

Private sector job vacancies – 2025 Q3



The job vacancy rate holds steady in Q3

The quarterly private sector job vacancy rate in Canada held steady at 2.8% in 2025 Q3 (Figure 1). Vacancy rates were unchanged on a quarterly basis across most provinces and sectors. Year-over-year changes were overall still very modest, all being under 1% for every province, sector, or size of business.

Little changes in vacancy rates across provinces

New Brunswick (-0.3), Quebec (-0.2), and British Columbia (-0.2) recorded the largest declines. Prince Edward Island (+0.7), Manitoba (+0.7), and Newfoundland and Labrador (+0.4) experienced the largest year-over-year increases.

Highest vacancy rates in personal services and construction

On a yearly basis, natural resources (-0.7), agriculture (-0.6), and information, arts, and recreation (-0.3) saw the biggest drops in their vacancy rates. Manufacturing (+0.3), wholesale (+0.3), hospitality (+0.3), and retail (+0.1) were the only sectors reporting increases.

Smaller businesses continue leading in vacancy rate declines

On a yearly basis, businesses with fewer than 20 employees have shown the largest decreases in vacancy rates. However, their rates remain much higher compared to businesses with more than 100 employees (Figure 3 and Table 2).

Sources

(1) CFIB, Your Business Outlook Survey, January 2004-September 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}

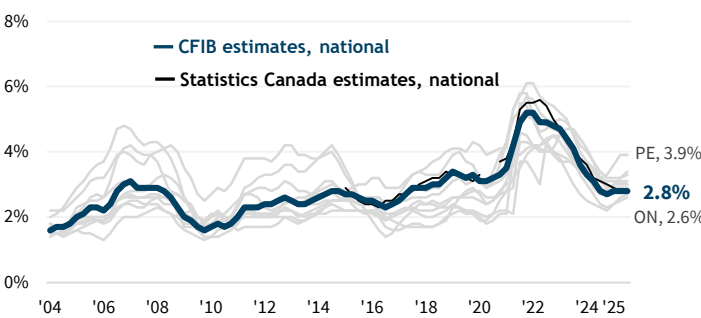


Figure 2 – Job vacancy rates by sector, Canada¹

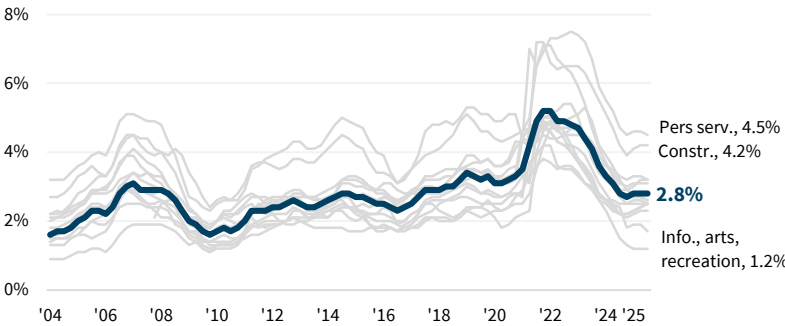


Figure 3 – Total vacancies (in thousands)¹

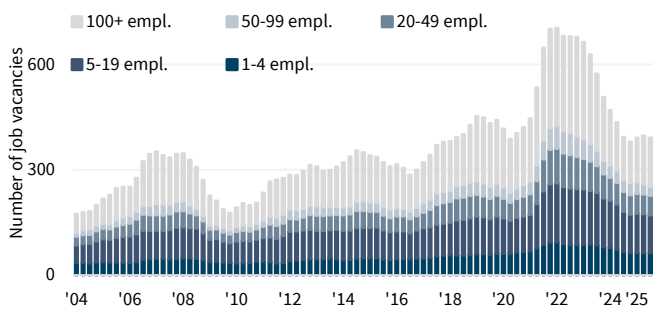


Table 2 – Private sector job vacancies, 2025 Q3

	Vacancy rate (%)	Q/Q change ³	Y/Y change ³	Total vacancies (n)
Canada	2.8	0.0	0.0	391,100
Prince Edward Island	3.9	0.0	0.7	2,000
Manitoba	3.4	0.2	0.7	15,700
Saskatchewan	3.3	0.1	-0.1	11,800
Nova Scotia	3.1	0.0	0.2	10,000
Quebec	3.0	-0.1	-0.2	92,700
Alberta	3.0	0.0	0.1	51,400
New Brunswick	2.9	0.0	-0.3	7,300
British Columbia	2.9	0.0	-0.2	55,900
Newfoundland and Labrador	2.7	0.1	0.4	4,100
Ontario	2.6	0.1	0.2	140,200
Personal services	4.5	-0.1	-0.2	27,000
Construction	4.2	0.0	0.0	52,100
Professional services	3.2	-0.1	-0.1	40,700
Hospitality	3.2	0.0	0.3	42,100
Health, education	3.1	0.0	0.0	39,100
Agriculture	2.6	-0.1	-0.6	4,100
Enterprise management	2.6	-0.1	-0.2	24,800
Manufacturing	2.5	0.1	0.3	39,100
Wholesale	2.5	0.1	0.3	21,000
Transportation	2.5	-0.1	-0.2	17,700
Insurance, real estate, finance	2.5	0.0	0.0	27,400
Retail	2.3	0.0	0.1	45,900
Natural resources	1.7	-0.2	-0.7	3,800
Information, arts, recreation	1.2	0.0	-0.3	6,200
1-4 employees	5.8	0.1	-0.8	63,100
5-19 employees	4.7	0.0	-0.6	107,500
20-49 employees	3.2	0.0	-0.3	55,400
50-99 employees	1.9	-0.2	-0.4	25,400
100+ employees	1.9	0.2	0.0	139,800