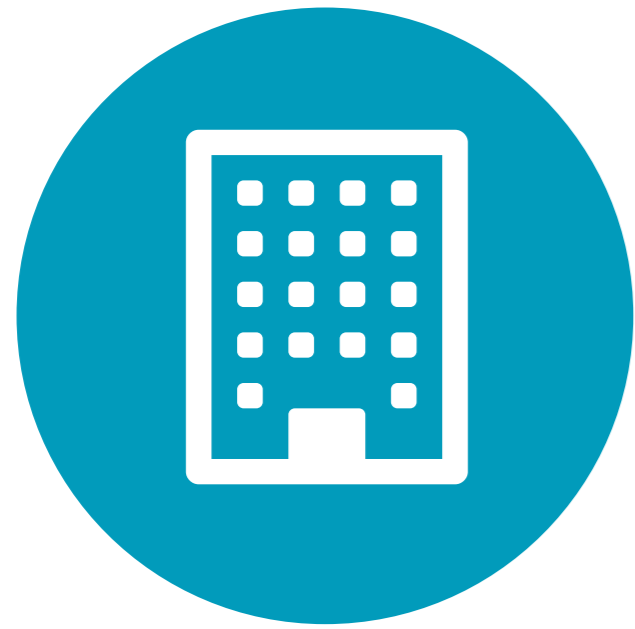




**labour market**

# 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, 2017



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, 2016



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

- Statistics Canada, 2017



Calgary is ranked as a **top tech talent market** in Canada.

- Scoring Canadian Tech Talent, CBRE, 2017

# Labour Demand



**ICT** is outpacing all job growth by 4:1. Canada will need to fill 216,000 ICT professional positions by 2021.

- ICTC, Labour Market Outlook, 2017-2021, April 2017



**Finance, Insurance, Real Estate and Leasing** 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



**Manufacturing** accounts for 6.1% of total employment in Alberta, employment will grow by 1.1% annually and account for 6.5% of total employment by 2019.

- Government of Alberta, 2016



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

- APGC, 2016



**Oil and Gas** will require 11,100 workers in a modest recovery scenario and 15,400 in a delayed recovery scenario between 2018 to 2021.

- PETROLMI/ENFORM, March 2017



**Clean Tech (including Renewables)** will employ anywhere from 76,000 to 100,000 Canadians directly by 2022, up from 55,600 jobs in 2014.

