

# Alberta Job Vacancy Report

## Third Quarter (Q3), July – September 2023

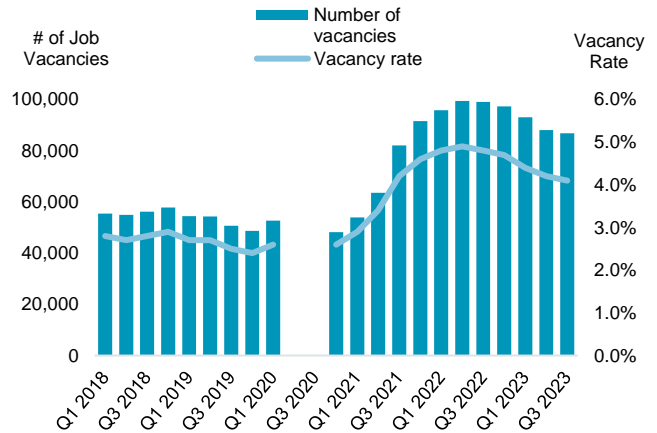
### Job vacancies and job vacancy rate continued to fall for the fifth consecutive quarter in Q3 2023.

Alberta employers were seeking to fill 86,780 vacant positions during the third quarter (Q3) of 2023, which was 1.5% lower than the previous quarter's level (88,090). The number of job vacancies has been declining on a quarter-to-quarter basis for the last five consecutive quarters. The number of vacancies in Q3 2023 is the lowest since Q3 2021 (82,010). Alberta's job vacancy rate<sup>1</sup> in Q3 2023 also declined to 4.1%. This is the fifth consecutive quarter where the vacancy rate has fallen from the peak of 4.9% reached in the second quarter (Q2) of 2022.

Alberta's job vacancy rate of 4.1% was slightly higher than the national average of 3.9%. The rate was tied with Quebec and Nova Scotia but below Saskatchewan (4.7%), British Columbia (4.5%), and Prince Edward Island (4.2%).

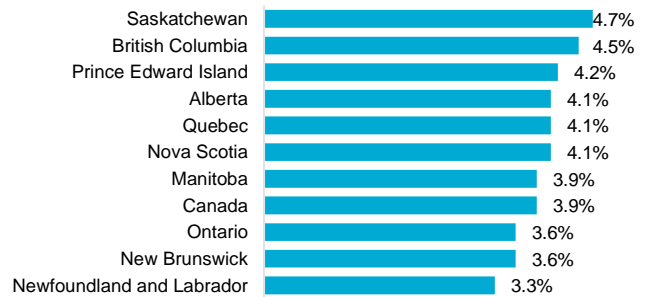
Alberta's 86,780 job vacancies accounted for 12.3% of the 706,105 vacant positions in Canada during Q3 2023. The number of job vacancies in Alberta was the fourth highest in Canada after Ontario's 246,785 (35.0%); Quebec's 165,430 (23.4%) and British Columbia's 114,740 (16.2%).

Figure 1: Number of Job Vacancies and Vacancy Rate (seasonally adjusted)



Source: Statistics Canada Job Vacancy Wage Survey (JVWS) Table: 14-10-0398-01 - Job vacancies, payroll employees and job vacancy rate, by economic regions, quarterly, adjusted for seasonality

Figure 2: Vacancy Rate (seasonally adjusted)



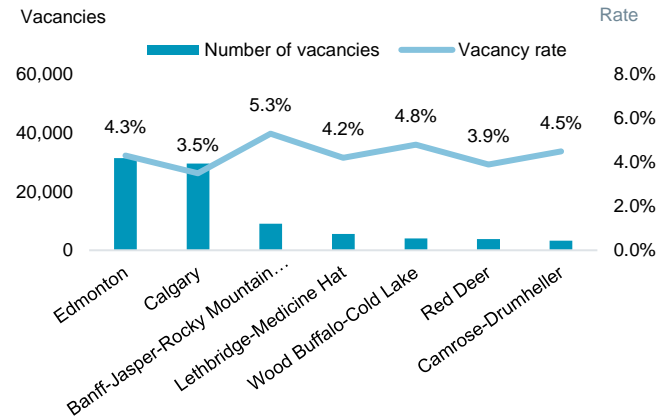
Source: Statistics Canada Job Vacancy Wage Survey (JVWS) Table: 14-10-0398-01 - Job vacancies, payroll employees and job vacancy rate, by economic regions, quarterly, adjusted for seasonality

<sup>1</sup> The job vacancy rate corresponds to the number of vacant positions as a proportion of total labour demand (the sum of filled and vacant positions). Key indicators from Statistics Canada's quarterly Job Vacancy and Wage Survey are now available on a seasonally adjusted basis.

