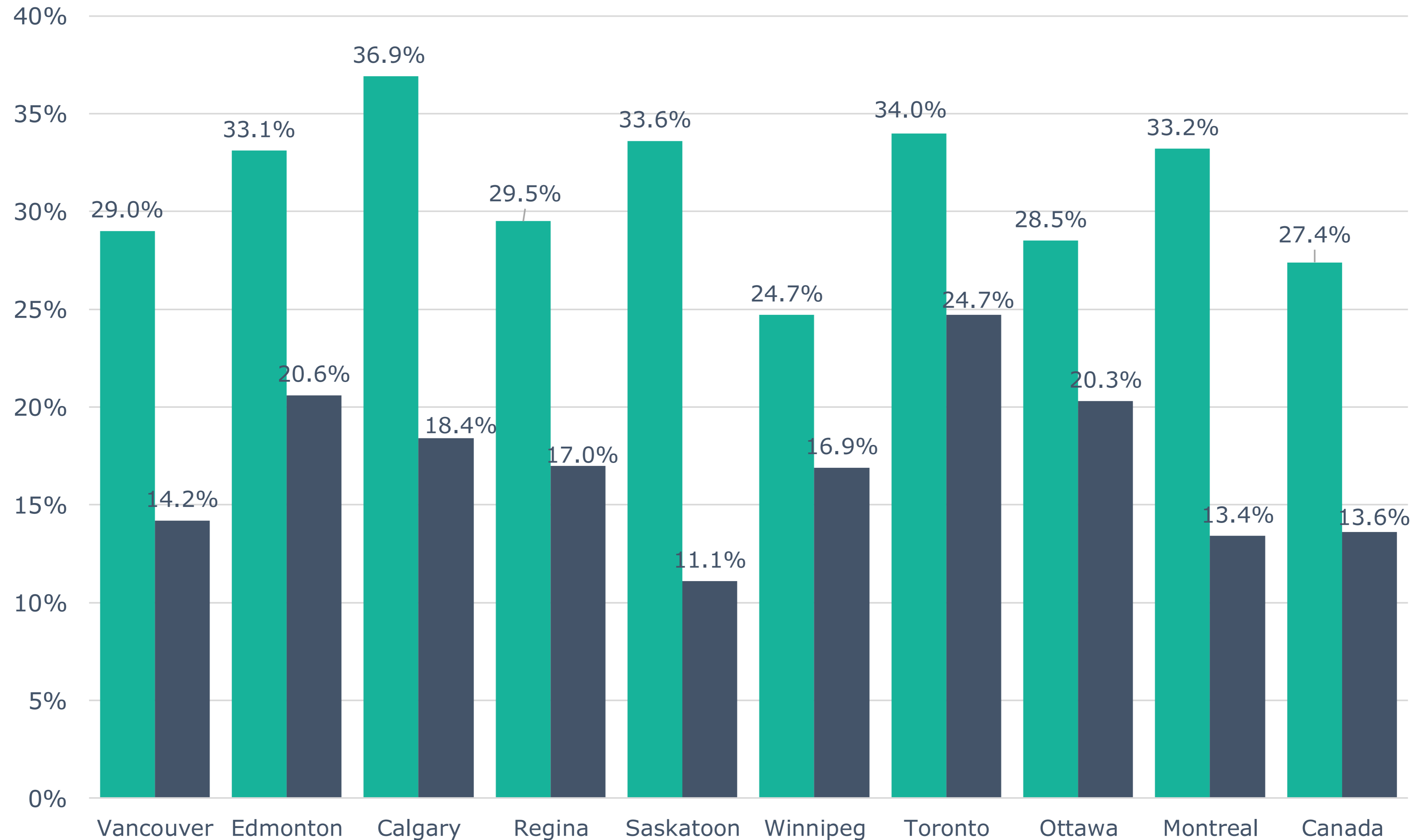


# Unemployment Rate Across Canada

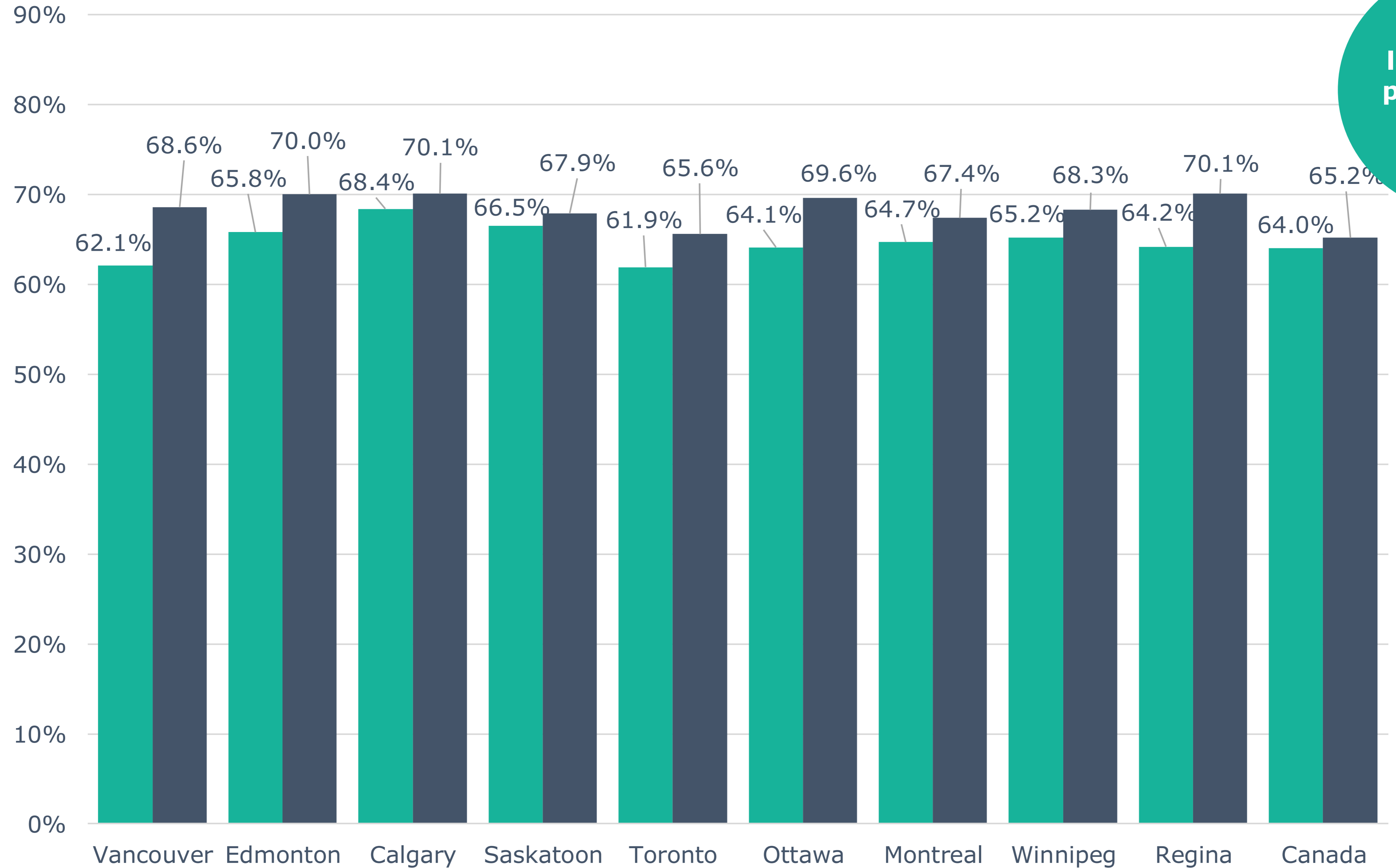


# Youth Unemployment Rate Across Canada

(Ages: 15 to 24 Years)