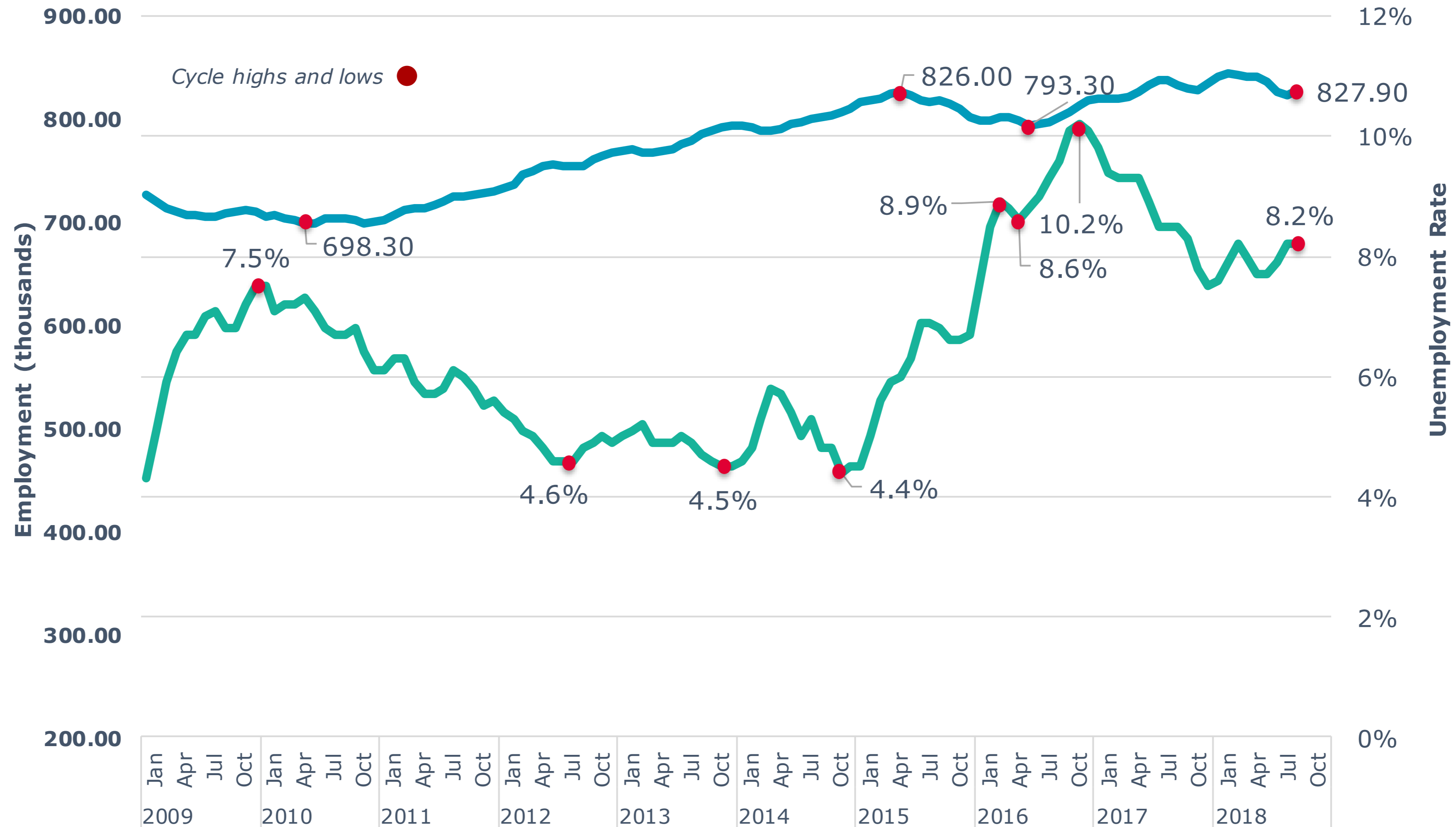
- Analytica Advisors, 2016



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

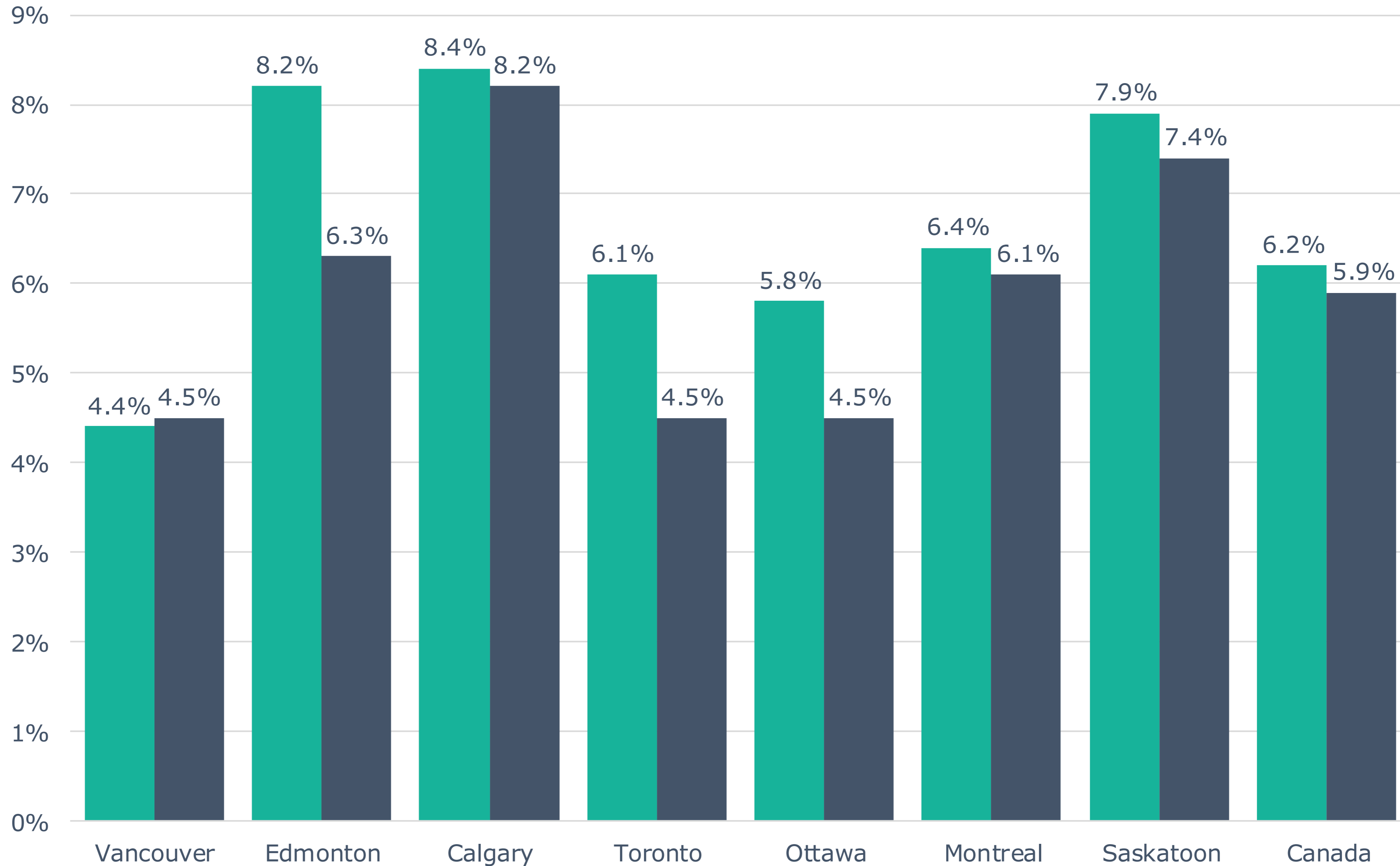
- AgriLMI CAHRC, 2016

# Calgary CMA Historical Unemployment Rate & Level of Employment



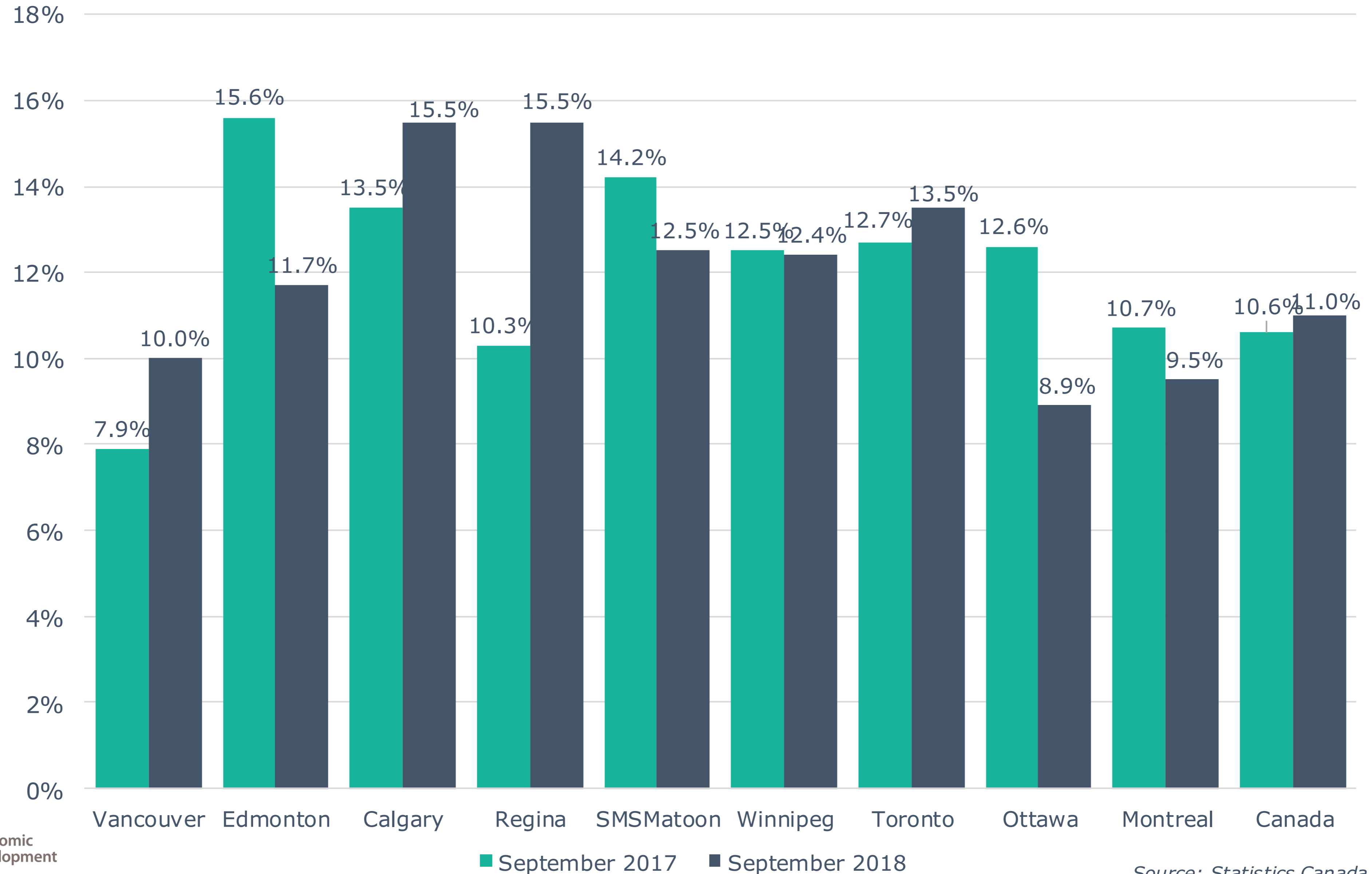
Source: Statistics Canada, September 2018

# Unemployment Rate Across Canada



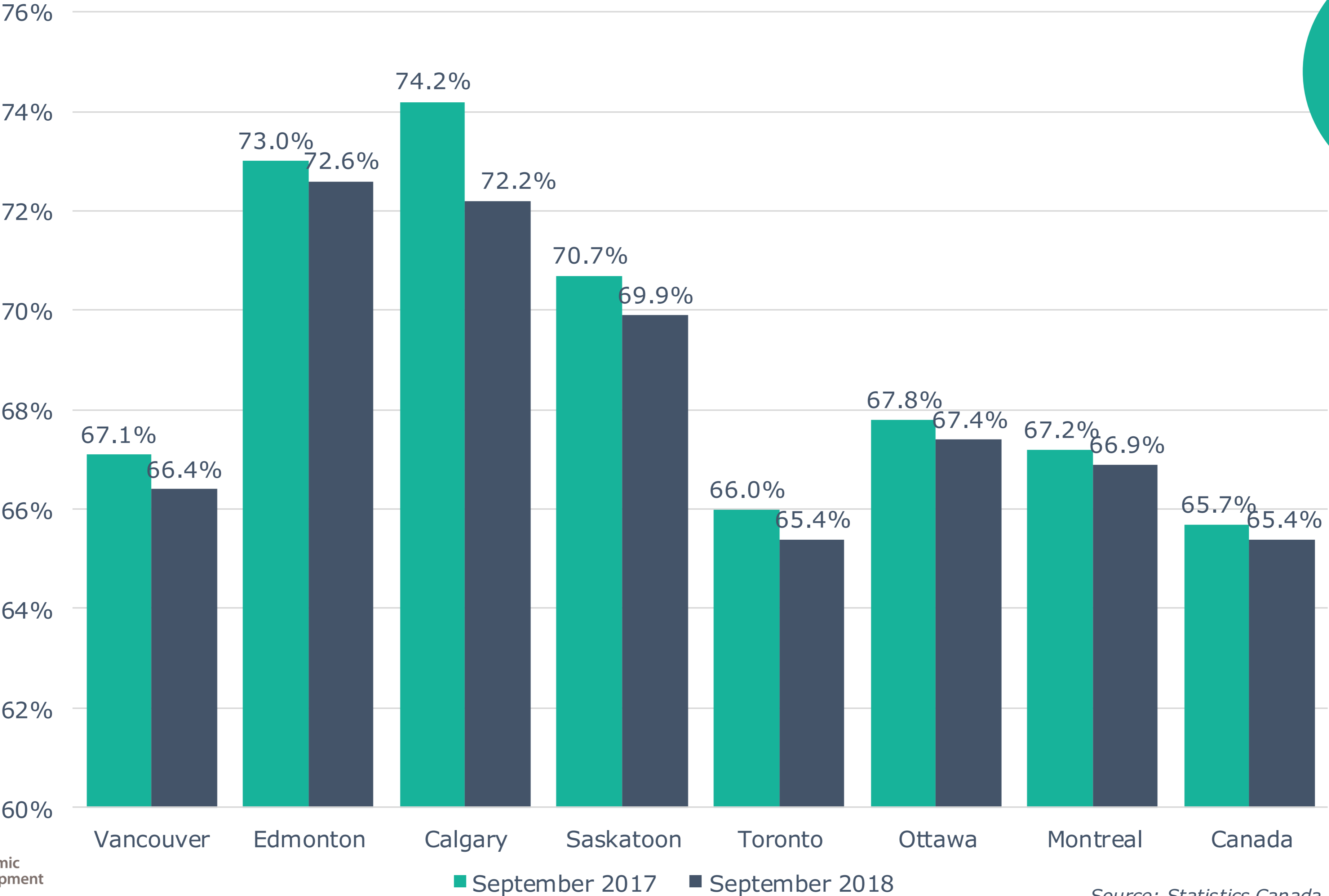
# Youth Unemployment Rate Across Canada

(Ages: 15 to 24 Years)



