



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, 2016/2017



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, 2015



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

- Statistics Canada, 2016



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 182,000 ICT professional positions by 2019 (17,300 for Alberta).

- ICTC, Labour Market Outlook, 2015-2019



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 have 28,025 to 36,240 net hiring requirements in Canada from 2017 to 2020.

- PETROLMI/ENFORM, 2016



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

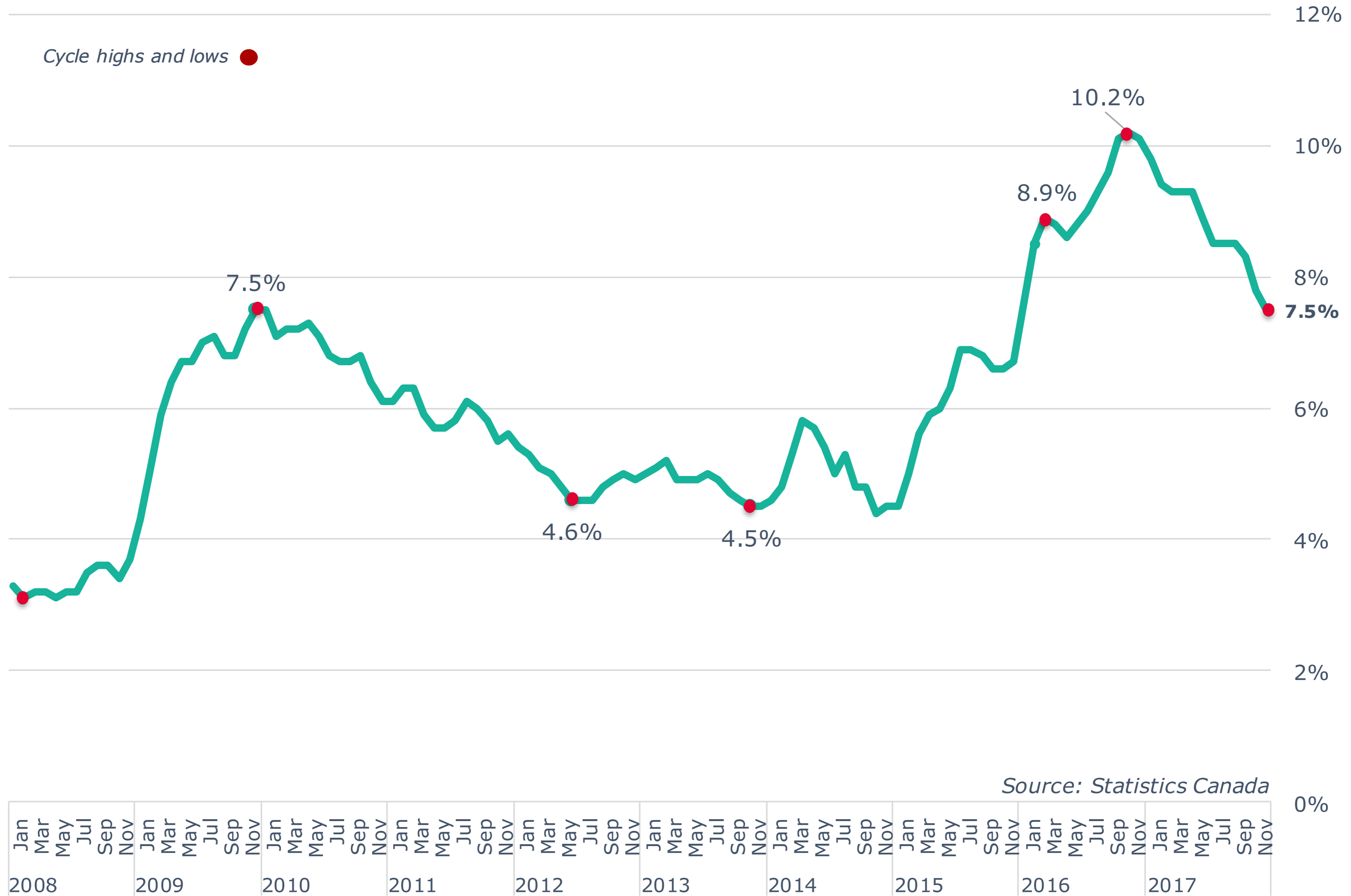
- Analytica Advisors, 2016



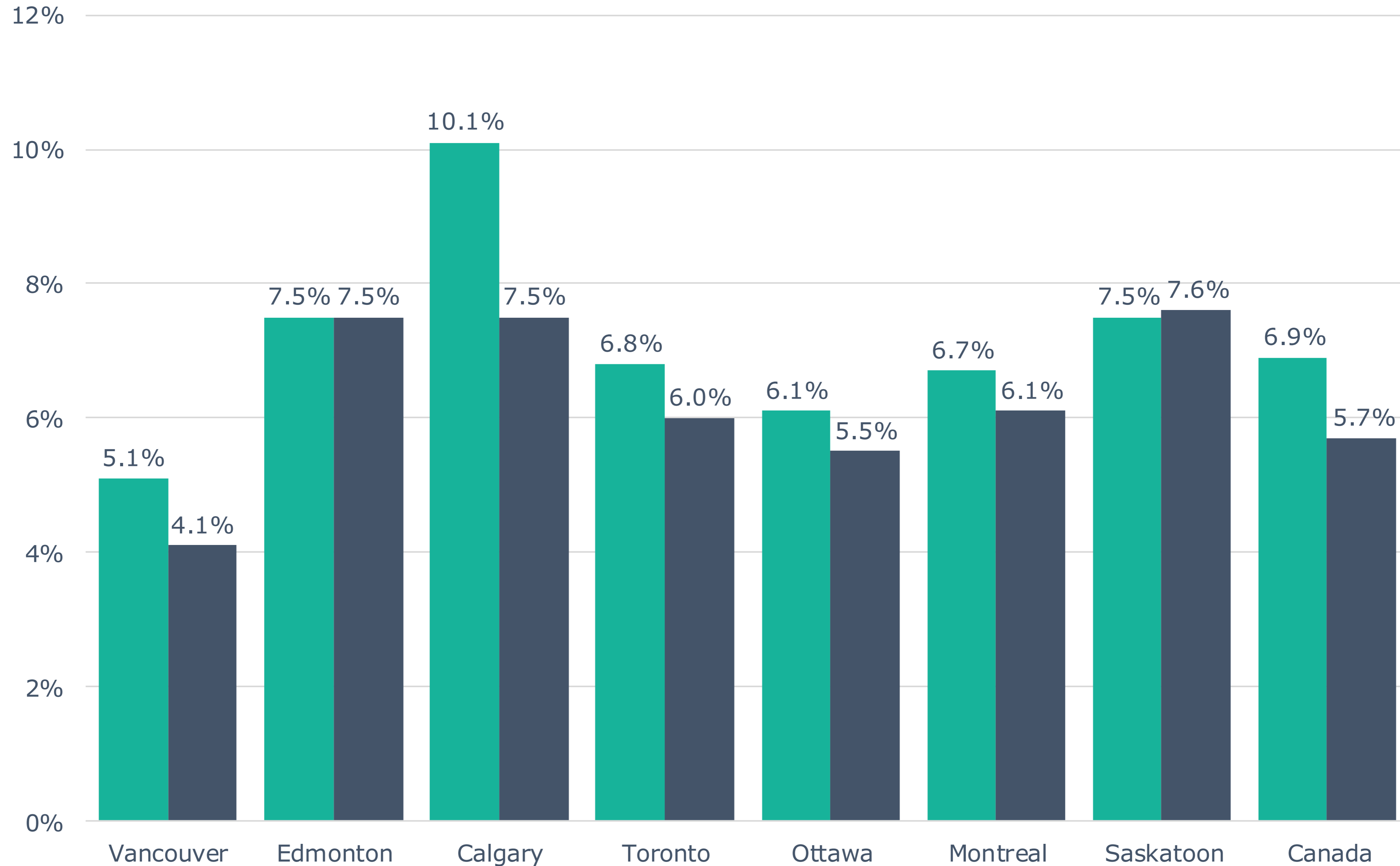
Agriculture will need to fill 23,300 potential jobs in Alberta by 2025.