# Labour Force Participation Rate Across Canada

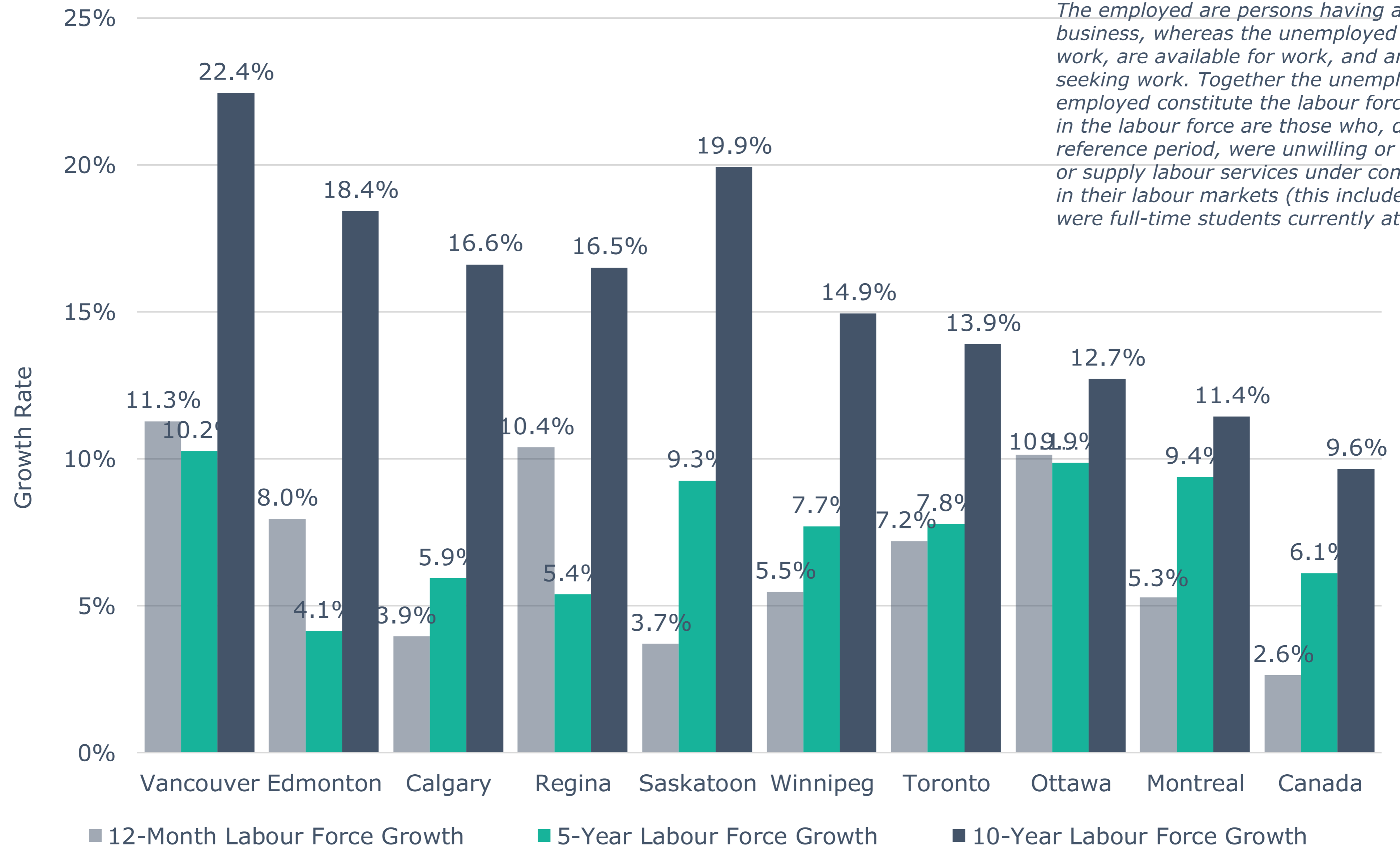


Highest labour force participation rate in Canada

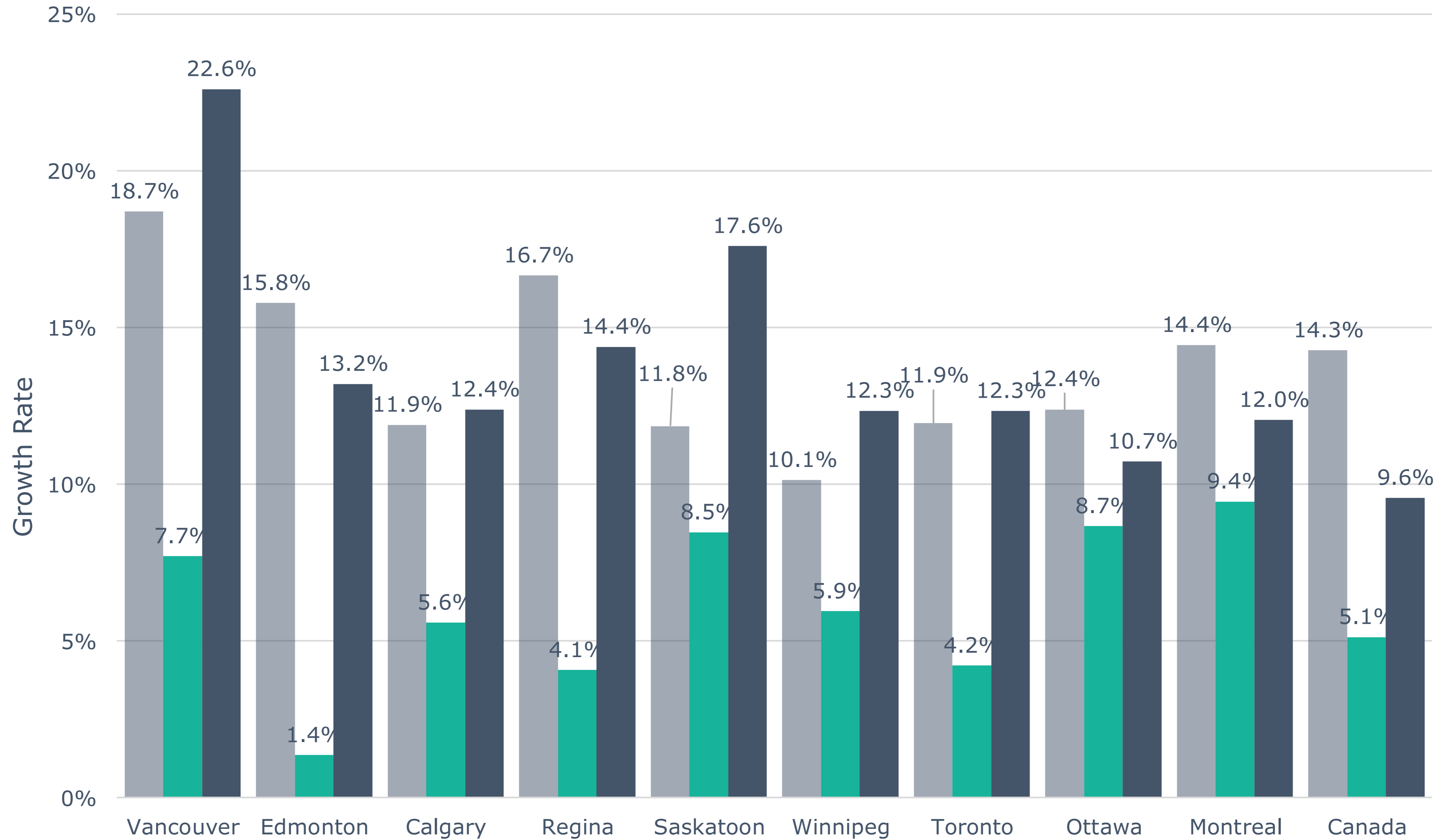


# Labour Force Growth Across Canada

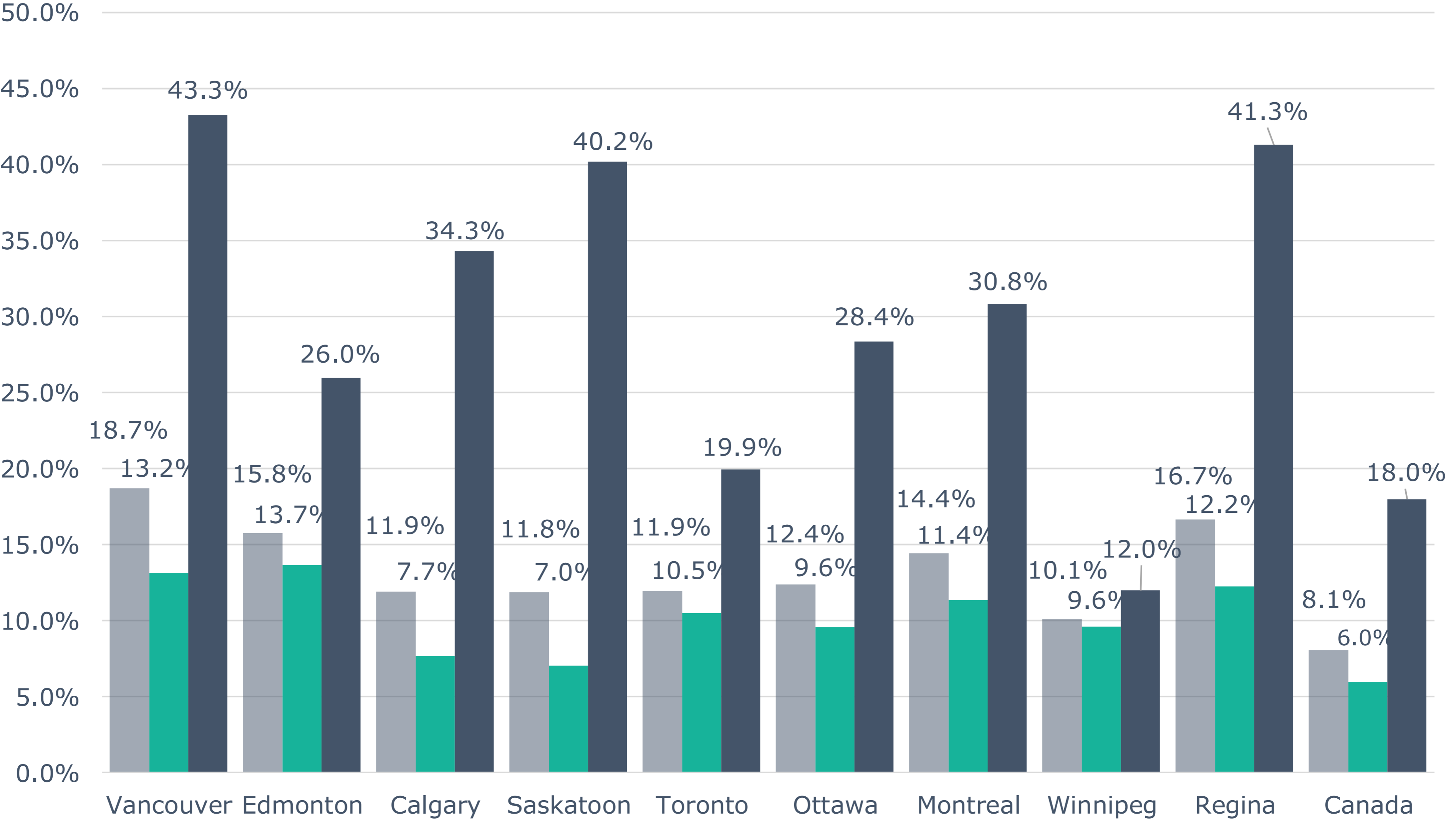
*The employed are persons having a job or business, whereas the unemployed are without work, are available for work, and are actively seeking work. Together the unemployed and the employed constitute the labour force. Persons not in the labour force are those who, during the reference period, were unwilling or unable to offer or supply labour services under conditions existing in their labour markets (this includes persons who were full-time students currently attending school).*