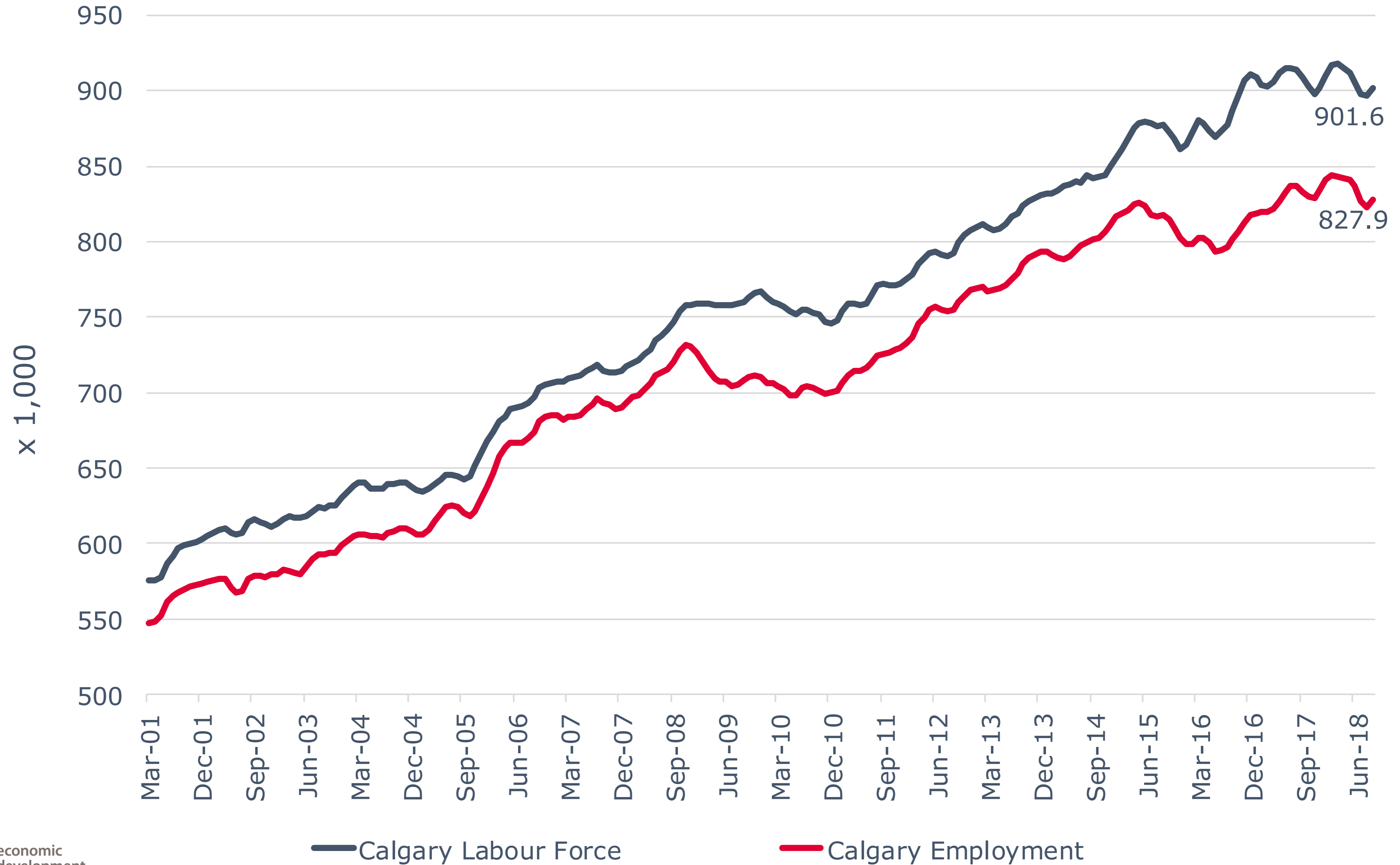
# Labour Force Participation Rate Across Canada