- AgriLMI CAHRC, 2016

Calgary CMA Historical Unemployment Rate

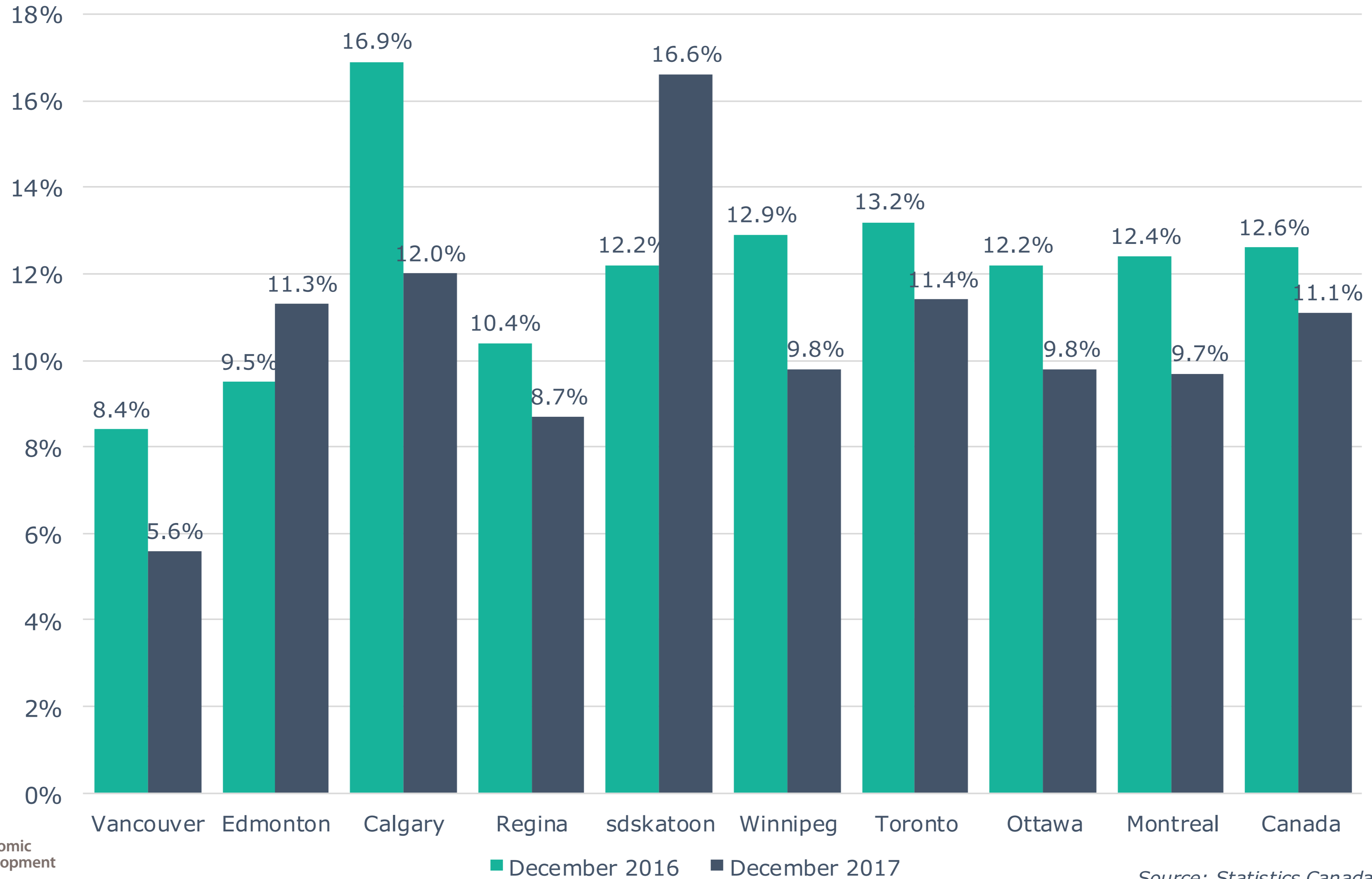


Unemployment Rate Across Canada



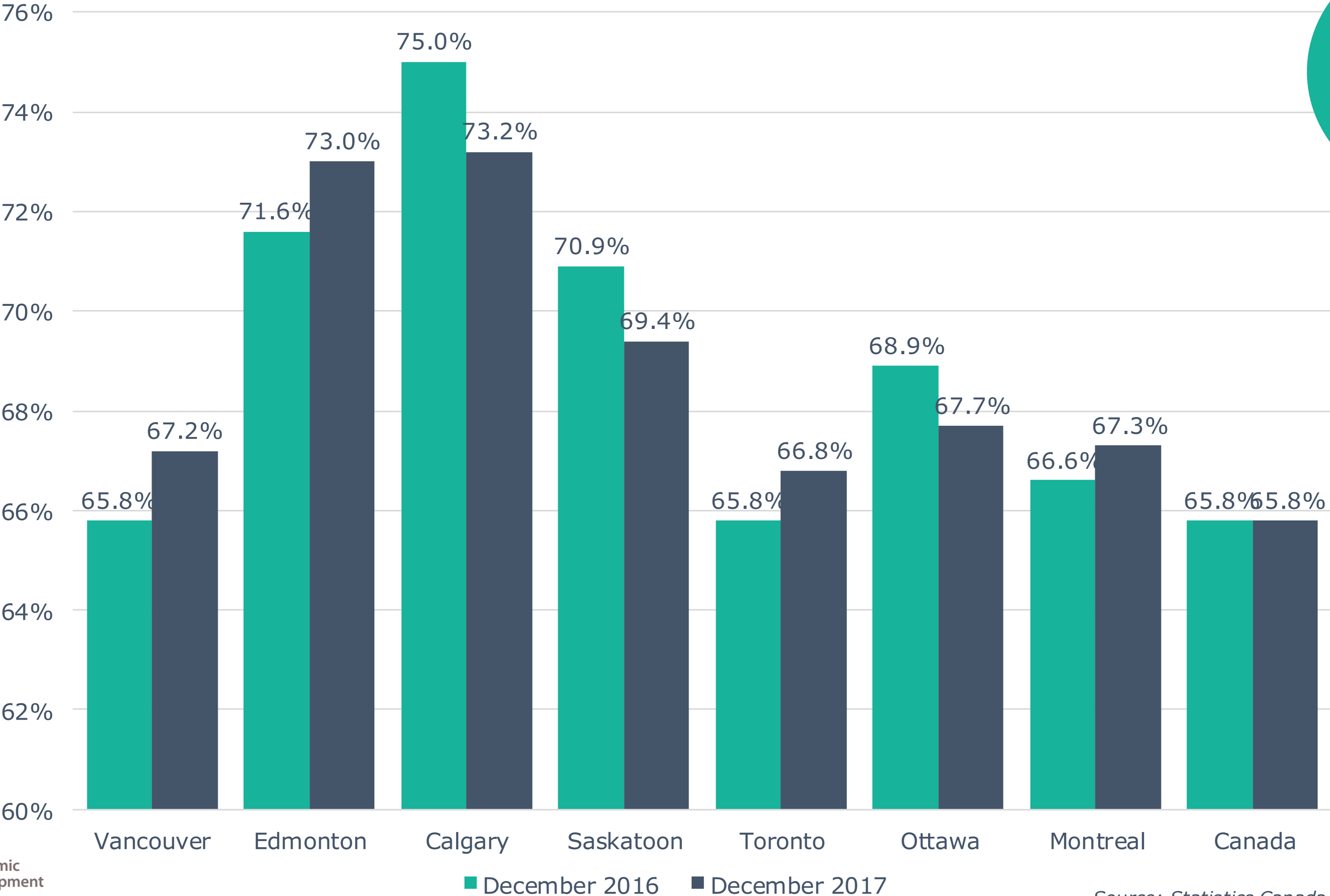
Youth Unemployment Rate Across Canada

(Ages: 15 to 24 Years)