# Employment Growth Across Canada



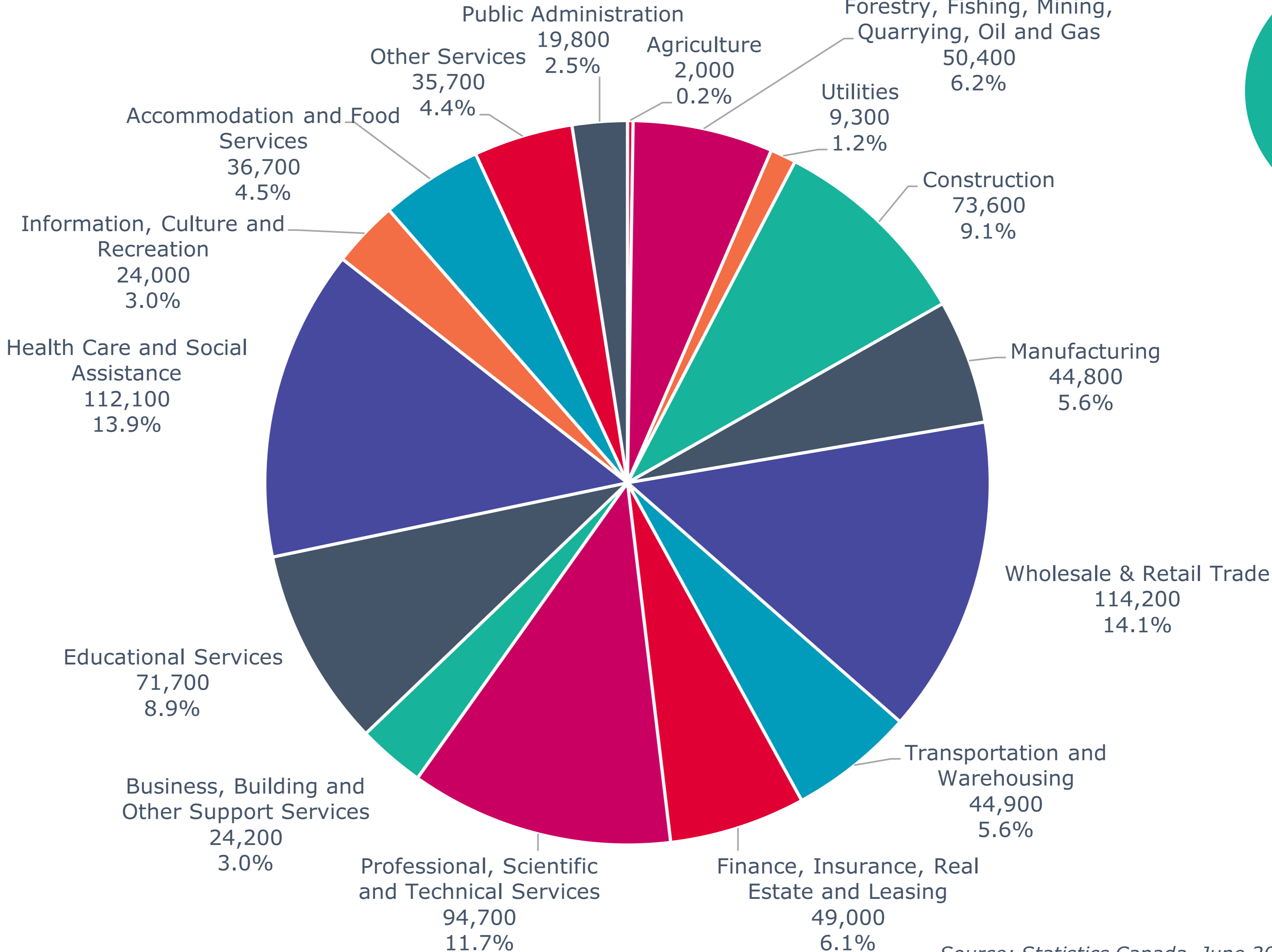
# Annual Employment Growth



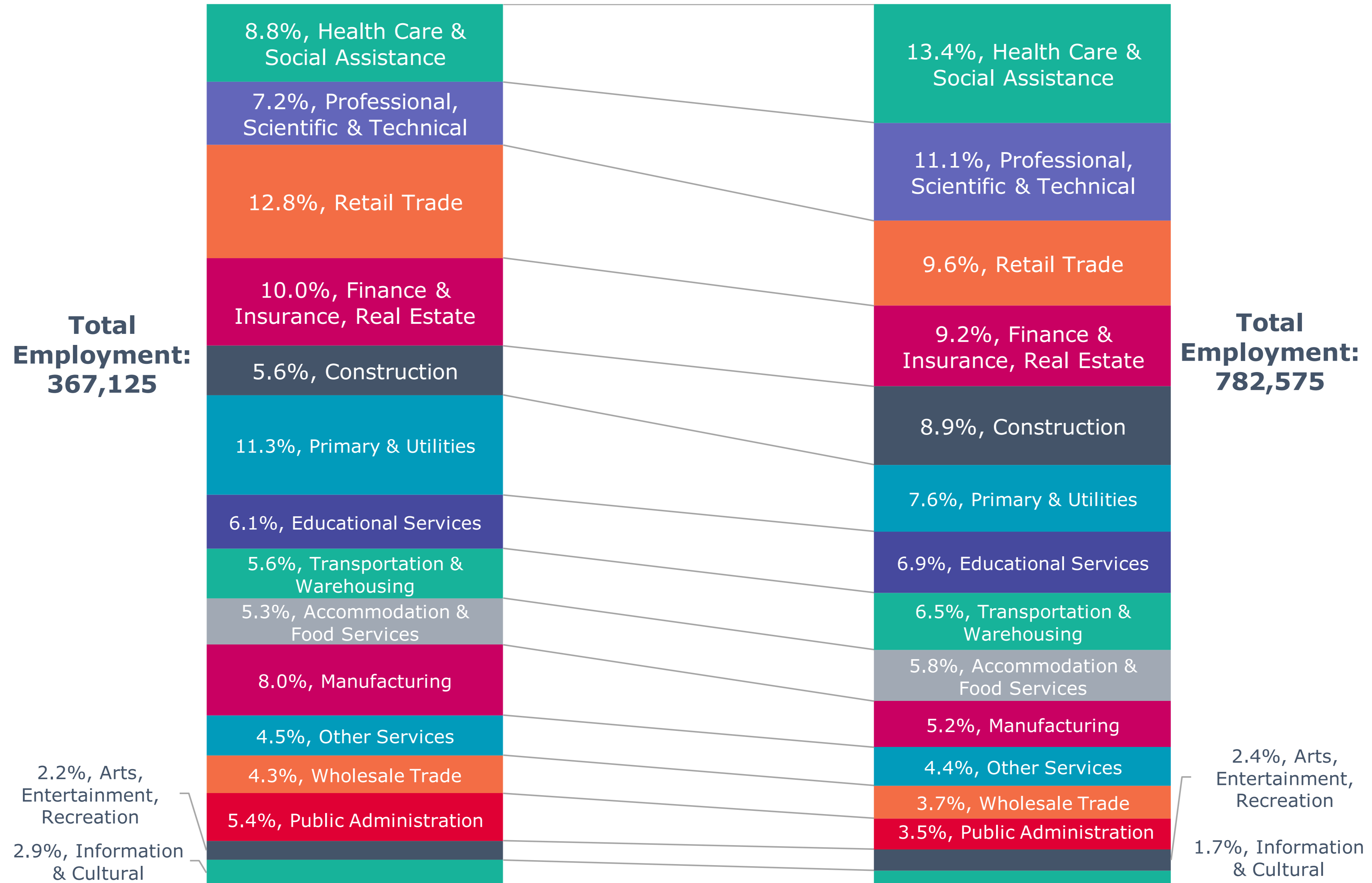
Total Employment Growth Rate
  Full-Time Employment Growth Rate
  Part-Time Employment Growth Rate

# Calgary CMA Employment by Industry (807,200)

**Diverse employment**



# Calgary Historical Employment by Industry



**Total Employment:  
367,125**

**Total Employment:  
782,575**

# Forecast Employment by Industry

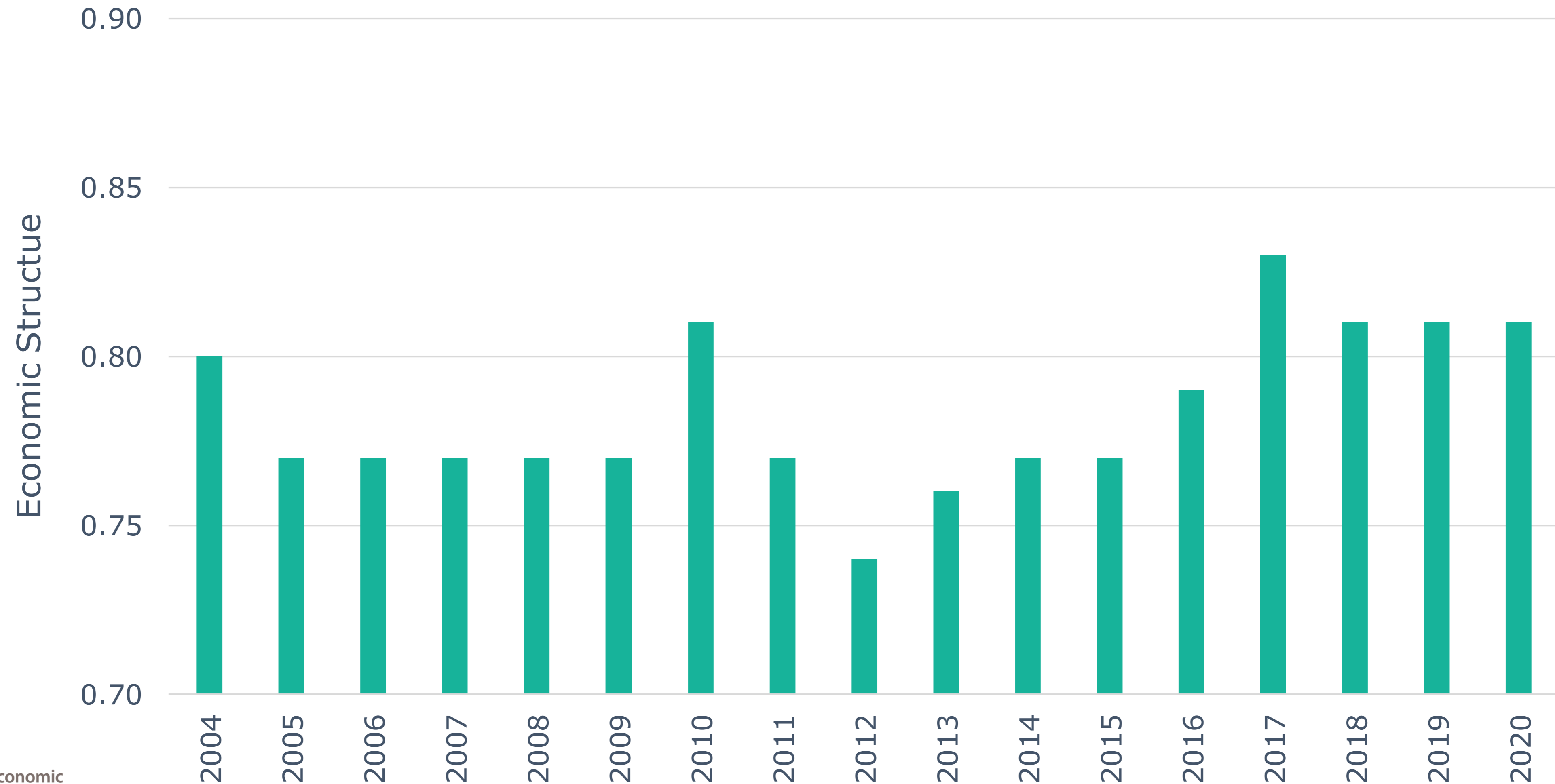


Calgary CMA Employment Forecast by Industry	2021F	2024F	Total Change 2021F-2024F (%)
<u>Goods-Producing Industries</u>	177,453	184,182	3.8%
Manufacturing	42,760	45,306	6.0%
Construction	71,851	75,835	5.5%
Primary and utilities	62,842	63,041	0.3%
<u>Services-Producing Industries</u>	531,140	577,599	8.7%
Wholesale Trade	25,072	28,558	13.9%
Retail Trade	82,906	85,849	3.6%
Transportation and Warehousing	53,752	61,033	13.5%
Information and Cultural Industries	13,256	13,663	3.1%
Finance and Insurance, Real Estate and Rental and Leasing, and Building, Business and Other Support Services	75,851	77,728	2.5%
Professional, Scientific and Technical Services	90,945	95,942	5.5%
Educational Services	57,703	54,657	-5.3%
Health Care and Social Assistance	106,851	113,604	6.3%
Arts, Entertainment and Recreation	19,153	24,906	30.0%
Accommodation and Food Services	52,649	66,535	26.4%
Other Services	36,021	39,585	9.9%
Public Administration	24,960	29,944	20.0%
<b>All Industries</b>	<b>816,571</b>	<b>876,188</b>	<b>7.3%</b>

