

Private sector job vacancies –2024 Q4



The job vacancy rate dropped slightly

The private sector job vacancy rate in Canada edged down to 2.7% in 2024 Q4 (Figure 1), down by 0.9 percentage points on a yearly basis.

The vacancy rate remained stable across provinces

On a yearly basis, Manitoba, Saskatchewan, Quebec, and Ontario saw the most notable changes, with Manitoba recording a decline of 1.3 percentage points and the other three provinces decreasing by 1.1 percentage points. With the exception of New Brunswick (-0.3 percentage points), all provinces experienced a slight quarterly decrease of 0.1 percentage points (Figure 1 and Table 2).

Job vacancy rates declined across most sectors

On a yearly basis, construction and hospitality saw the most significant declines (-1.5), followed by personal services (-1.3) and agriculture (-1.3). Nearly all sectors experienced a quarterly decline in job vacancy rates, with the largest decreases observed in construction (-0.3), personal services (-0.2), agriculture (-0.2), hospitality (-0.2), and retail (-0.2) (Figure 2 and Table 2).

Smaller businesses lead in vacancy rate declines

On both a quarterly and yearly basis, businesses with fewer than 50 employees have shown the largest decreases in vacancy rates. However, their rates remain higher compared to larger businesses (Figure 3 and Table 2).

Sources

- (1) CFIB, Your Business Outlook Survey, January 2004-December 2024. Trended.
- (2) Statistics Canada. Table 14-10-0398-01. Adjusted for seasonality.
- (3) Q/Q (3-month) and Y/Y (12-month) changes are in percentage points.

Figure 1 – Job vacancy rates by province, Canada^{1,2}

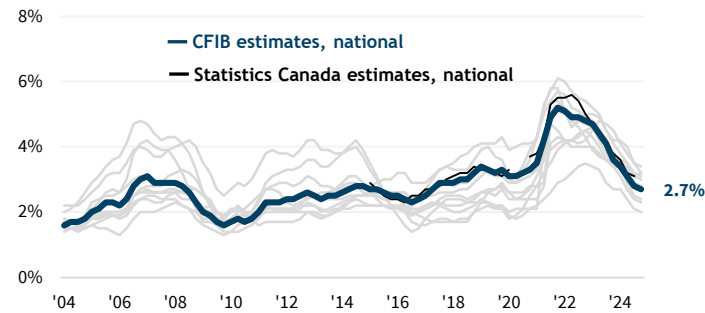


Figure 2 – Job vacancy rates by sector, Canada¹

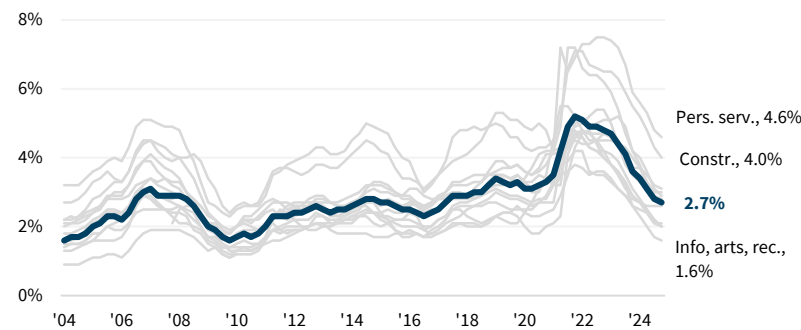


Figure 3 – Total vacancies (in thousands)¹

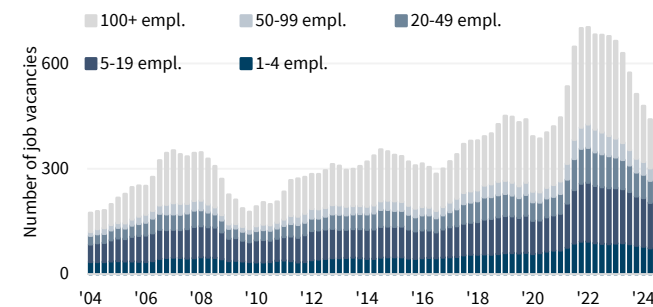


Table 2 – Private sector job vacancies, 2024 Q4

	Vacancy rate (%)	Q/Q change ³	Y/Y change ³	Total vacancies (n)
Canada	2.7	-0.1	-0.9	378,300
Saskatchewan	3.4	-0.1	-1.1	12,600
Prince Edward Island	3.2	0.1	-0.4	1,700
New Brunswick	3.2	-0.3	-1.0	8,400
British Columbia	3.1	-0.1	-0.7	61,200
Nova Scotia	3.0	-0.1	-0.4	9,900
Quebec	3.0	-0.1	-1.1	94,000
Alberta	2.8	-0.1	-0.6	49,100
Manitoba	2.4	-0.1	-1.3	11,300
Ontario	2.3	-0.1	-1.1	127,000
Newfoundland and Labrador	2.0	-0.1	-0.7	3,100
Personal services	4.6	-0.2	-1.3	28,400
Construction	4.0	-0.3	-1.5	50,500
Professional services	3.1	-0.1	-0.6	39,900
Social services	3.0	0.0	-1.0	38,000
Agriculture	2.9	-0.2	-1.3	5,400
Enterprise management	2.8	-0.1	-0.8	26,700
Transportation	2.7	-0.1	-0.8	18,200
Hospitality	2.7	-0.2	-1.5	37,100
Finance, insurance, real estate	2.6	0.0	-0.3	29,200
Wholesale	2.1	0.0	-0.5	17,500
Natural resources	2.0	-0.2	-0.8	4,500
Manufacturing	2.0	-0.1	-0.9	32,800
Retail	2.0	-0.2	-1.1	40,500
Information, arts, recreation	1.6	-0.1	-1.0	9,800
1-4 employees	5.7	-0.2	-1.5	63,400
5-19 employees	4.6	-0.3	-1.4	107,000
20-49 employees	2.9	-0.2	-0.9	53,900
50-99 employees	2.4	0.0	-0.3	34,600
100+ employees	1.6	-0.1	-0.9	119,400