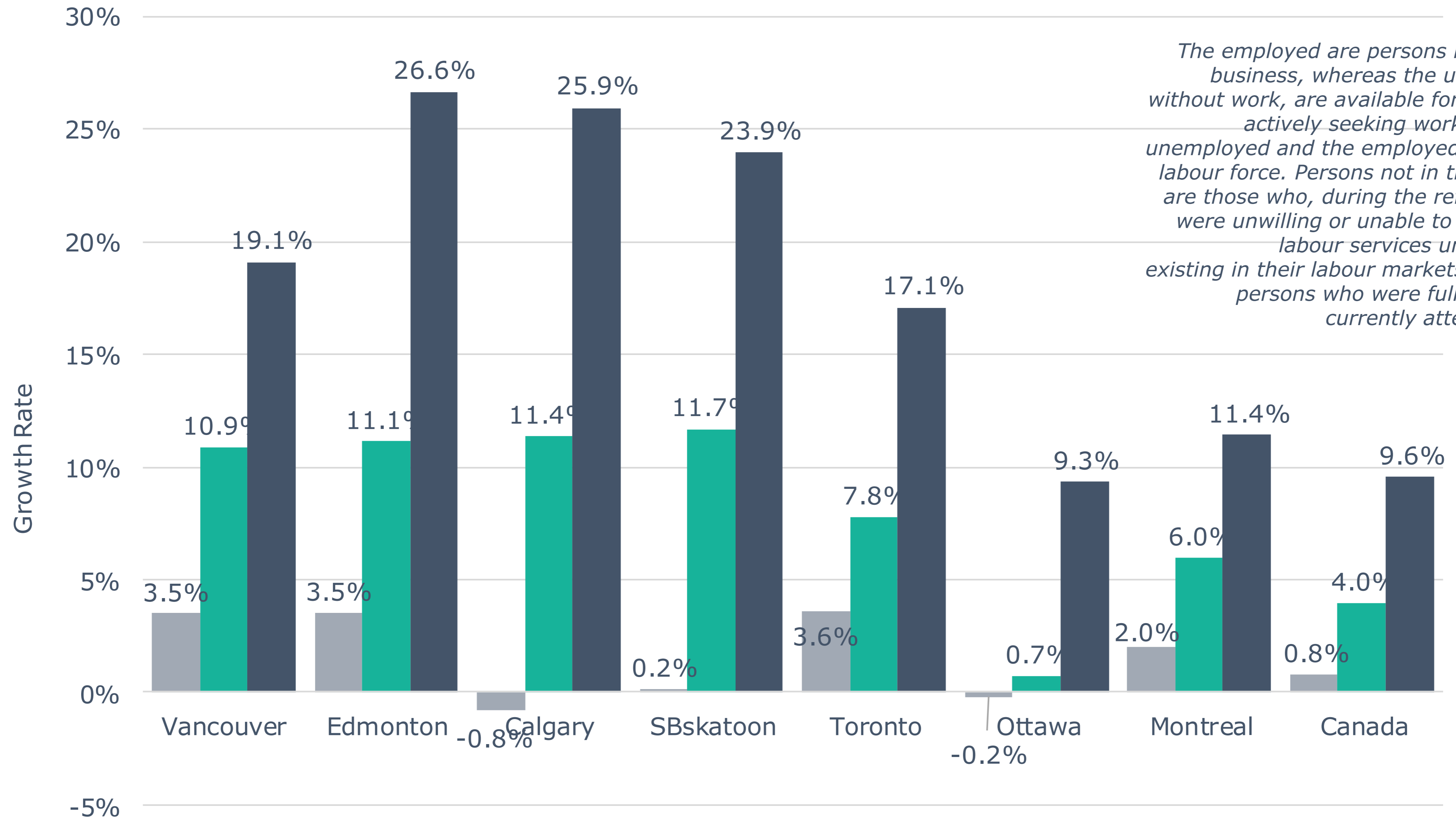


Labour Force Participation Rate Across Canada

**Highest
labour force
participation
rate in
Canada**



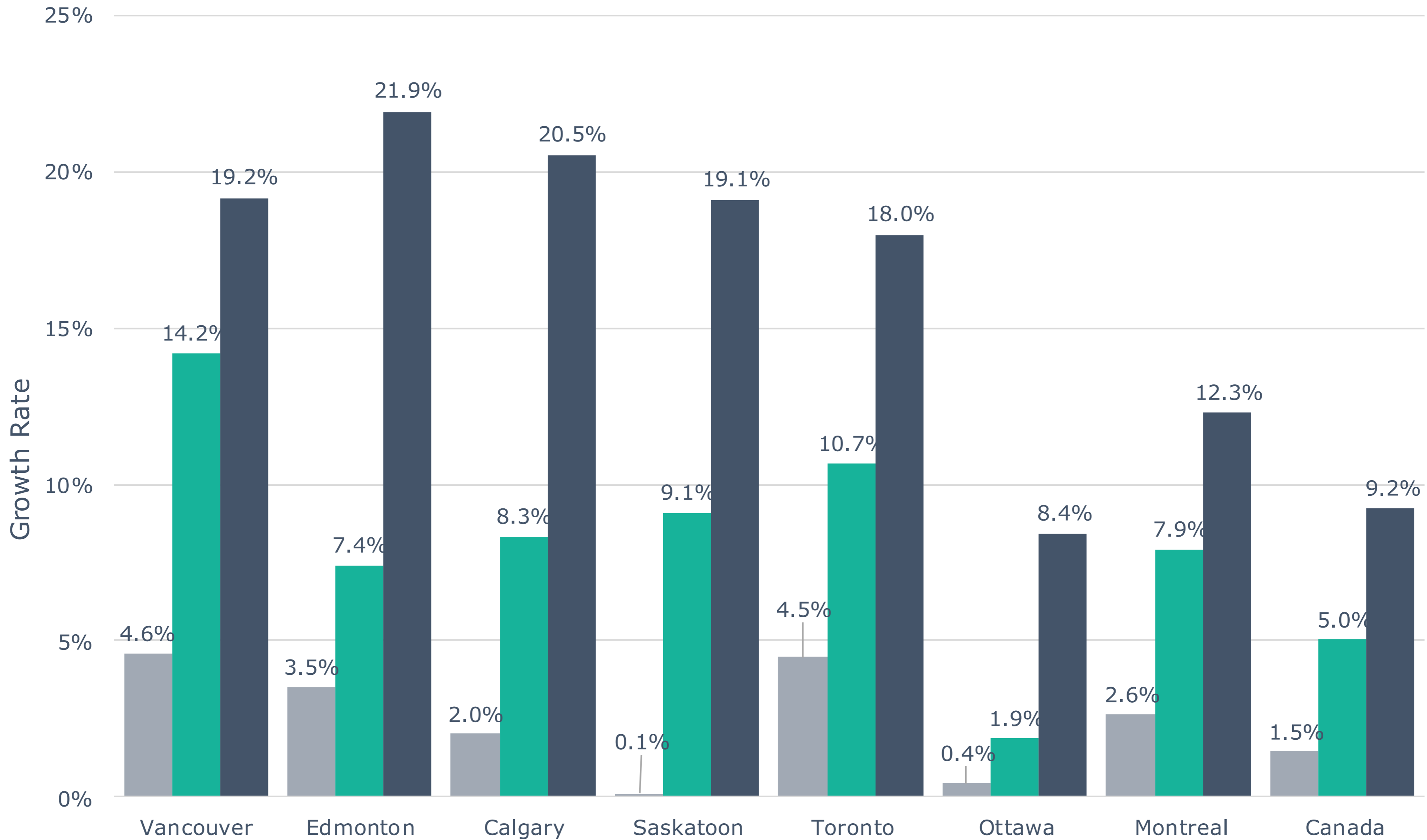
Labour Force Growth Across Canada



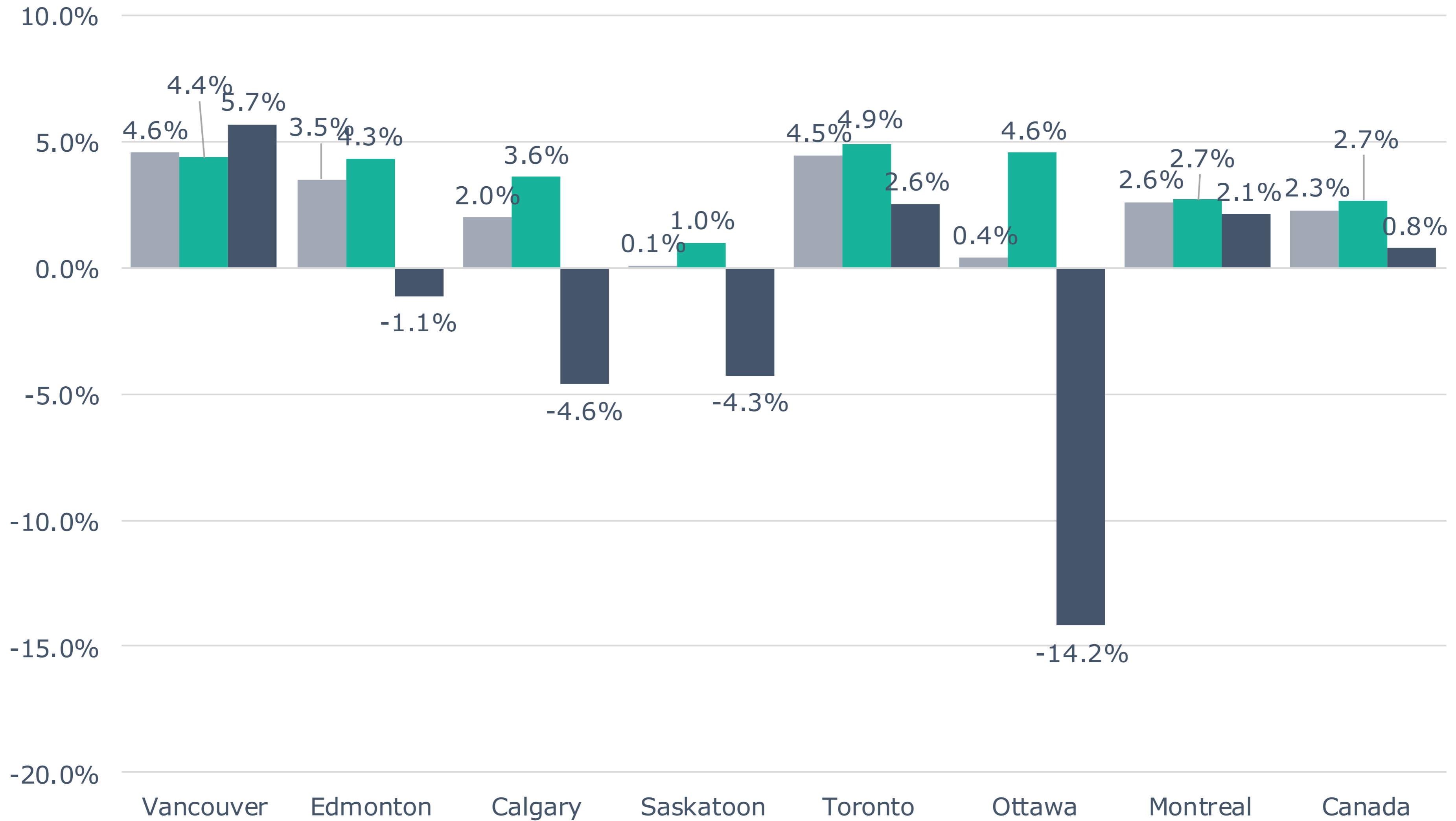
The employed are persons having a job or business, whereas the unemployed are without work, are available for work, and are actively seeking work. Together the unemployed and the employed constitute the labour force. Persons not in the labour force are those who, during the reference period, were unwilling 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).

■ 12-Month Labour Force Growth ■ 5-Year Labour Force Growth ■ 10-Year Labour Force Growth