Source: The Conference Board of Canada, Spring 2021

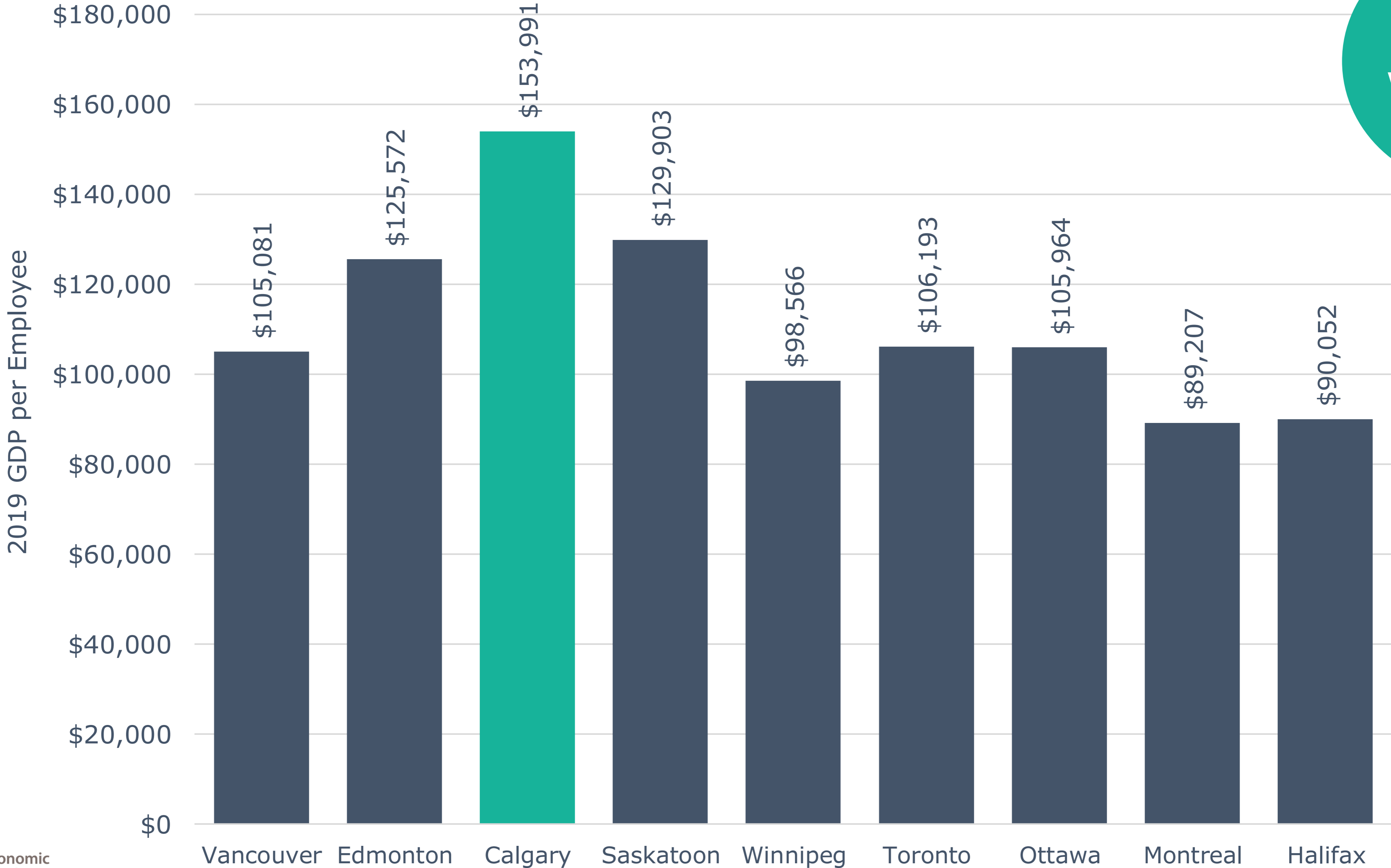
# Calgary's Economic Diversity

Economic Structure is a measure of **economic diversity**. Using the Hachman Index and employment by industry data, this measure benchmarks the economic structure of Calgary to that of Canada as a whole. The higher the number the higher the implied diversity in employment (highly diverse =1 and not diverse =0). For example, if Calgary's economic structure were exactly like Canada's then it would score a 1. If it were nothing like Canada's it would score a 0. We can say, **over the years Calgary has become more diverse in employment - more than it has ever been before!**