The Edmonton and Calgary and economic regions had the highest number of job vacancies in Alberta, with 31,475 and 29,535 vacant jobs, respectively. Together, they accounted for 70.3% of all job vacancies in the province.

The economic region of Banff-Jasper-Rocky Mountain House & Athabasca-Grande Prairie-Peace River had the highest job vacancy rate at 5.3%, exceeding the provincial average by 1.2 percentage points.

**Figure 3: Number of Job Vacancies and Vacancy Rate (seasonally adjusted)**



Source: Statistics Canada Job Vacancy Wage Survey (JVWS) Table: 14-10-0398-01 - Job vacancies, payroll employees and job vacancy rate, by economic regions, quarterly, adjusted for seasonality

### Most industries recorded fewer vacancies and lower job vacancy rates in Q3 2023 compared to Q3 2022.

In Q3 2023, most industries experienced fewer job vacancies relative to Q3 2022. The three industries with the highest number of job vacancies in the province were: accommodation and food services; construction; and retail trade. These three industries combined accounted for 43.6% of all job vacancies in Alberta.

In Q3 2023, most industries experienced lower job vacancy rates compared to the same period in 2022. Job vacancy rates were highest in the following industries: accommodation and food services (8.3%); construction (6.7%); and other services (except public administration) (5.6%).

**Figure 4: Number of Job Vacancies and Vacancy Rate by Industry, Q3 2023 (unadjusted for seasonality)**

Industry	Number	Rate
Total, all industries	89,830	4.2%
Accommodation and food services	15,140	8.3%
Construction	14,035	6.7%
Retail trade	9,960	3.8%
Health care and social assistance	8,060	3.1%
Transportation and warehousing	6,090	5.0%
Other services (except public administration)	4,560	5.6%
Administrative and support, waste management and remediation services	4,120	4.2%
Professional, scientific, and technical services	4,020	2.9%
Mining, quarrying, and oil and gas extraction	3,865	3.7%
Wholesale trade	3,760	3.6%
Manufacturing	3,535	2.7%
Educational services	2,710	2.0%
Public administration	2,420	3.5%
Arts, entertainment, and recreation	1,735	3.6%
Real estate and rental and leasing	1,730	4.2%
Finance and insurance	1,595	2.2%
Agriculture, forestry, fishing, and hunting	1,225	4.5%
Information and cultural industries	695	2.5%
Utilities	320	1.8%
Management of companies and enterprises	255	1.6%

Source: Statistics Canada. Table 14-10-0326-01 Job vacancies, payroll employees, job vacancy rate and average offered hourly wage by industry sector, quarterly, unadjusted for seasonality.



## Job vacancies declined in most occupational groups led by sales and service.

In Q3 2023, job vacancies fell in nine of the 10 broad occupational groups. Occupations in education, law and social, community and government services was the only occupational group that experienced higher job vacancies relative to Q3 2022.

In Q3 2023, the three occupational groups with the highest number of vacancies were: sales and service occupations; trades, transport and equipment operators and related occupations; and business, finance and administration occupations.

**Figure 5: Number of Job Vacancies by Occupation (unadjusted for seasonality)**

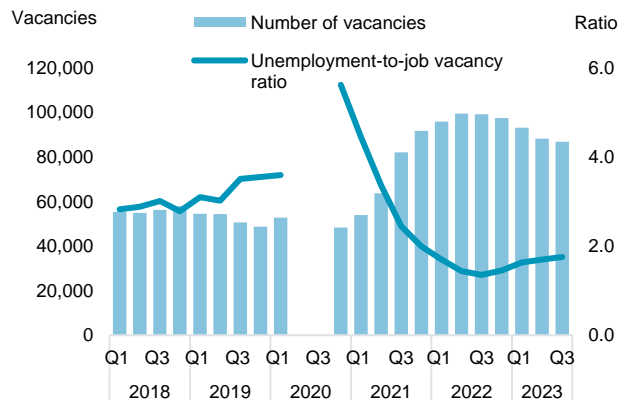
Occupation	Q3 2023	Change vs Q3 2022	% Share to Canada
All occupations	89,830	-13,550	12.2%
Sales and service occupations	31,085	-5,880	13.7%
Trades, transport and equipment operators and related occupations	26,240	-1,155	18.8%
Business, finance, and administration occupations	7,640	-2,985	9.7%
Occupations in education, law and social, community and government services	7,025	955	11.1%
Natural and applied sciences and related occupations	4,030	-1,530	9.1%
Health occupations	3,975	-645	4.3%
Management occupations	3,325	-1,340	9.5%
Natural resources, agriculture, and related production occupations	2,960	-600	18.4%
Occupations in manufacturing and utilities	2,295	-120	7.9%
Occupations in art, culture, recreation, and sport	1,235	-180	10.3%