Employment Growth Across Canada



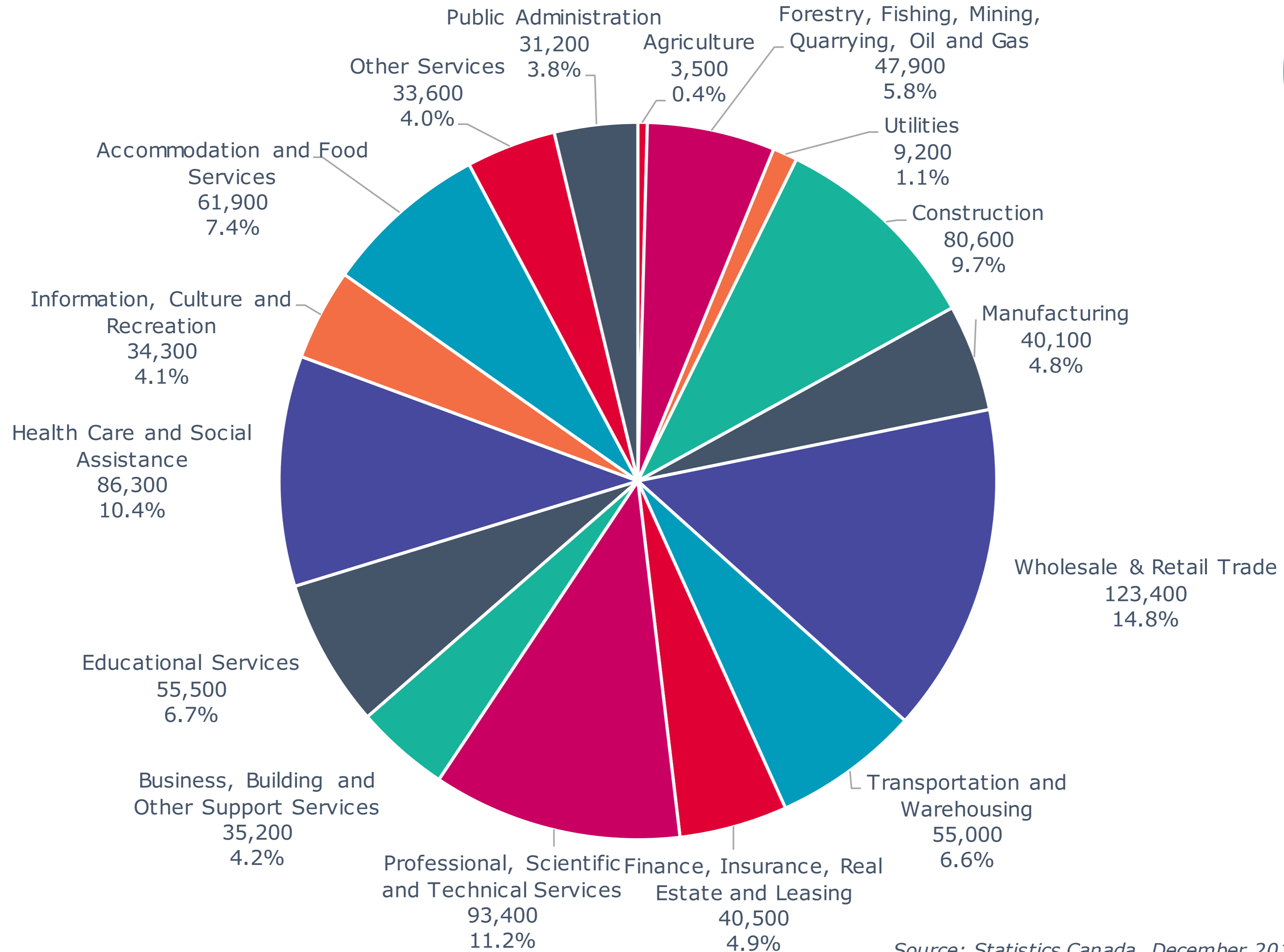
Annual Employment Growth



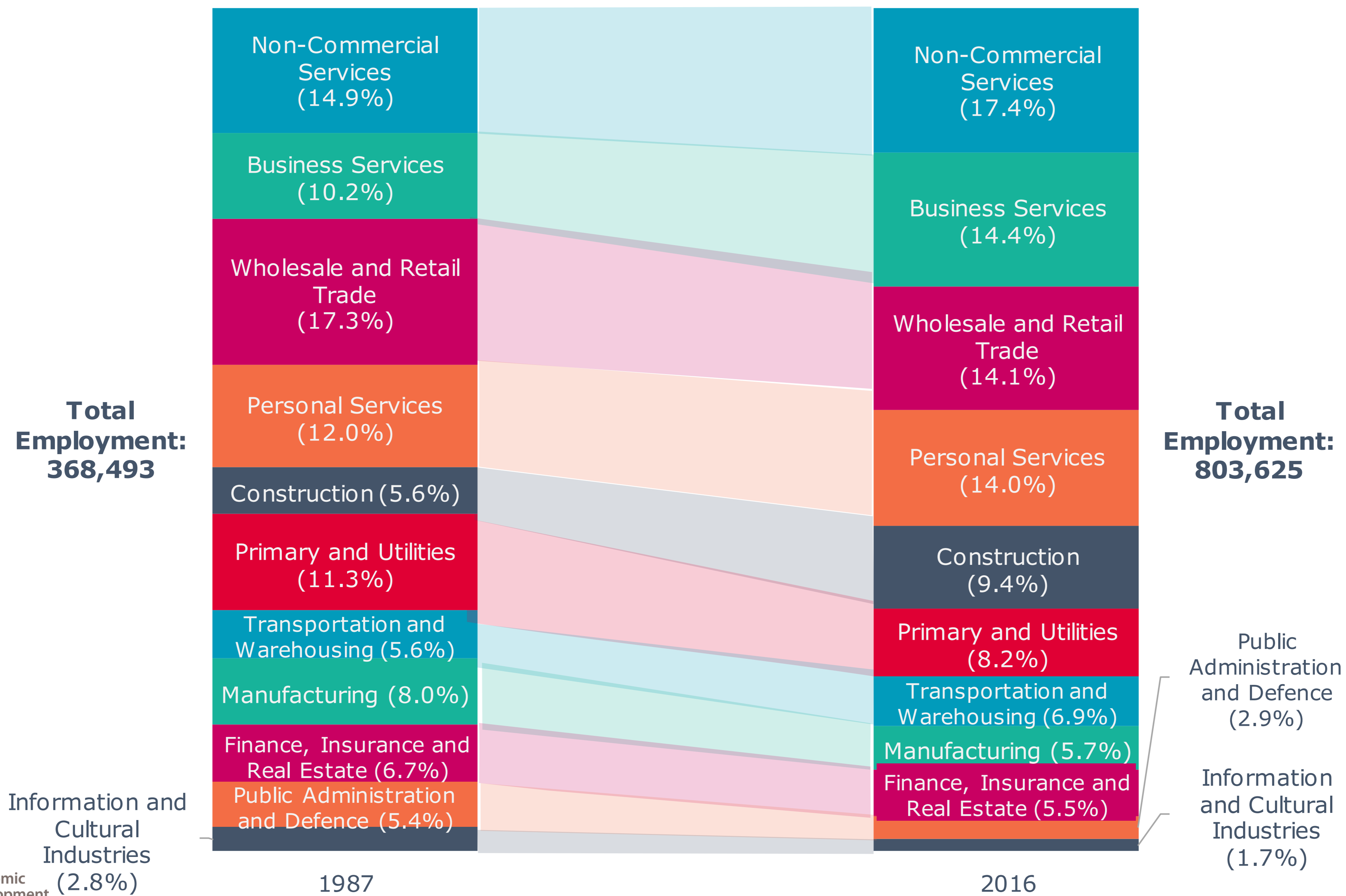
■ Total Employment Growth Rate ■ Full-Time Employment Growth Rate ■ Part-Time Employment Growth Rate