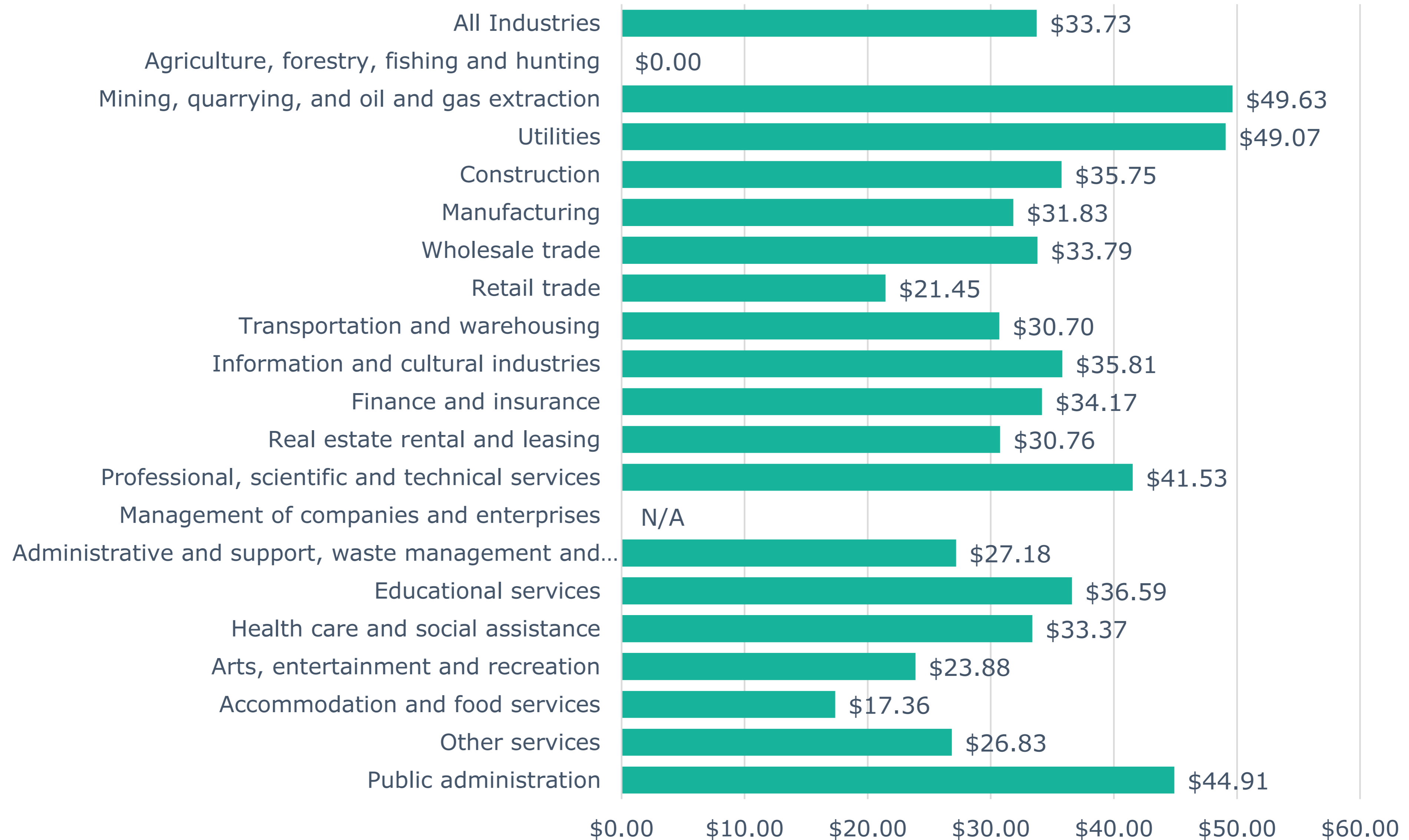
# Labour Force Productivity

**Most  
productive  
workforce in  
Canada**

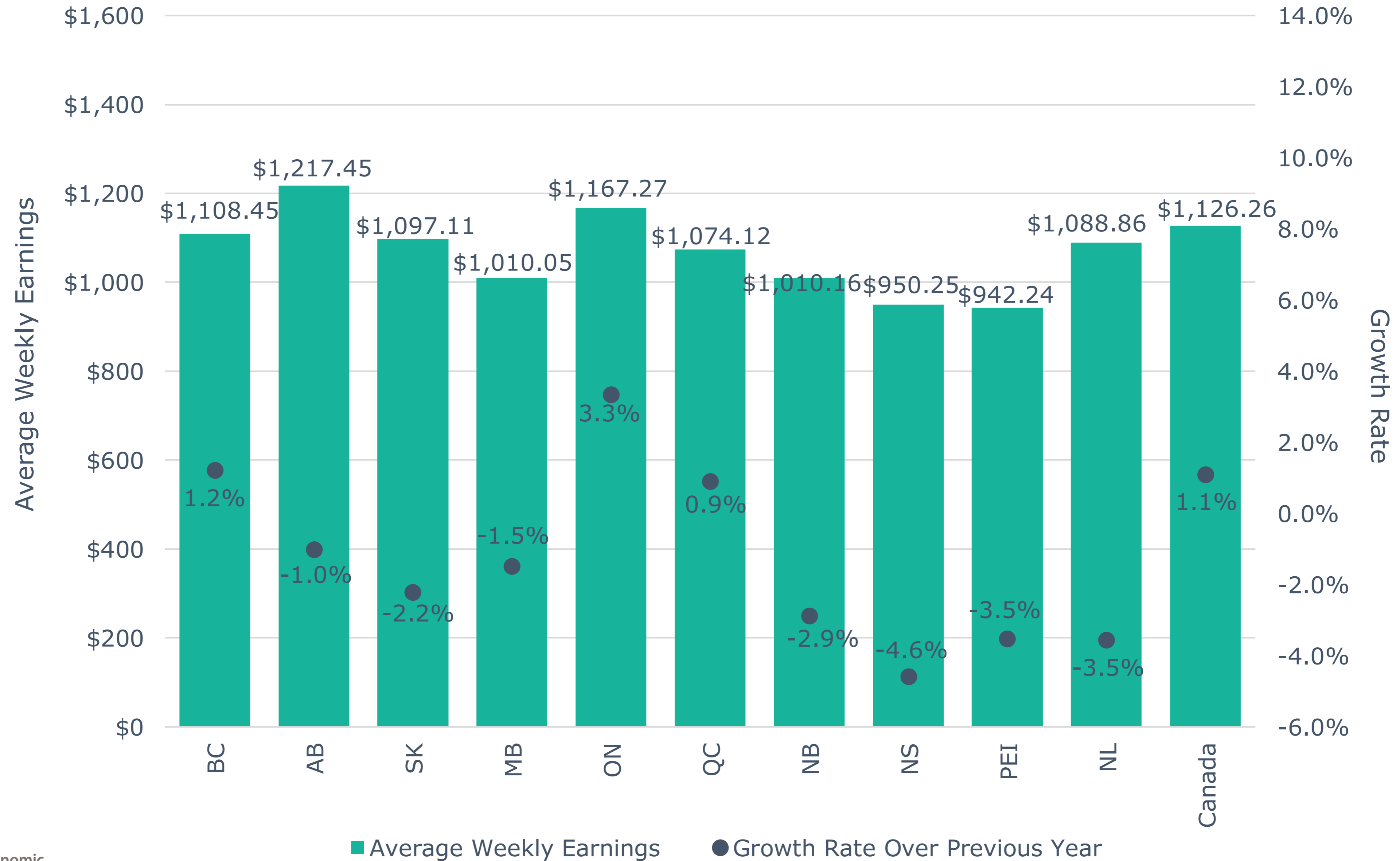




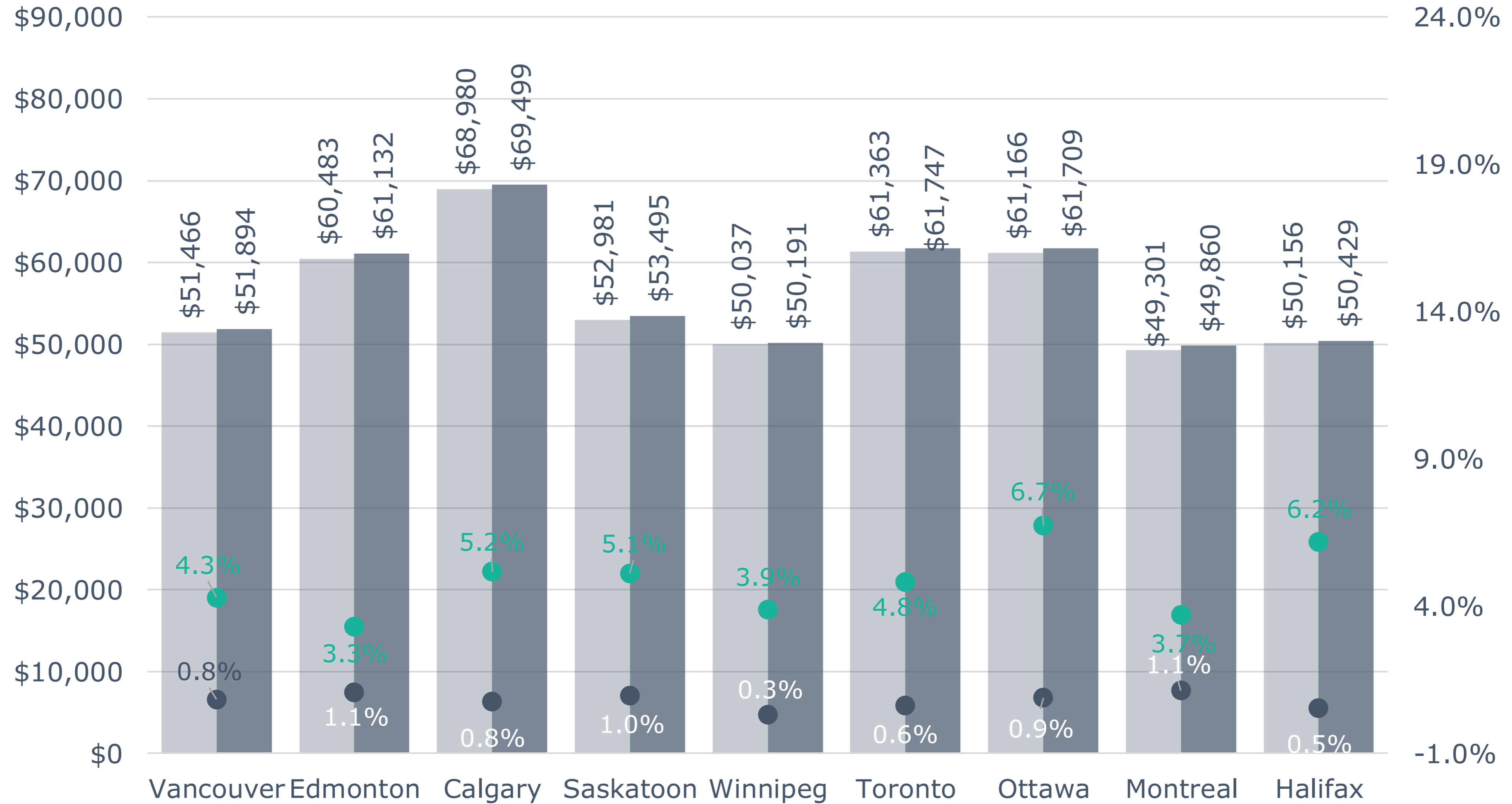
# Calgary CMA Average Hourly Wages by Industry, 2020