Highest labour force participation rate in Canada

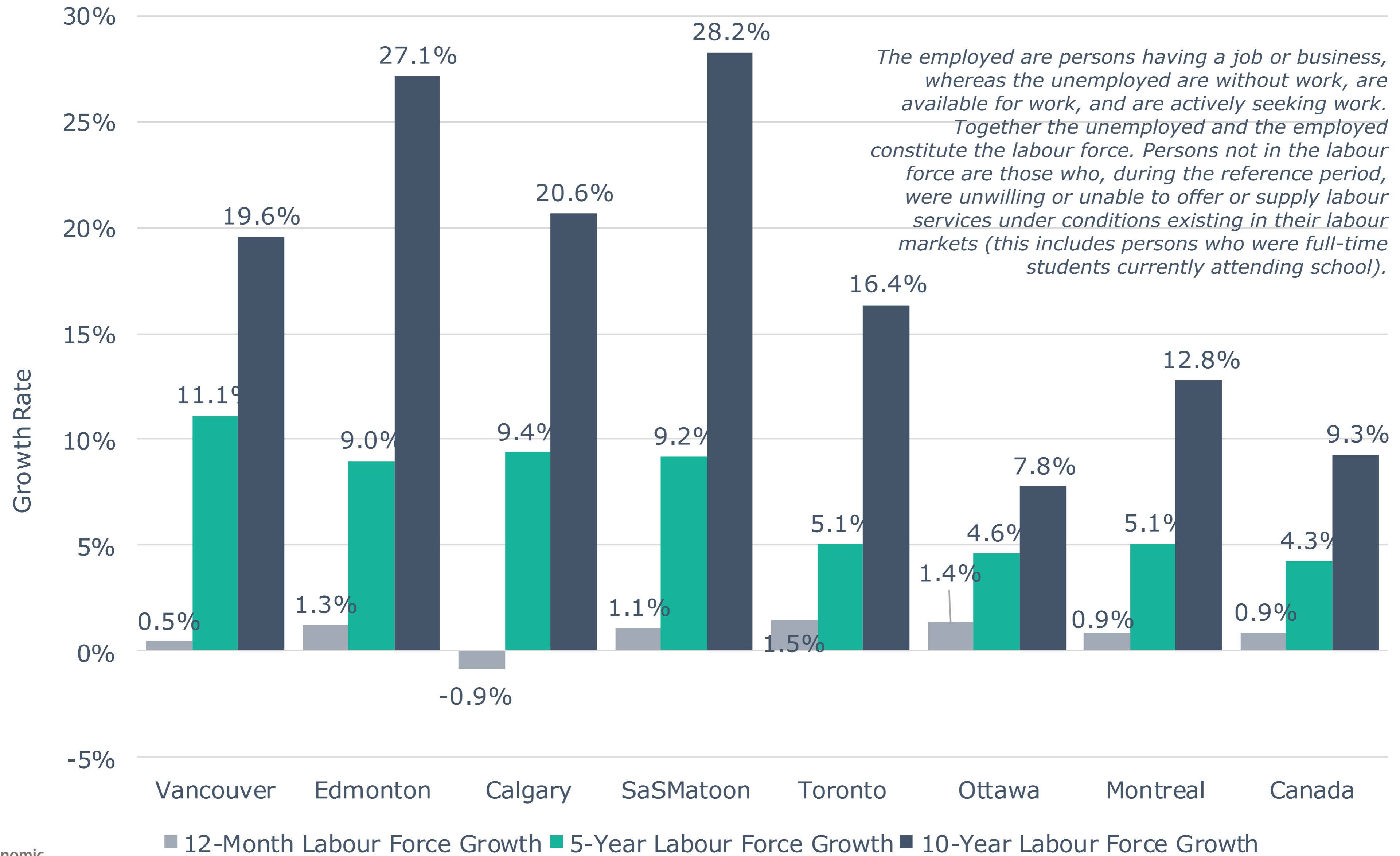




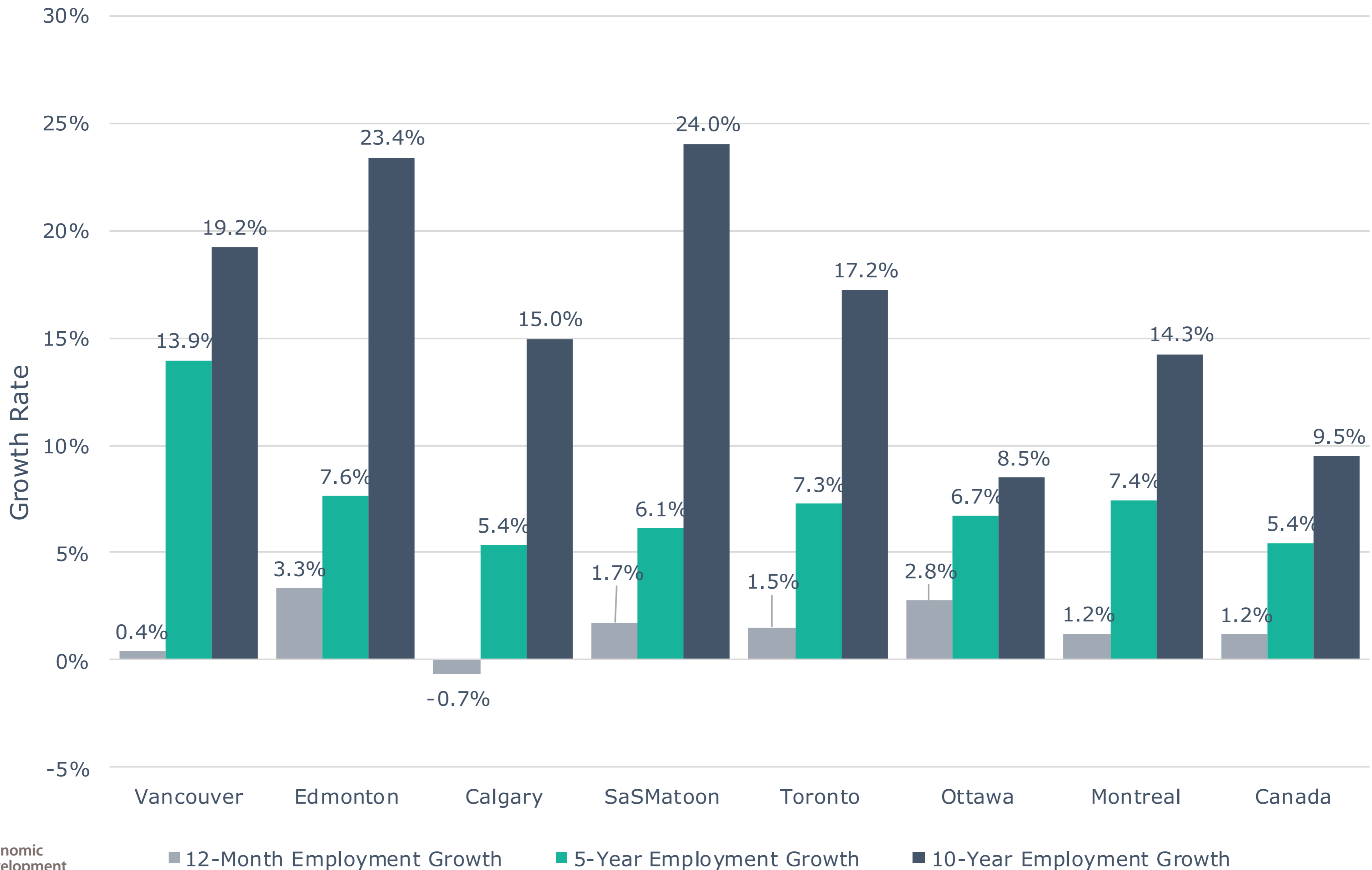
# Calgary Labour Force and Employment



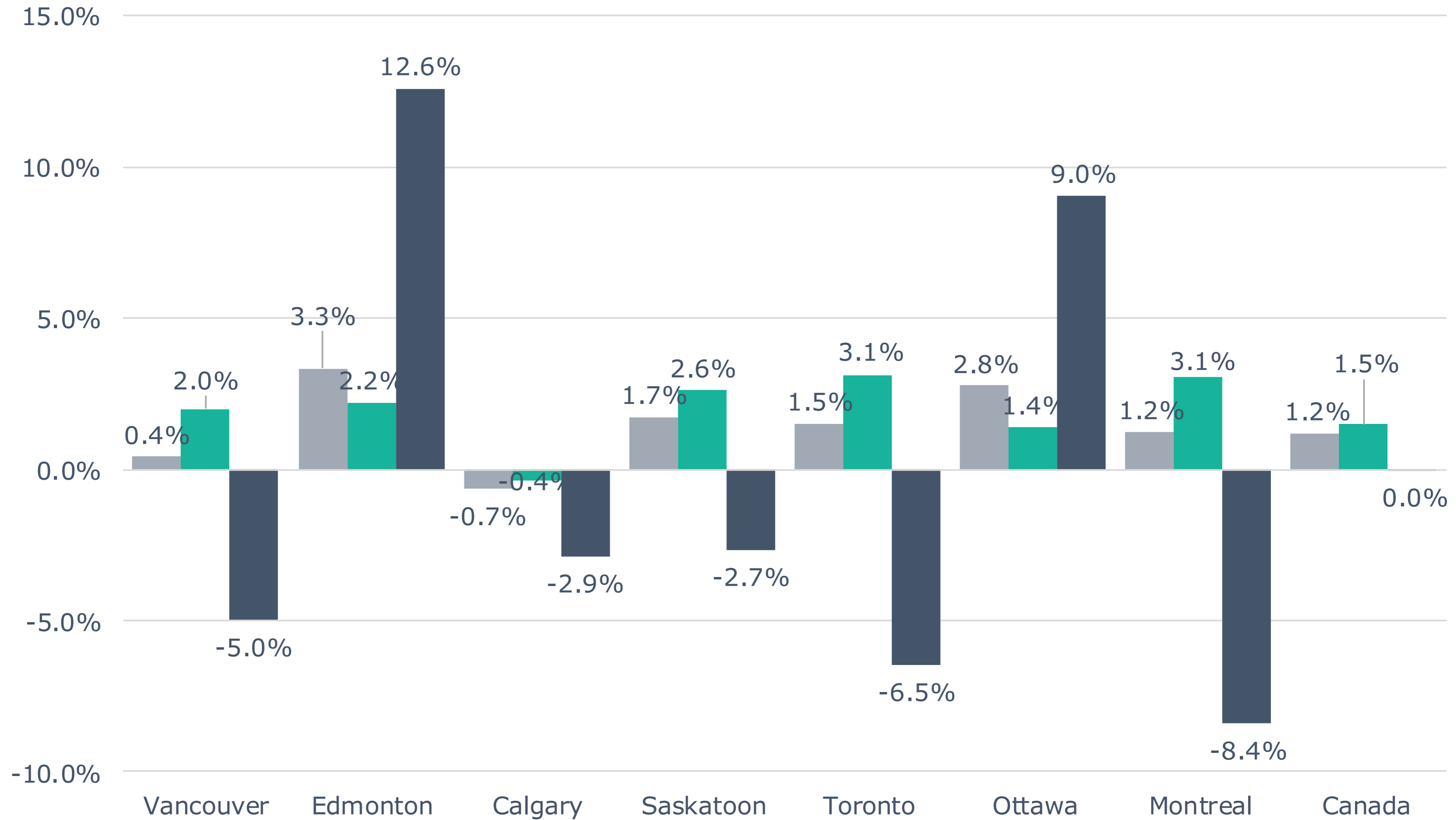
# Labour Force Growth Across Canada



# Employment Growth Across Canada



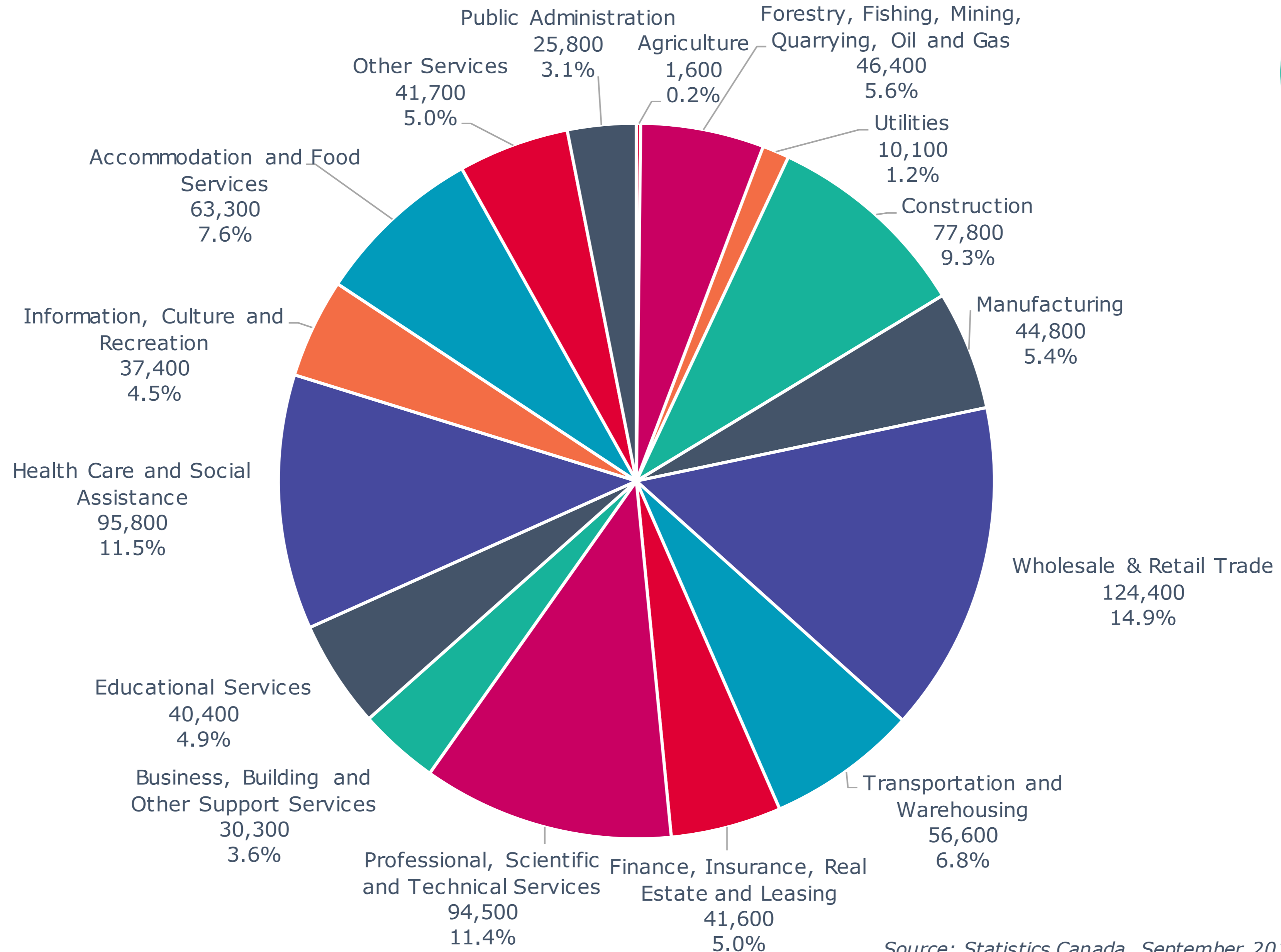
# Annual Employment Growth



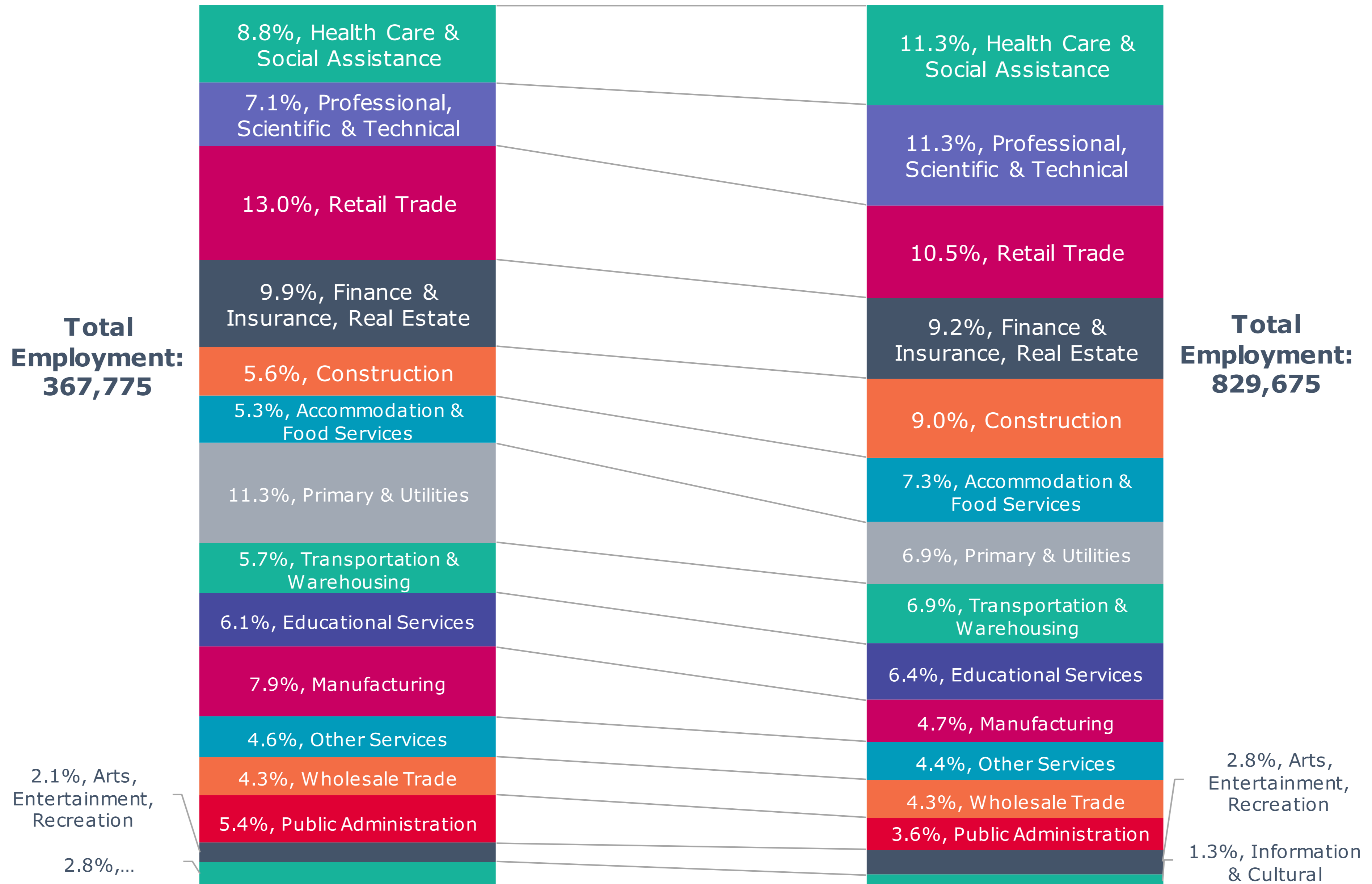