Calgary CMA Employment by Industry

Diverse employment

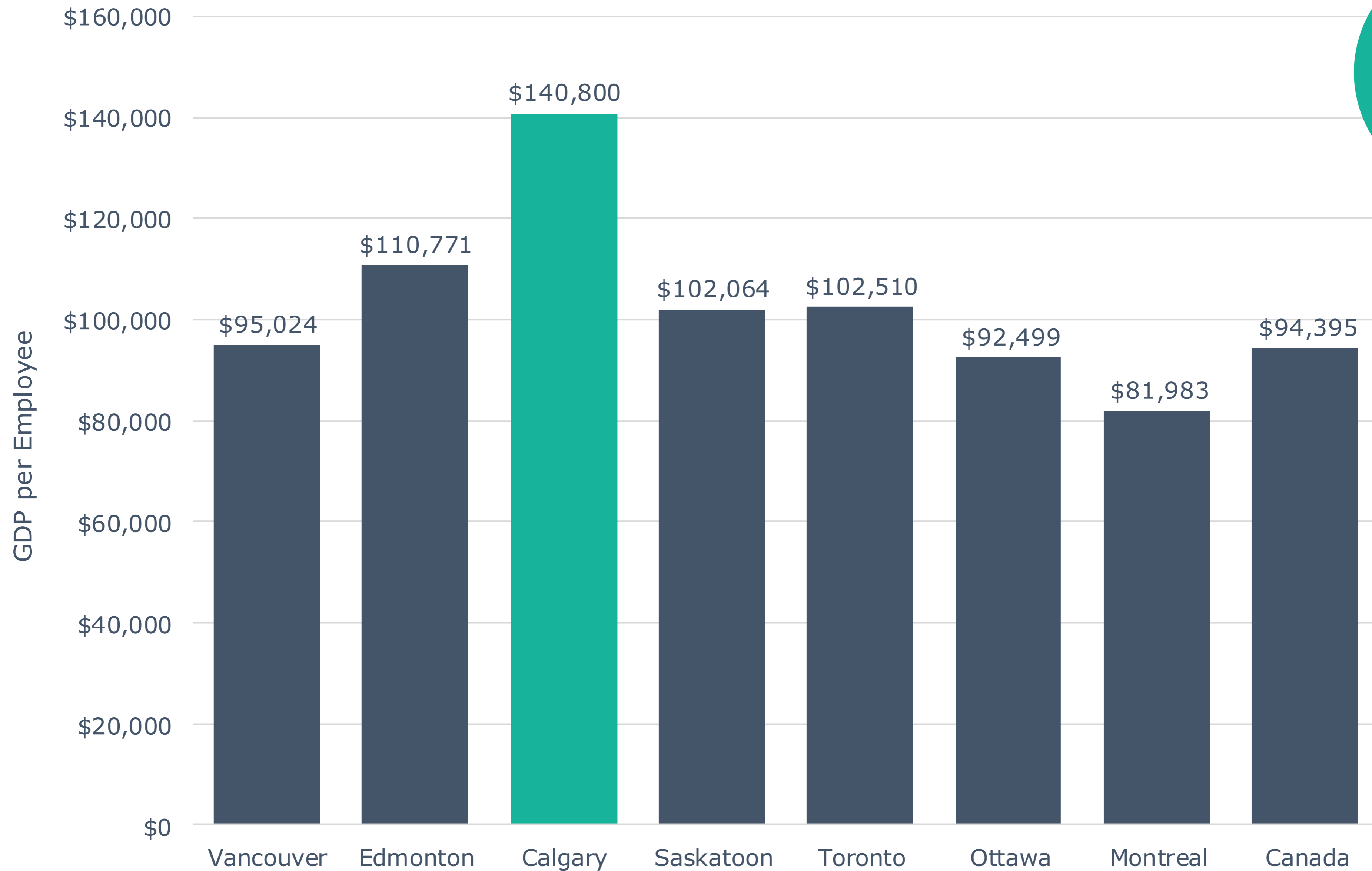


Calgary Historical Employment by Industry



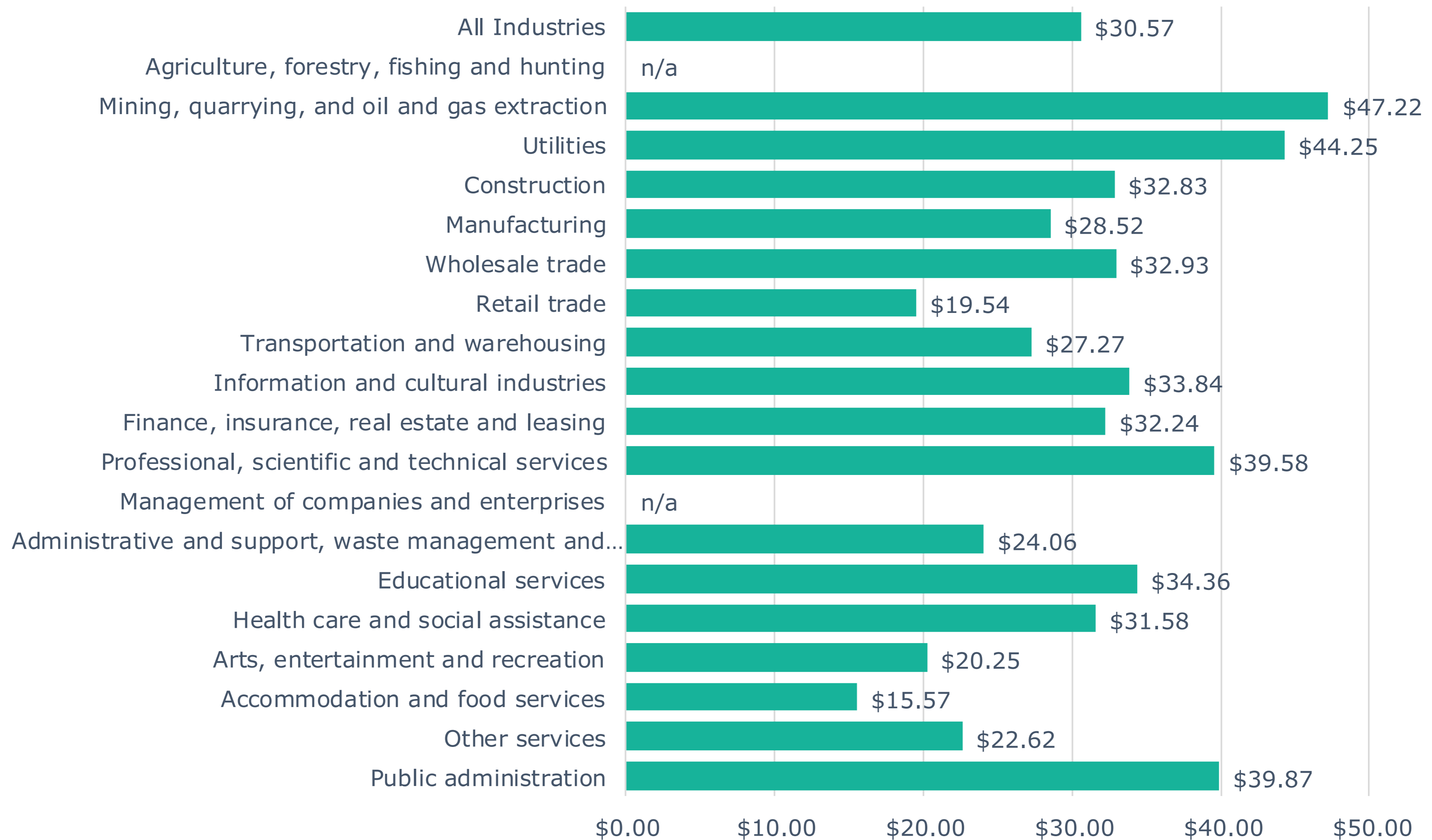
Source: Conference Board of Canada, 2017