# Average Weekly Earnings Across Canada and Growth Rates



# Average Wages and Salaries Across Canada



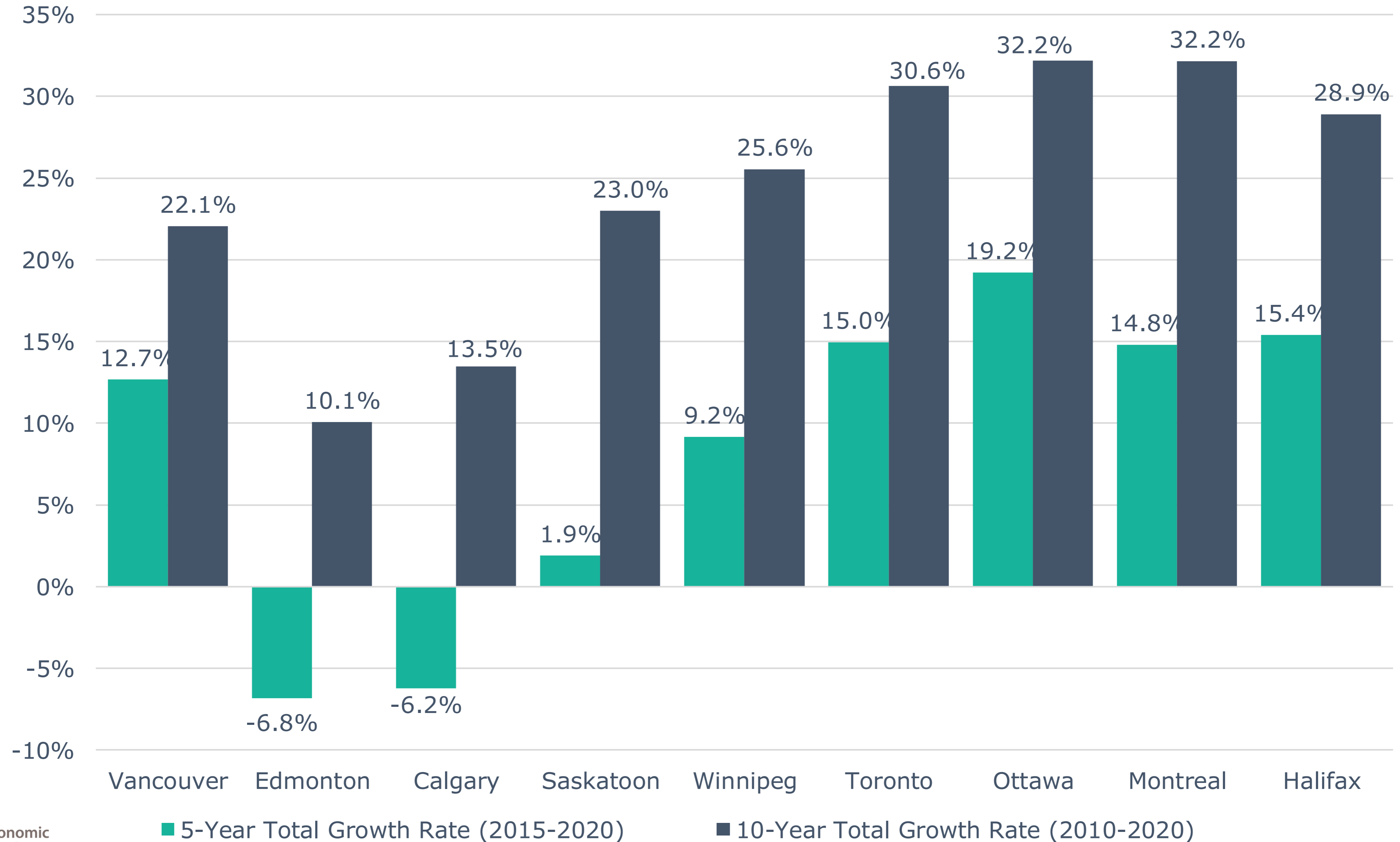
■ 2020 Average Wages and Salaries per Employee