Source: Statistics Canada. Table 14-10-0328-01 Job vacancies, proportion of job vacancies and average offered hourly wage by selected characteristics, quarterly, unadjusted for seasonality.

## Labour market tightness continued to show signs of easing as the unemployment-to-job vacancy ratio rose for the fourth consecutive quarter. However, the ratio remained low relative to historical levels.

While job vacancies decreased, the number of unemployed persons increased. As a result, Alberta's unemployment-to-job vacancy ratio in Q3 2023 rose to 1.8, a slight increase from the previous quarter's 1.7. This ratio remains relatively low, suggesting that labour market conditions remain tight in the province. This ratio was 3.5 (Q4 2019) prior to the pandemic.

**Figure 6: Unemployment to Job Vacancy Ratio (seasonally adjusted)**



Sources: Statistics Canada. Table 14-10-0398-01 Job vacancies, payroll employees, and job vacancy rate, by economic regions, quarterly, adjusted for seasonality. Statistics Canada Table 14-10-0287-01 Labour force characteristics, monthly, seasonally adjusted and trend-cycle, last 5 months.

## Hiring challenges pulled back in Q3 2023 as the ratio of new hires to job vacancies fell in most industries.

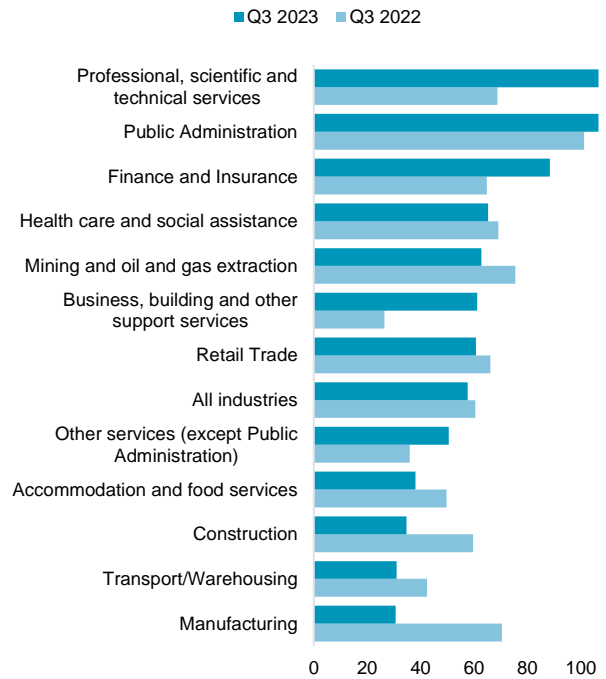
The ratio of new hires to job vacancies reflects the number of new hires in each month, as a proportion of vacant positions.

This indicator can be used as a measure of the difficulties faced by employers in filling vacant positions. A lower ratio indicates greater hiring difficulties and a lengthier hiring process. The measure can also be used to assess the efficiency of filling vacant positions, as industries with lengthier hiring processes have relatively lower ratios.

In Alberta, the number of new hires for every 100 job vacancies decreased slightly in Q3 2023 to 58 for every 100 vacancies compared to 60 for every 100 vacancies in Q3 2022. However, results were mixed at the sectoral level. The ratio of new hires to vacancies increased in Q3 2023 in the following sectors: professional, scientific and technical services; public administration; finance and insurance; business, building and other support services; and other services (except public administration). Meanwhile, the ratio declined in most sectors including: health care and social assistance; mining and oil and gas extraction; retail trade; and accommodation and food services.

This indicator will continue to be monitored along with other information to determine whether hiring challenges are re-emerging in the province.

Figure 7: New hires for every 100 job vacancies (unadjusted for seasonality)



Sources: Custom Estimation by Jobs, Economy and Trade and Statistics Canada