Labour Force Productivity

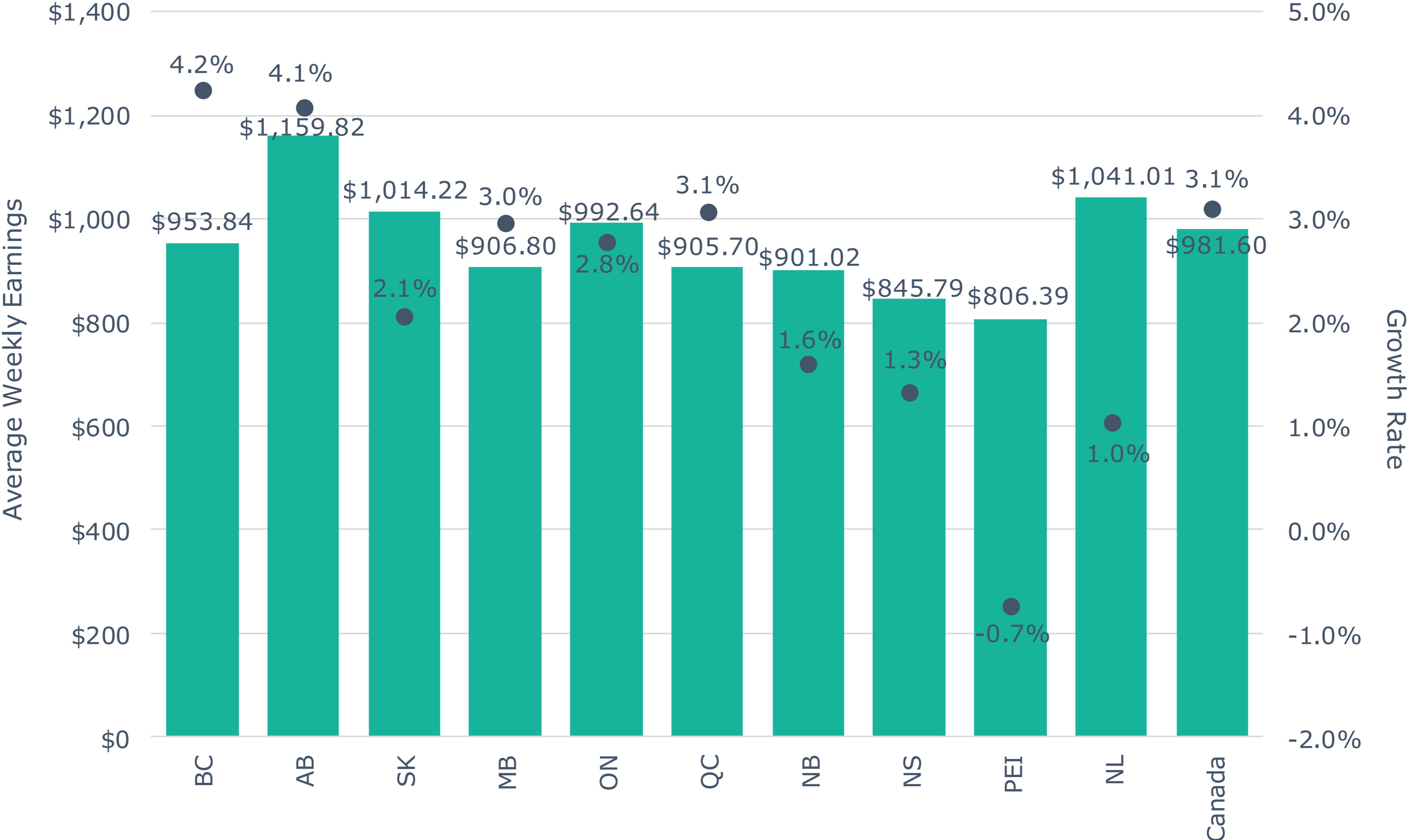


**Most
productive
workforce in
Canada**

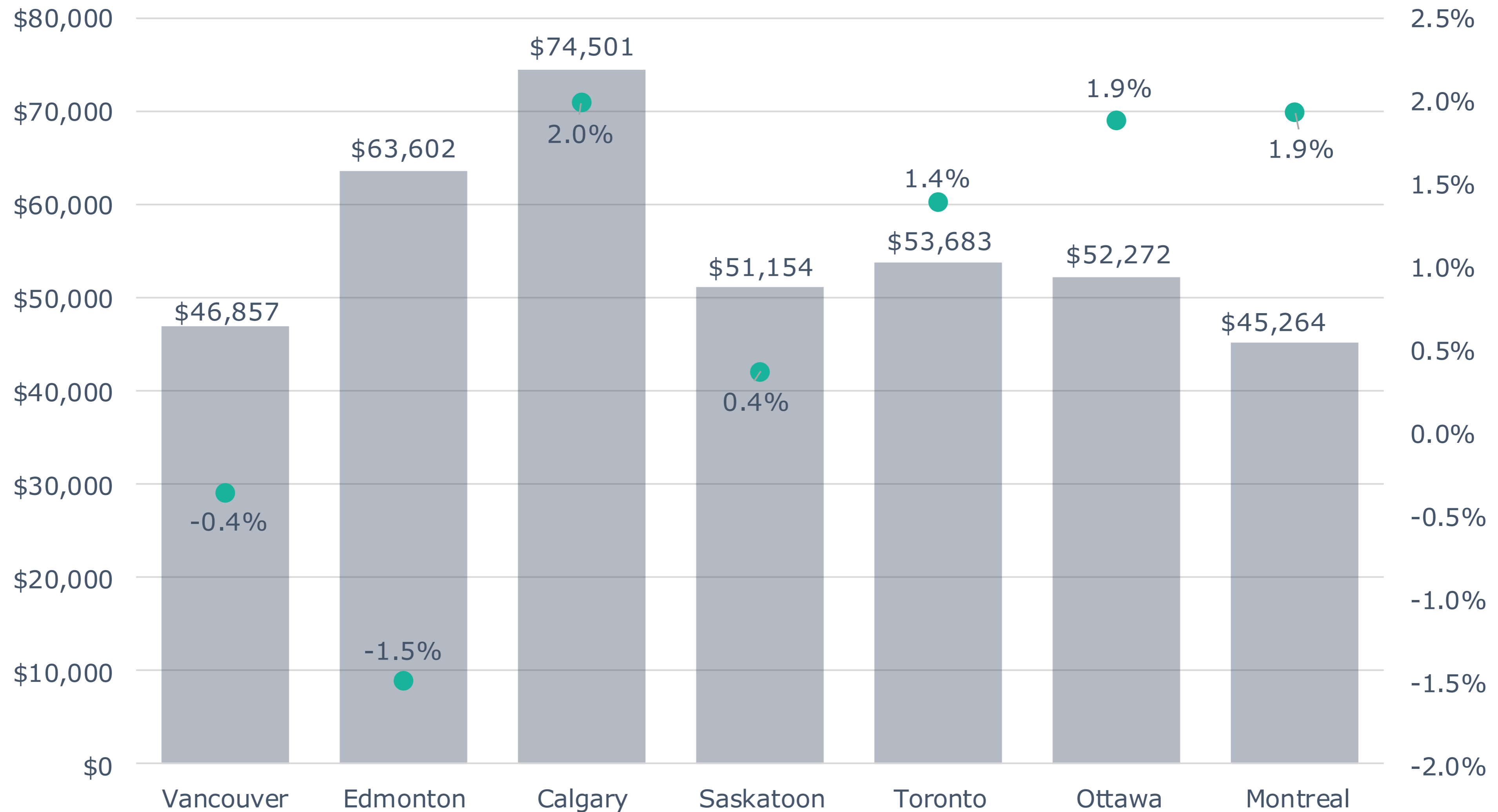
Calgary CMA Average Overall Hourly Wages by Industry