■ 2021F Average Wages and Salaries per Employee

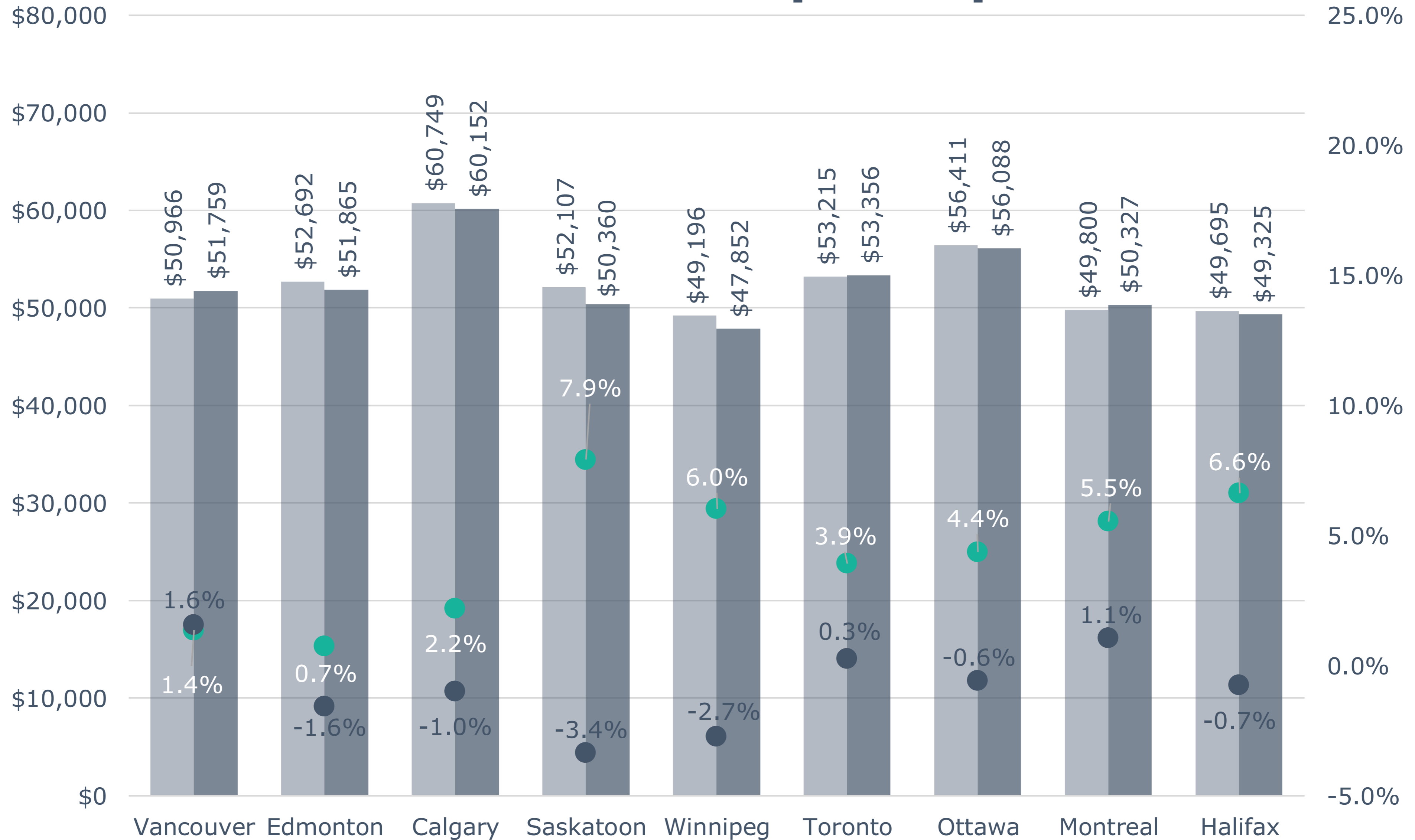
● 2020 Growth Rate

● 2021F Growth Rate

# Average Wages and Salaries Growth Rates Across Canada

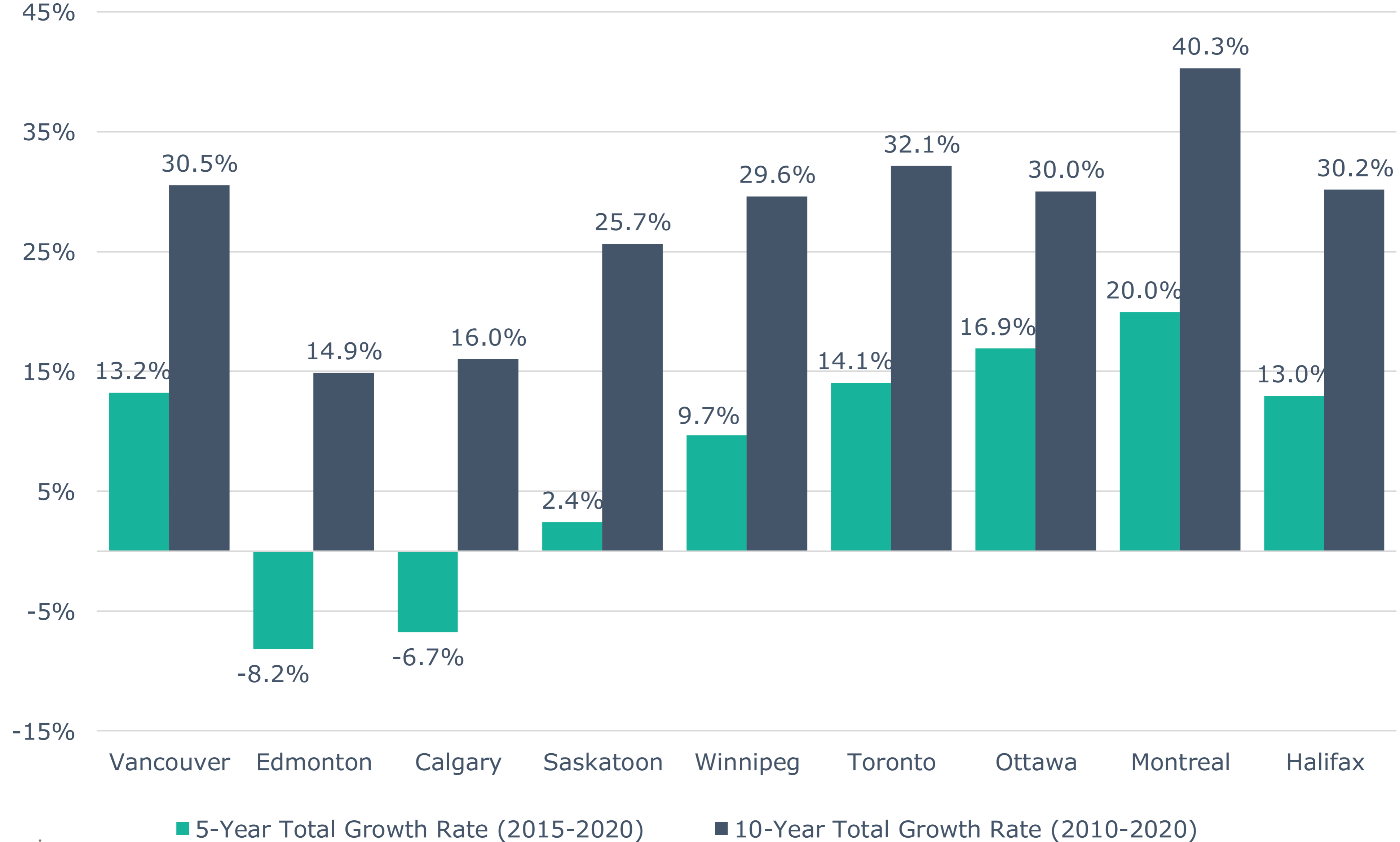


# Personal Income per Capita

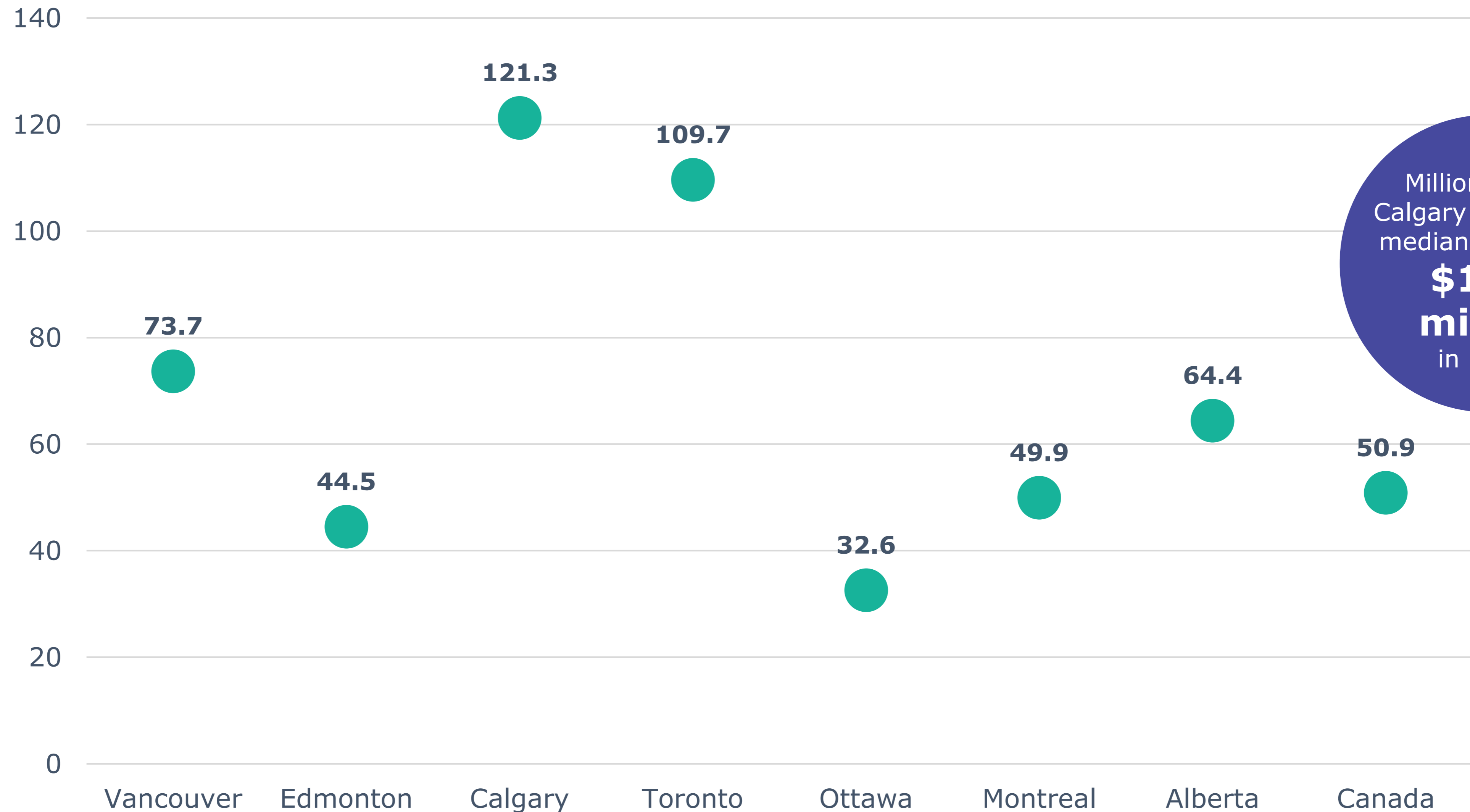


■ 2020 Personal Income per Capita 
 ■ 2021F Personal Income per Capita 
 ● 2020 Growth Rate 
 ● 2021F Growth Rate

# Personal Income per Capita Growth Rates



# Millionaires Per Capita



Millionaires in Calgary reported a median income of **\$1.47 million** in 2018.

● 2018 Millionaires Per Capita (per 100,000 population)