■ Total Employment Growth Rate ■ Full-Time Employment Growth Rate ■ Part-Time Employment Growth Rate

# Calgary CMA Employment by Industry (827,900)

**Diverse employment**



# Calgary Historical Employment by Industry



**Total Employment:**  
**367,775**

**Total Employment:**  
**829,675**

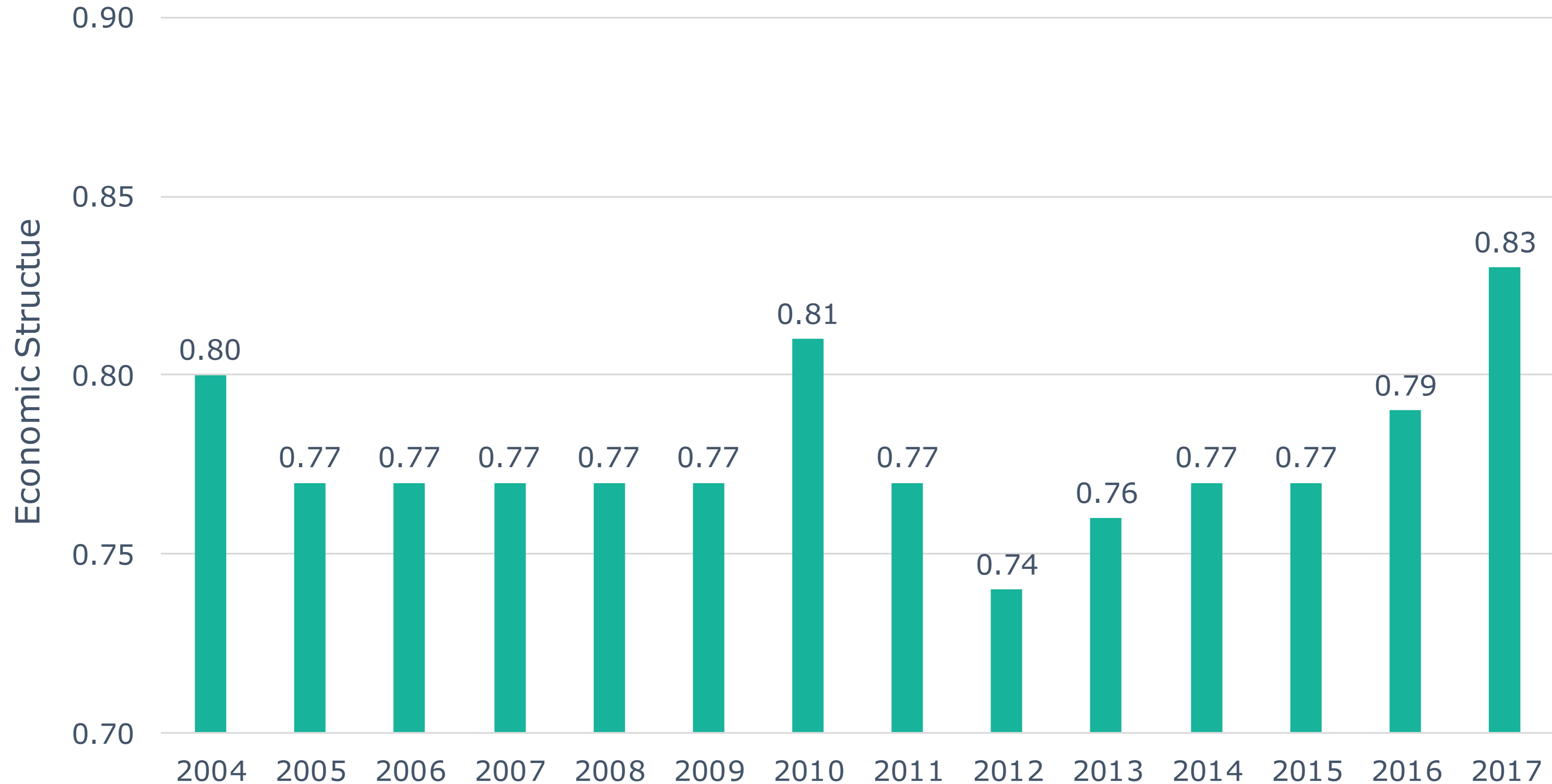
**1987**

**2017**

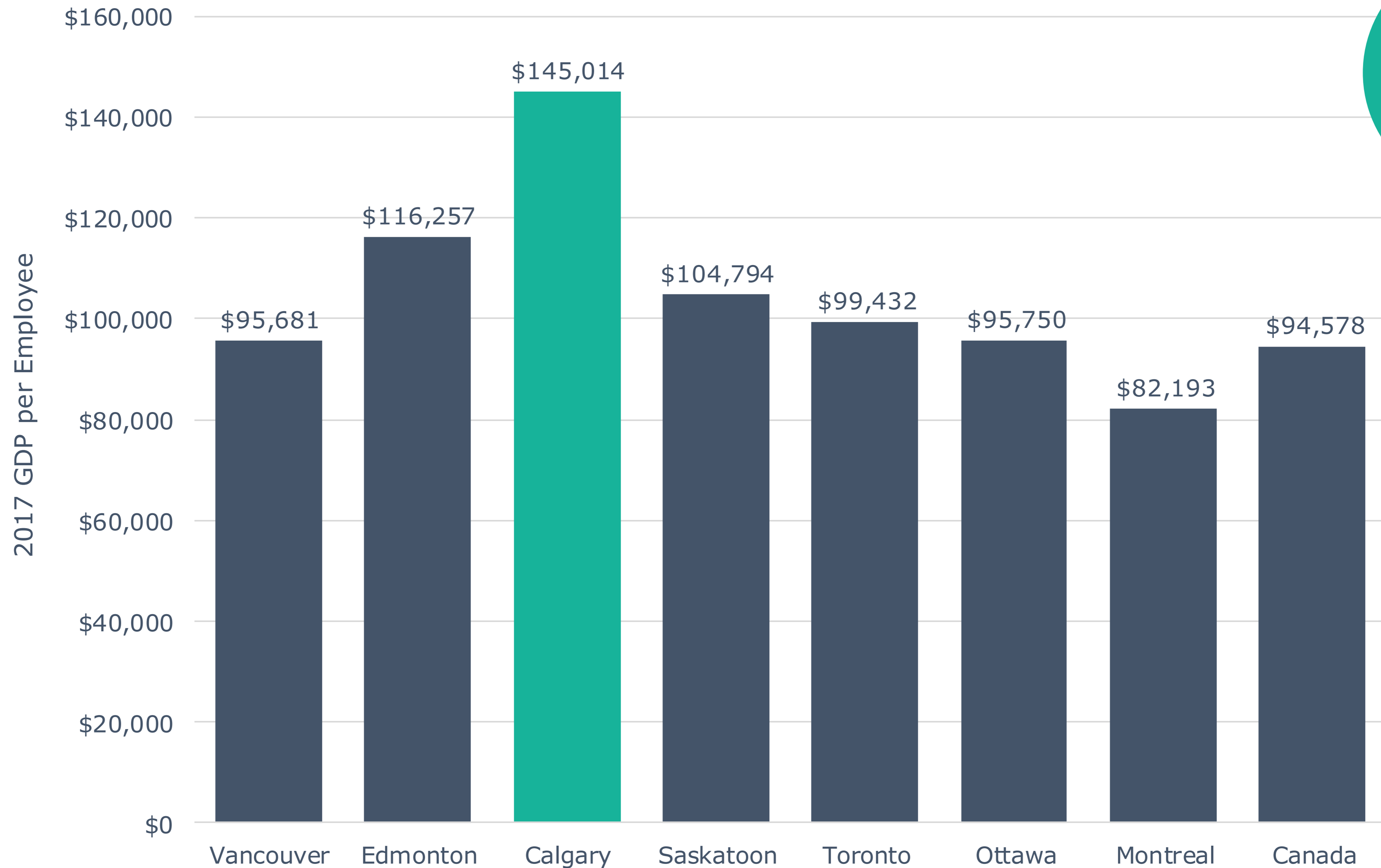
Source: Conference Board of Canada, June 2018