Average Weekly Earnings Across Canada and Growth Rates



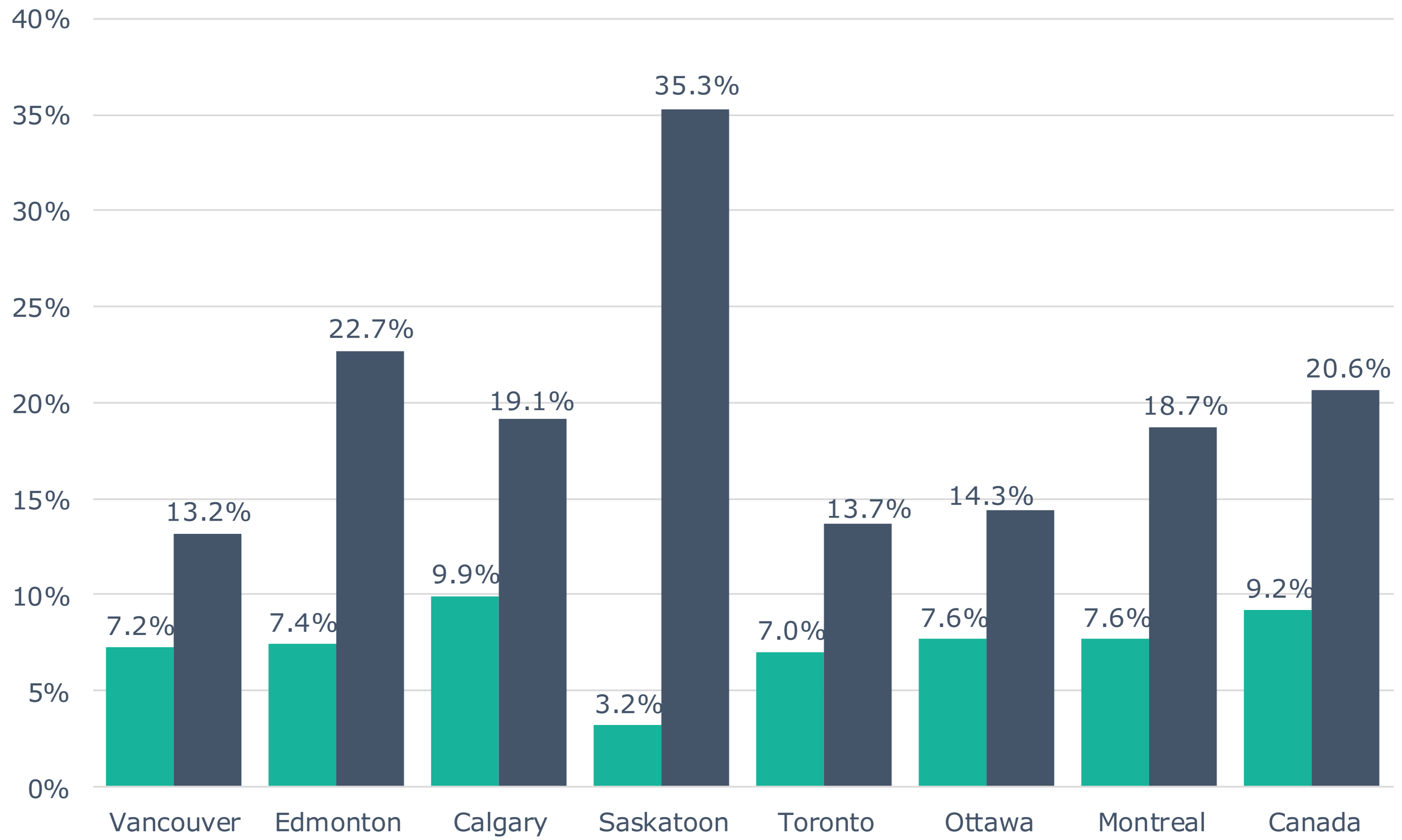
Average Wages and Salaries Across Canada



■ 2017F Average Wages and Salaries per Employee

● 2016 Growth Rate

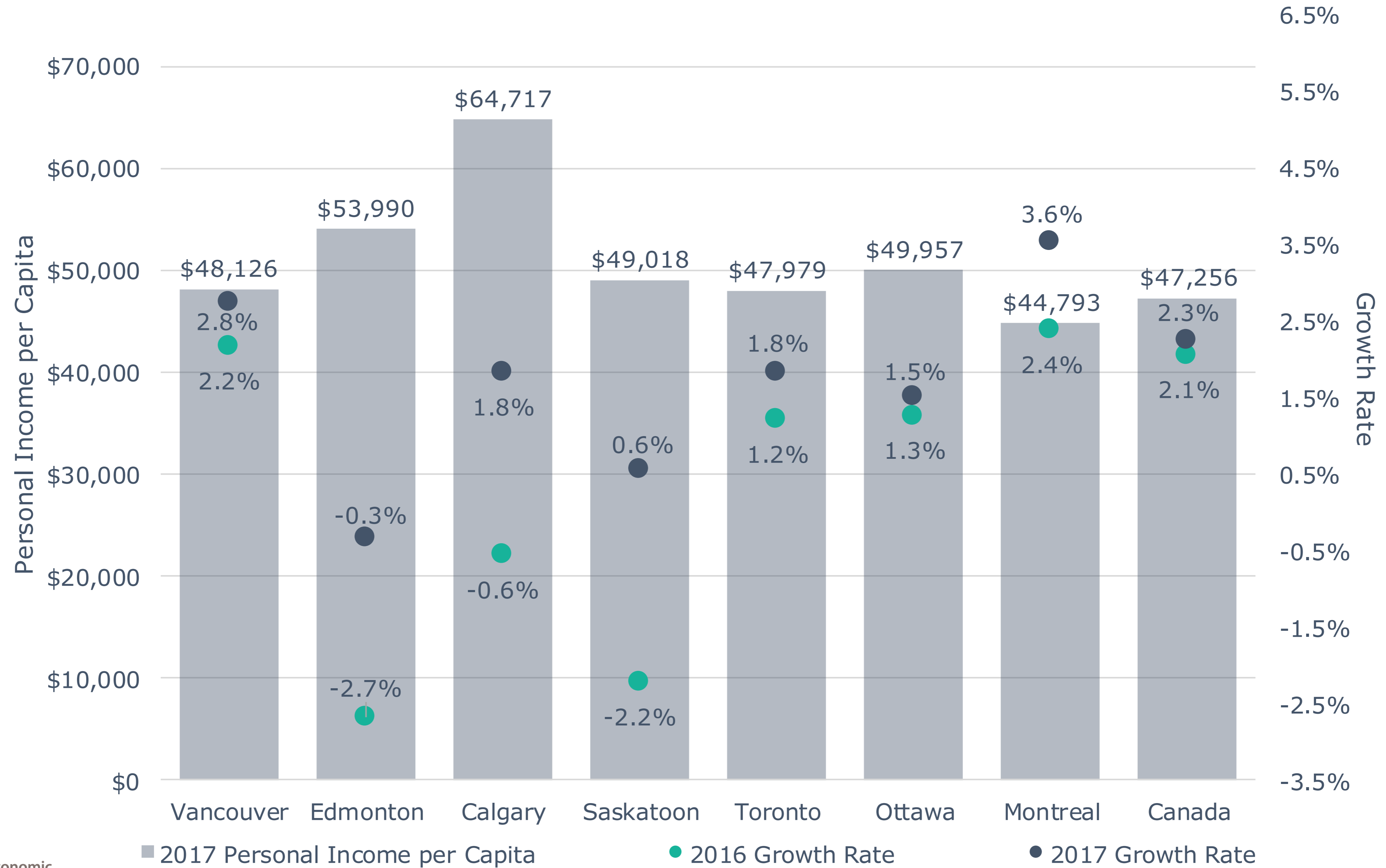
Average Wages and Salaries Growth Rates Across Canada



