

Private sector job vacancies – 2025 Q1



The job vacancy rate holds steady in Q1

The private sector job vacancy rate in Canada remained fairly unchanged at 2.8% in 2025 Q1 (Figure 1), though it is 0.6 percentage points lower than in 2024 Q1.

Vacancy rates show modest movement across provinces

On a yearly basis, Saskatchewan (-1.2 points), New Brunswick (-1.1 points), British Columbia (-0.8 points), and Ontario (-0.7 points) saw the most notable declines. Prince Edward Island was the only province to experience a year-over-year increase in its vacancy rate, rising by 0.3 points.

Personal services and construction sectors lead in vacancy rates

Personal services reported the highest vacancy rate at 4.7%, followed by construction (3.8%) and professional services (3.5%) (Figure 2 and Table 2). On a yearly basis, construction saw the most significant decrease (-1.4), followed by information, arts, and recreation (-1.2), the latter already having the lowest vacancy rate at 1.1%.

Vacancy rates remain inversely related to business size

The vacancy rate stood at 5.6% for micro-businesses (fewer than 5 employees), more than three times that of businesses with more than 100 employees (1.7%) (Figure 3 and Table 2). However, the largest year-over-year drop among all business size categories was recorded among the smallest firms (-1.3).

Sources

(1) CFIB, Your Business Outlook Survey, January 2004-March 2025. 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}

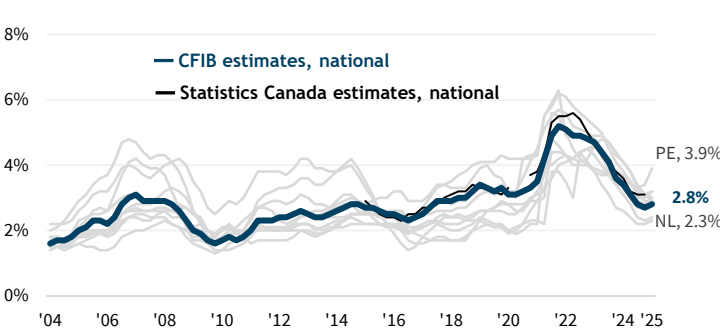


Figure 2 – Job vacancy rates by sector, Canada¹

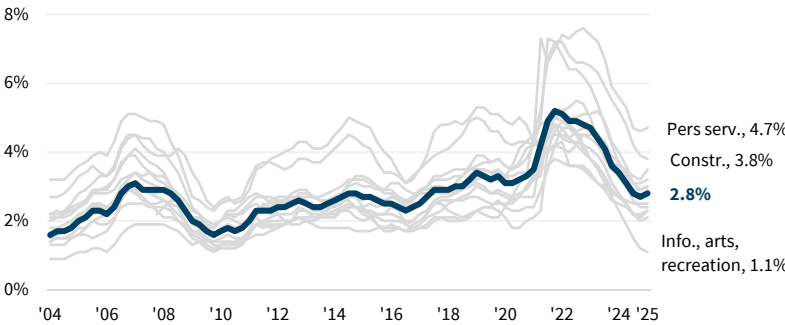


Figure 3 – Total vacancies (in thousands)¹

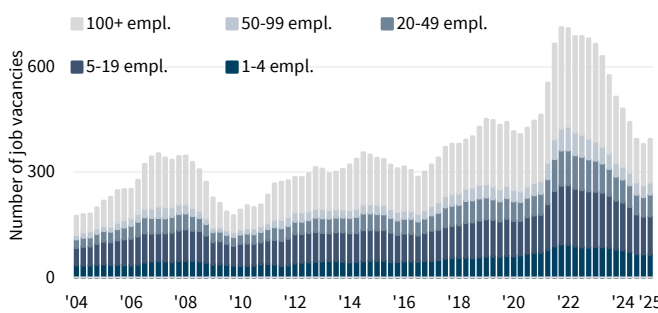


Table 2 – Private sector job vacancies, 2025 Q1

	Vacancy rate (%)	Q/Q change ³	Y/Y change ³	Total vacancies (n)
Canada	2.8	0.1	-0.6	393,400
Prince Edward Island	3.9	0.5	0.3	2,100
Nova Scotia	3.2	0.2	-0.2	10,700
Quebec	3.2	0.1	-0.6	100,100
New Brunswick	3.0	-0.1	-1.1	7,700
Alberta	3.0	0.2	-0.4	53,500
Saskatchewan	2.9	-0.2	-1.2	10,900
British Columbia	2.9	0.0	-0.8	57,900
Manitoba	2.8	0.1	-0.5	13,200
Ontario	2.4	0.1	-0.7	133,900
Newfoundland and Labrador	2.3	0.1	-0.3	3,400
Personal services	4.7	0.1	-0.9	28,800
Construction	3.8	-0.1	-1.4	47,000
Professional services	3.5	0.3	-0.1	43,900
Health, education	3.2	0.1	-0.5	41,000
Agriculture	3.0	0.1	-1.0	5,300
Hospitality	3.0	0.1	-0.7	41,100
Enterprise management	2.9	0.2	-0.6	28,500
Finance, insurance, real estate	2.5	0.0	-0.2	28,700
Transportation	2.4	0.0	-0.9	17,000
Natural resources	2.3	0.2	-0.4	5,100
Manufacturing	2.3	0.1	-0.4	38,000
Wholesale	2.3	0.2	-0.2	19,300
Retail	2.1	0.1	-0.7	43,200
Information, arts, recreation	1.1	-0.1	-1.2	6,700
1-4 employees	5.6	0.0	-1.3	65,300
5-19 employees	4.8	0.1	-1.0	109,100
20-49 employees	3.3	0.3	-0.3	61,700
50-99 employees	2.4	0.0	-0.2	35,200
100+ employees	1.7	0.1	-0.5	122,100