# 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!**



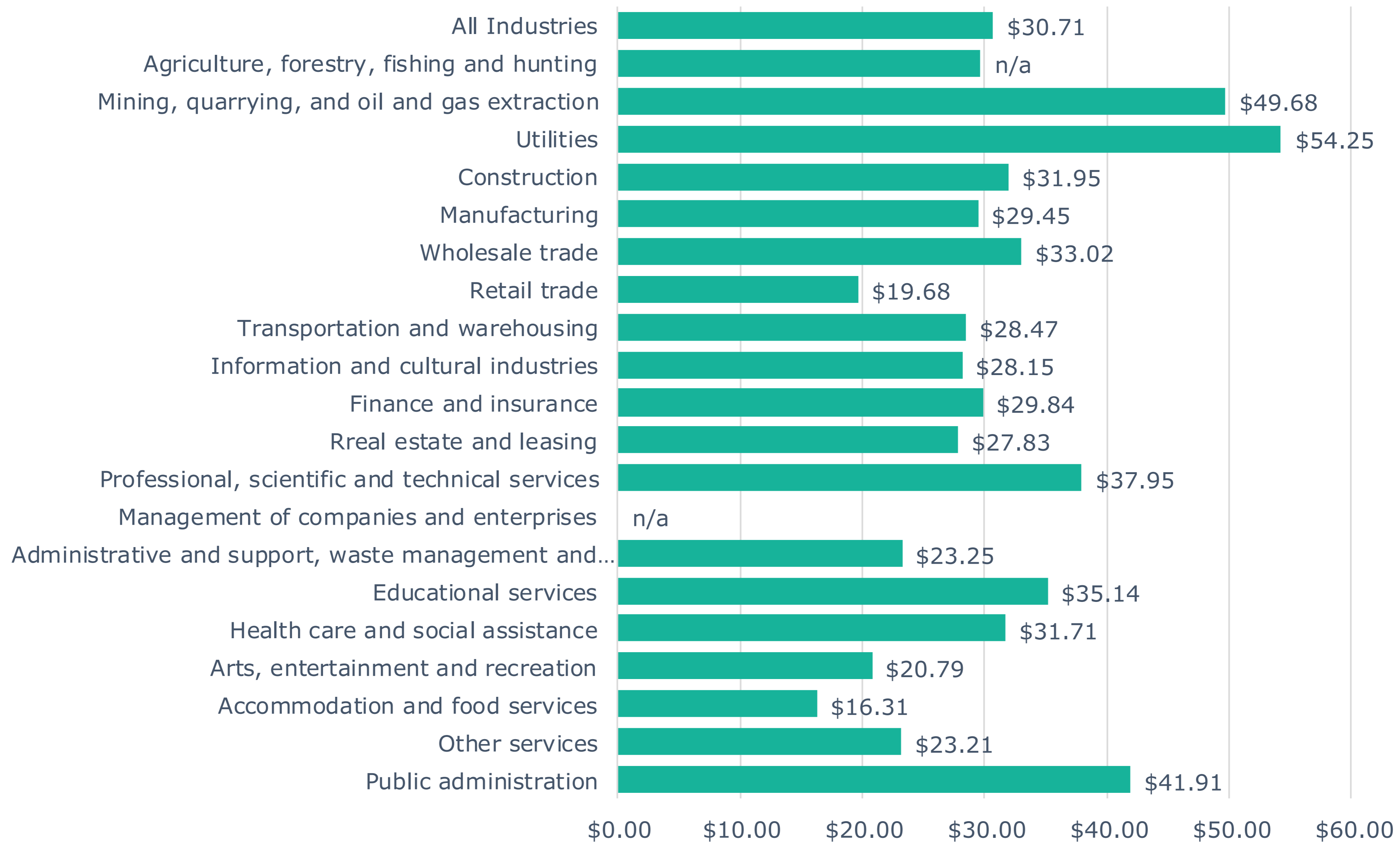
# Labour Force Productivity



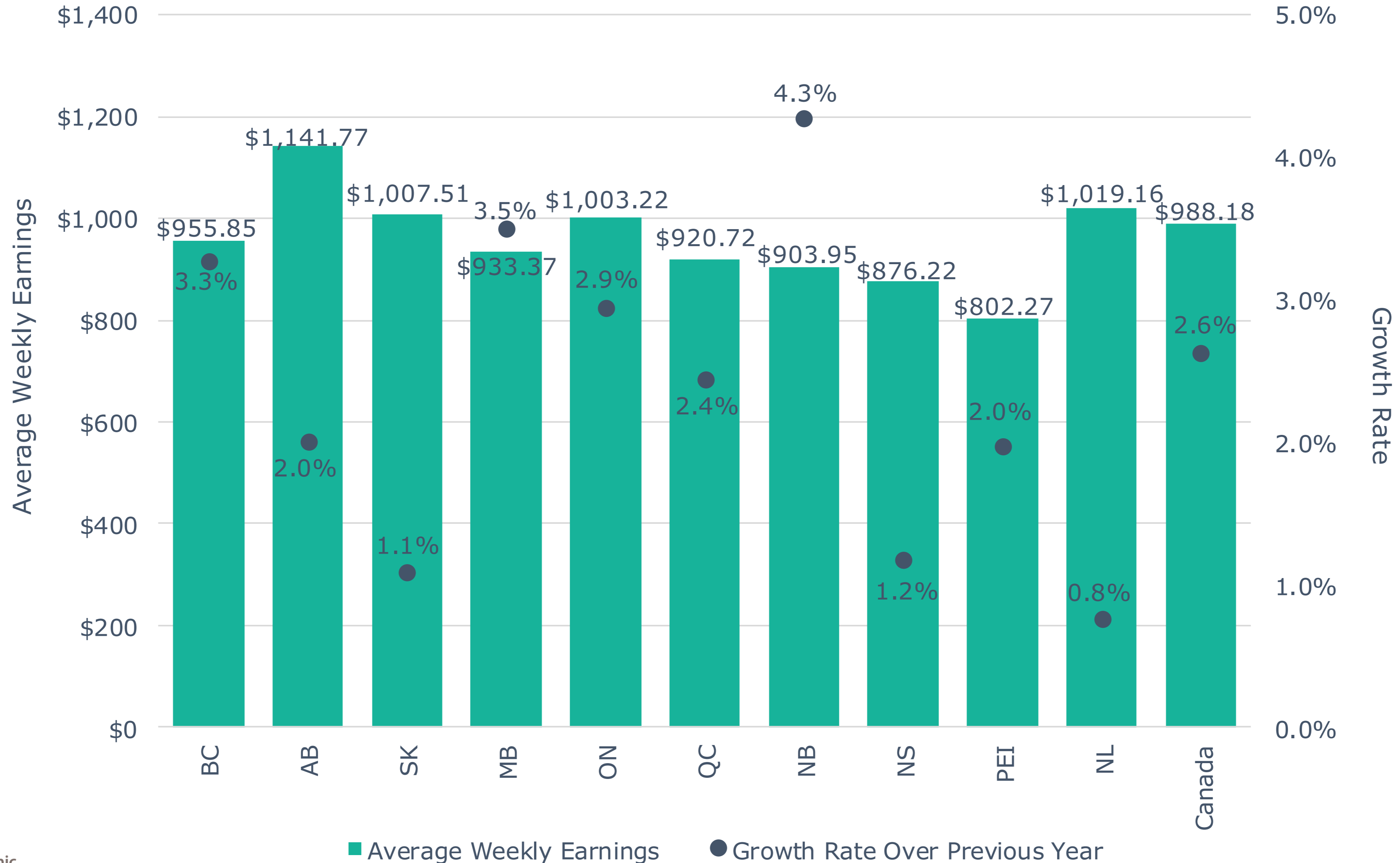
**Most  
productive  
workforce in  
Canada**