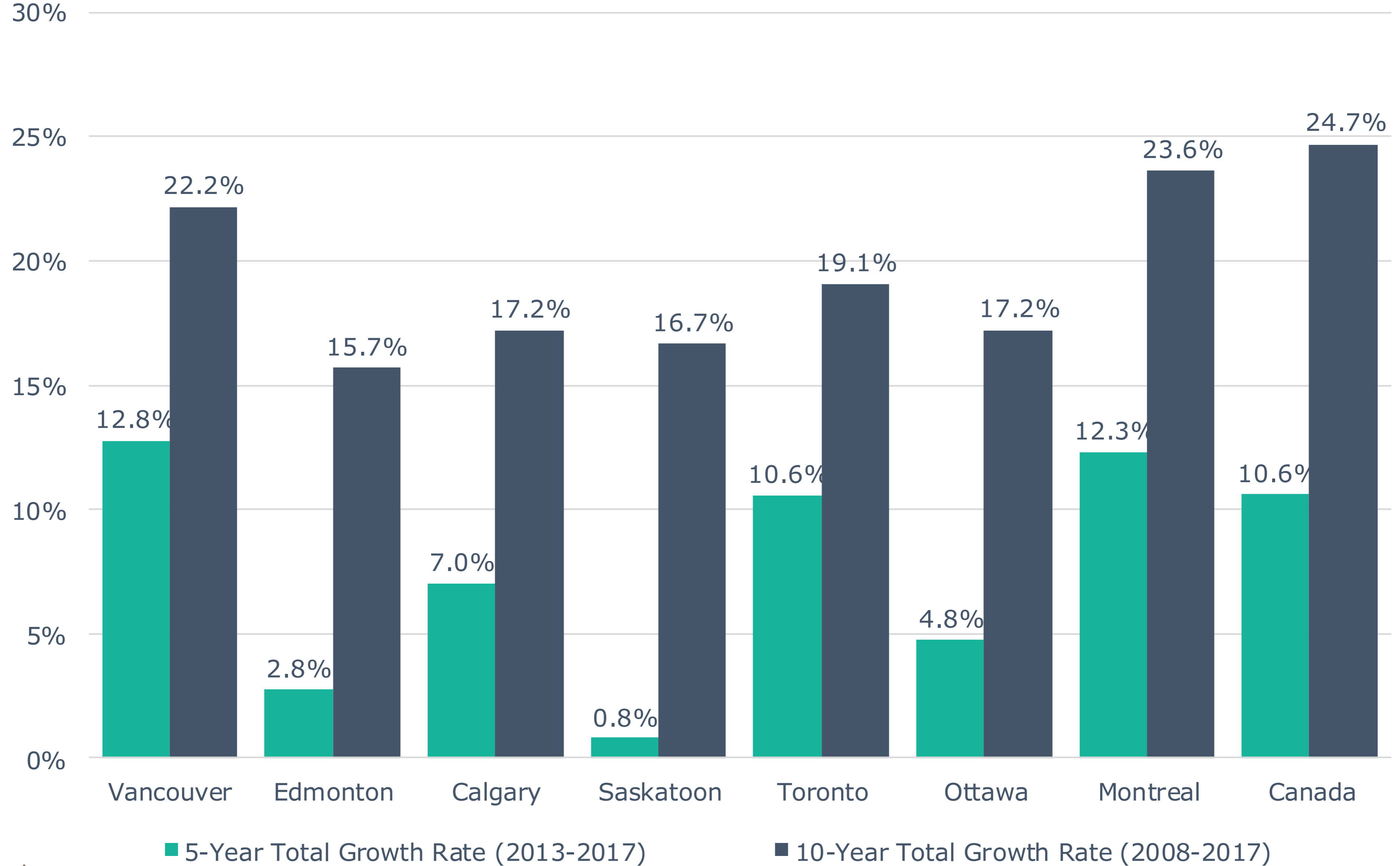
■ 5-Year Total Growth Rate (2012-2016)

■ 10-Year Total Growth Rate (2007-2016)

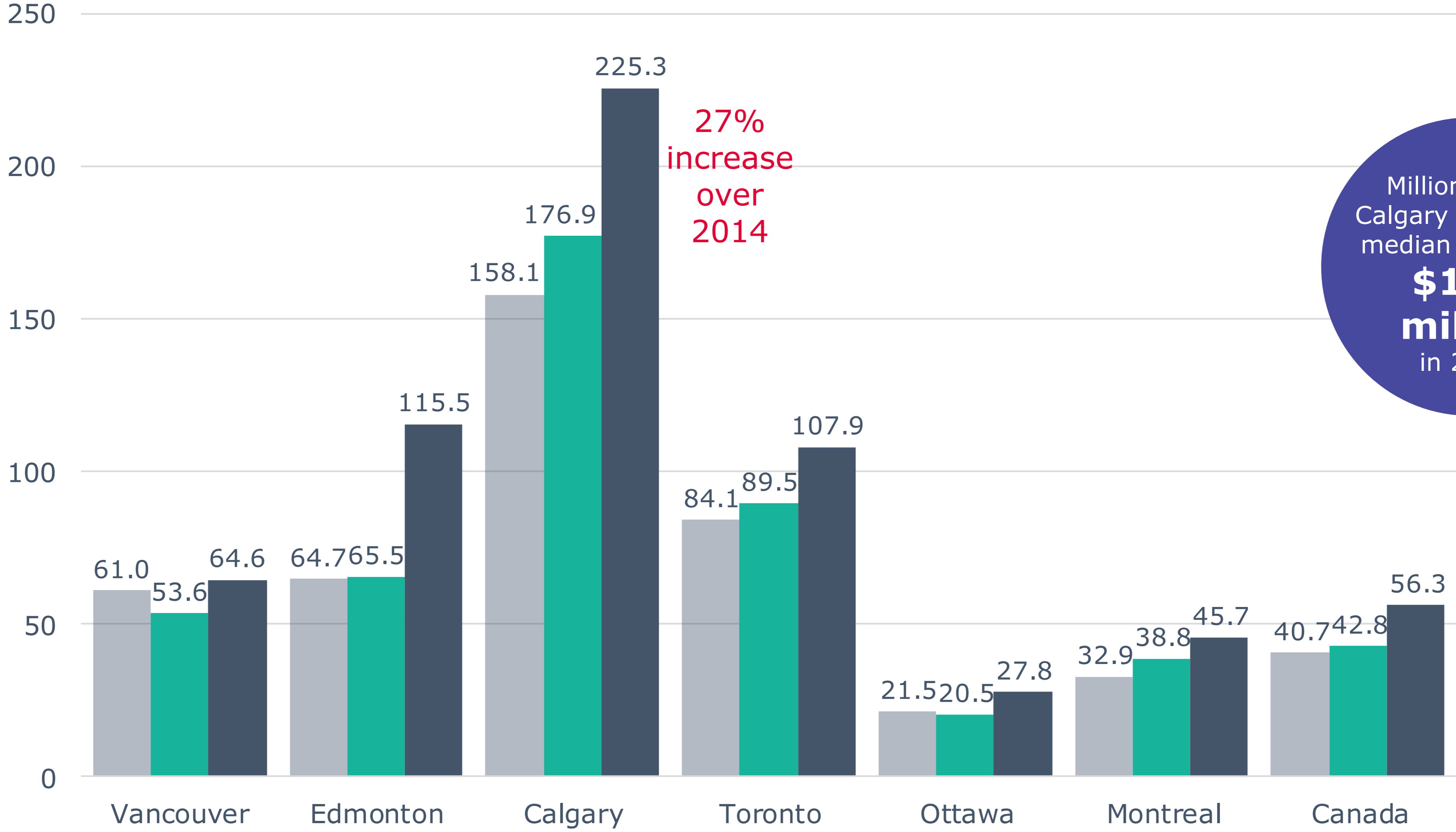
Personal Income per Capita



Personal Income per Capita Historical Growth Rates



Millionaires Per Capita



27% increase over 2014

Millionaires in Calgary reported a median income of **\$1.57 million** in 2015.

■ 2013 Millionaires Per Capita (per 100,000 population) ■ 2014 Millionaires Per Capita (per 100,000 population)
 ■ 2015 Millionaires Per Capita (per 100,000 population)