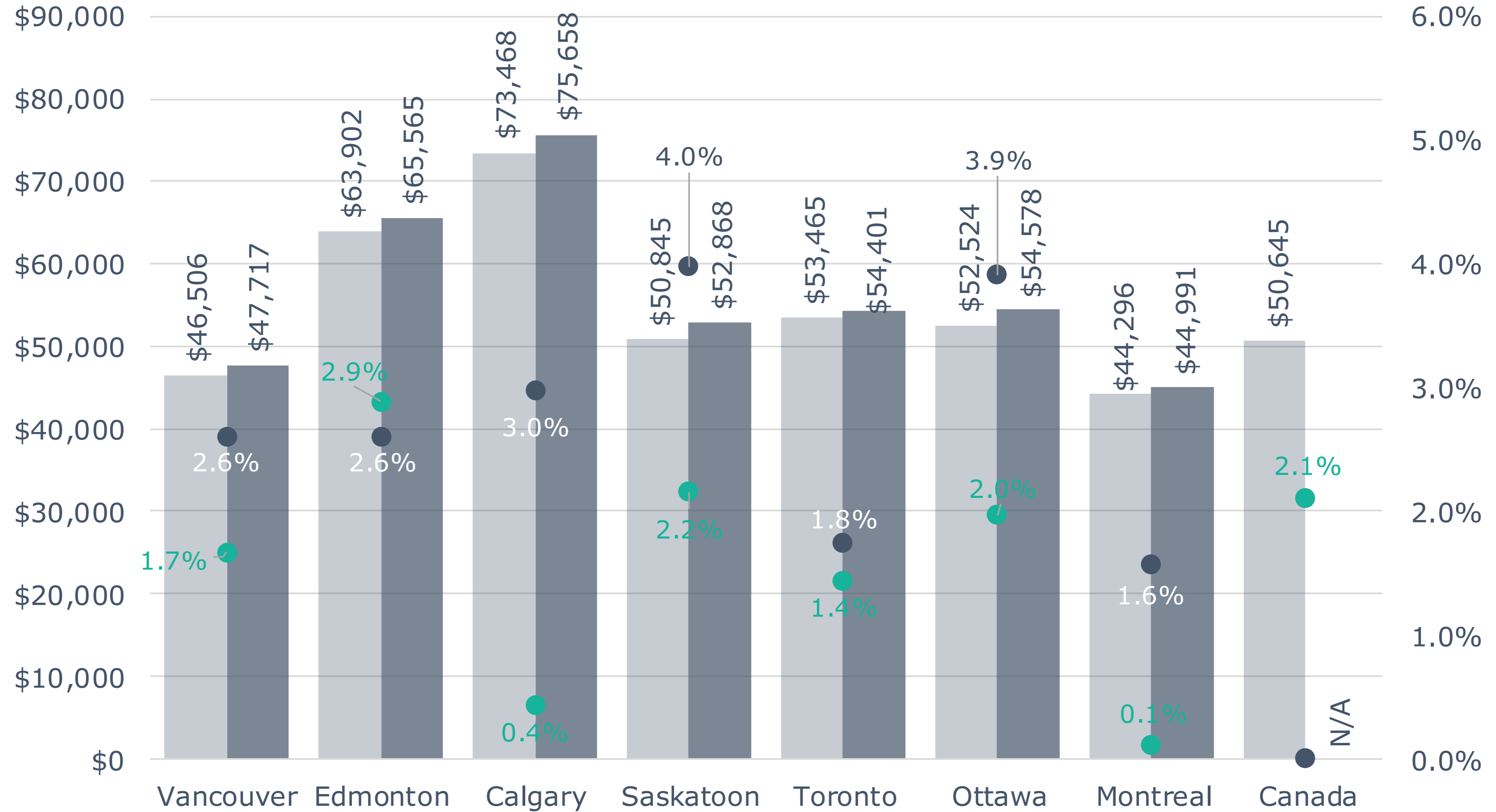
# Calgary CMA Average Overall Hourly Wages by Industry



# Average Weekly Earnings Across Canada and Growth Rates



# Average Wages and Salaries Across Canada



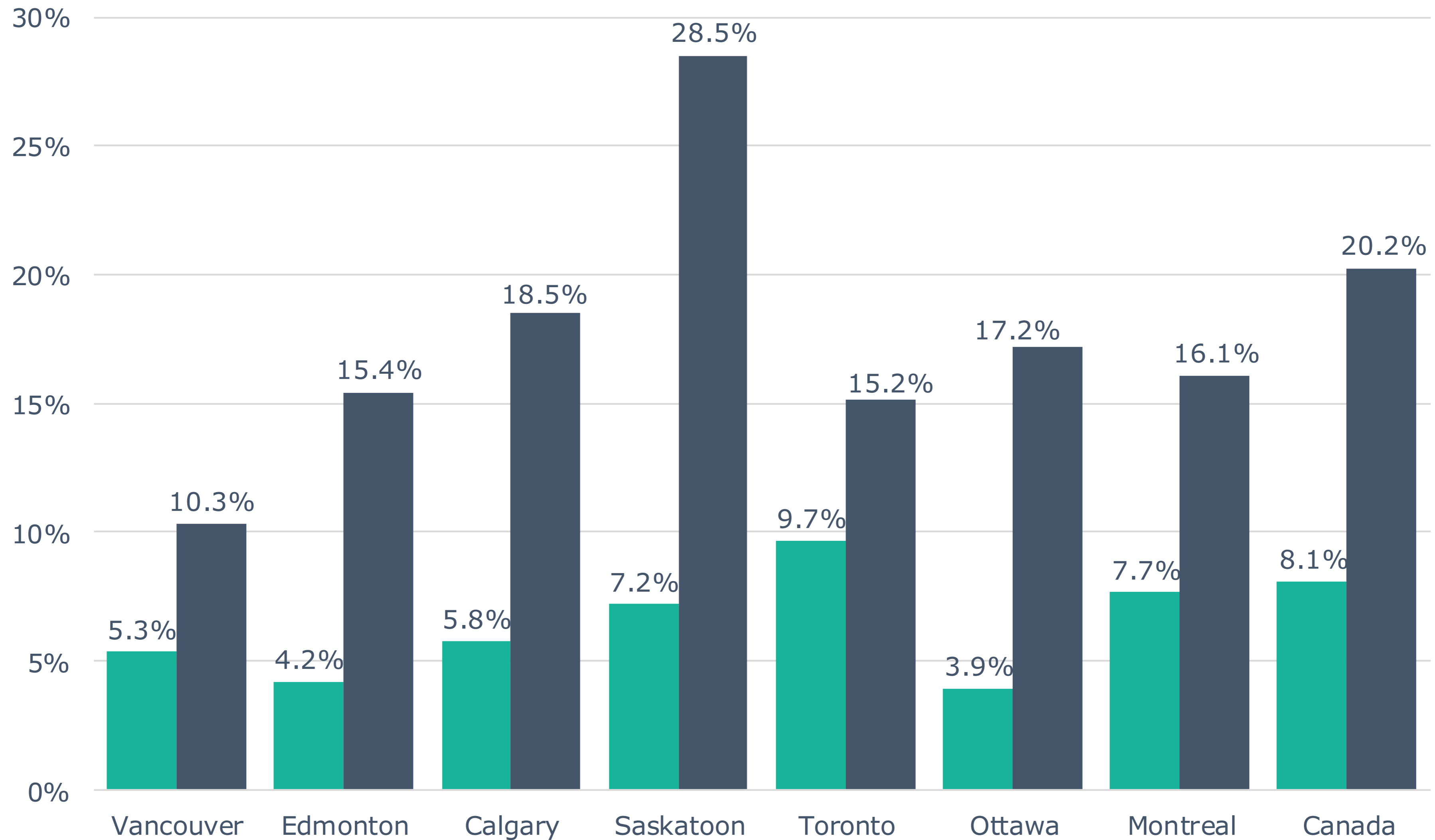
■ 2017F Average Wages and Salaries per Employee

■ 2018F Average Wages and Salaries per Employee

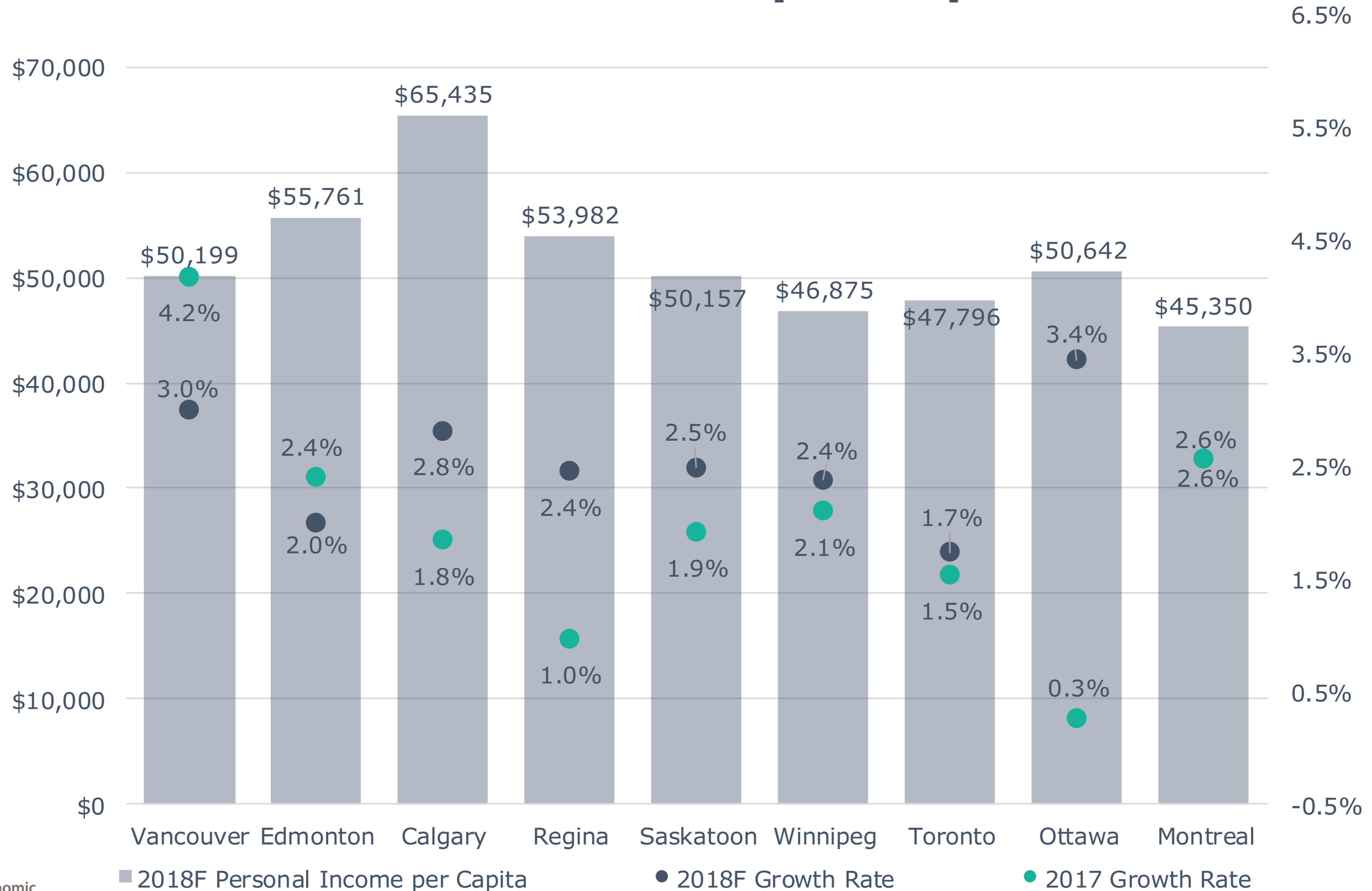
● 2018F Growth Rate

● 2017 Growth Rate

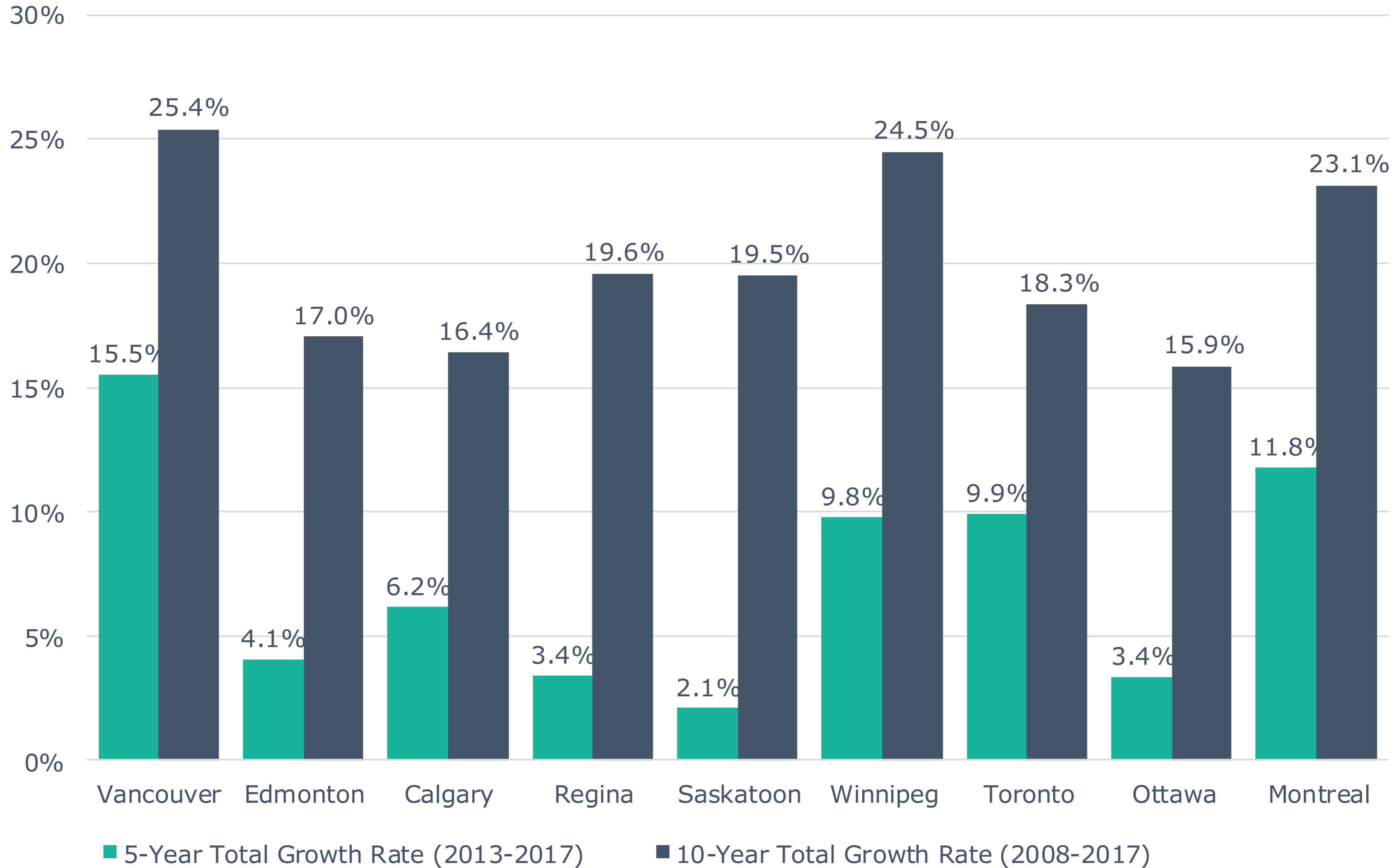
# Average Wages and Salaries Growth Rates Across Canada



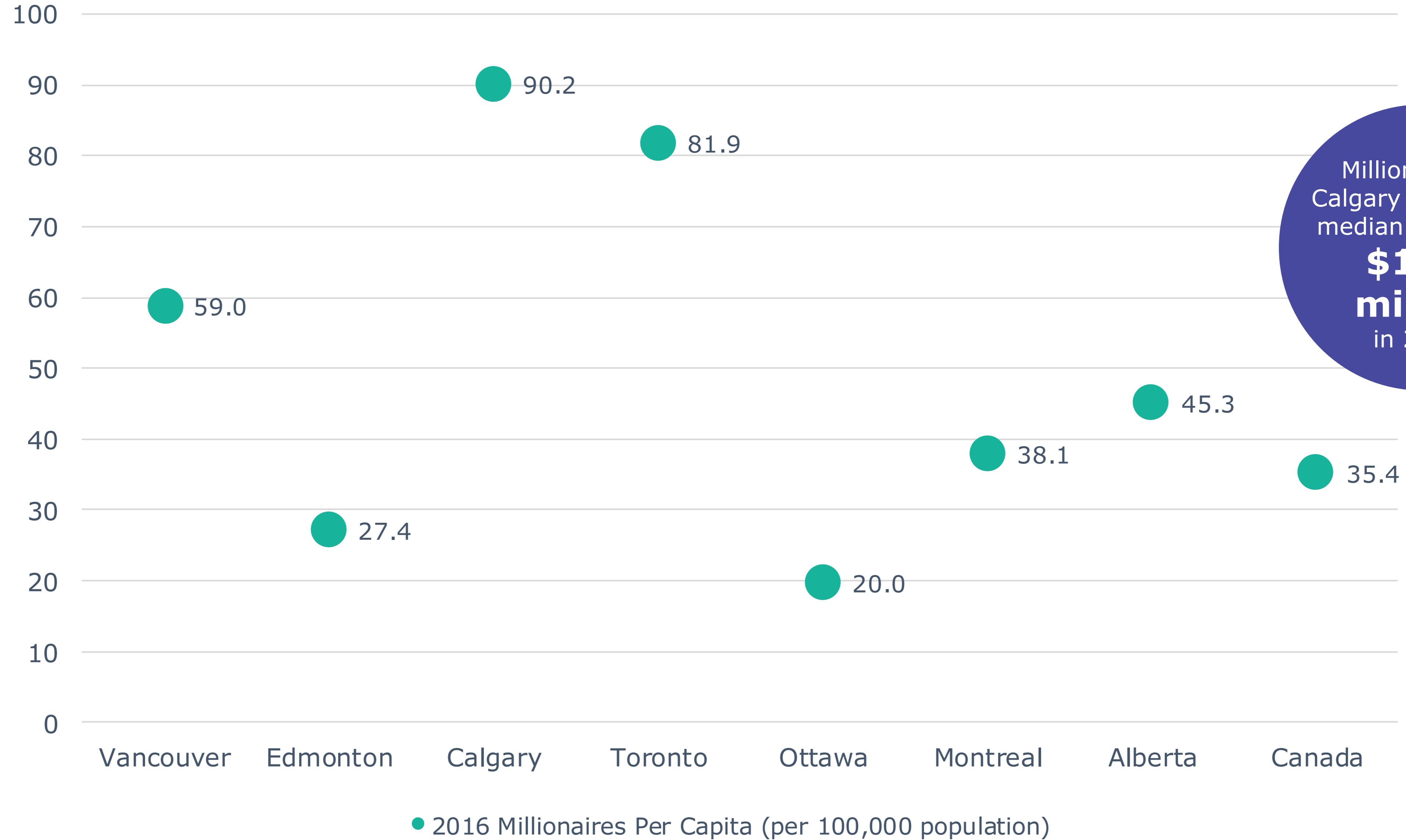
# Personal Income per Capita



# Personal Income per Capita Historical Growth Rates



# Millionaires Per Capita



Millionaires in Calgary reported a median income of **\$1.42 million** in 2016.

# Calgary Companies Hiring Tech



## Software Engineer / Developer

September 2018

Glassdoor	Indeed
Benevity	City Wide Towing Ltd.
Cisco Systems	Guardant Health
General Dynamics	GuildOne Inc.
Getty Images	Intaver
NovAtel	Livewire Automation Inc
Paysafe Group	MacMoro
Renoworks Software	STRATACACHE
RS Energy Group	TELUS Communications
Snyopsys	VMG, A Schlumberger Technology
Trimble	Wood

## Computer Programmer / Web Developer

September 2018

Glassdoor	Indeed
Clio	AGAT Laboratories
Cohesic	Avantech Inc.
Deloitte	Chatterson Drive
Habanero	Cropshop Supply Co.
Intellex Systems Group	Eguana Technologies Inc.
MAGTEC Products	Graham Construction
PBS Systems	ID Technologies Inc.
Skrill	Pantheon
True Market	Sierra Systems
Vantix Systems	Solium Capital

Glassdoor

Indeed