

Job vacancies persisted at the same rate throughout 2025

The private sector job vacancy rate in Canada remained unchanged, at 2.8% in 2025 Q4 (Figure 1). Vacancy rates showed little to no change quarter-over-quarter across most provinces and sectors. Year-over-year variations were minimal—under 0.5% for all provinces, sectors, and business sizes, with the exception of agri-businesses.

Little changes in vacancy rates across provinces

British Columbia (-0.3) and New Brunswick (-0.2) were the only provinces recording a yearly decline. Manitoba (+0.3), Saskatchewan (+0.2), and Newfoundland and Labrador (+0.2) experienced the largest year-over-year increases.

Highest vacancy rates in personal services and construction

On a yearly basis, agriculture (-0.6), and enterprise management businesses (-0.4) saw the biggest drops in their vacancy rates. Construction (+0.3) and retail (+0.3) posted the largest yearly increases in vacancy rates.

Smaller businesses continue leading in vacancy rate

On a yearly basis, businesses with fewer than 20 employees have shown a small increase in vacancy rates, while mid-size businesses under 100 employees recorded a decline (Figure 3 and Table 2).

Sources

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

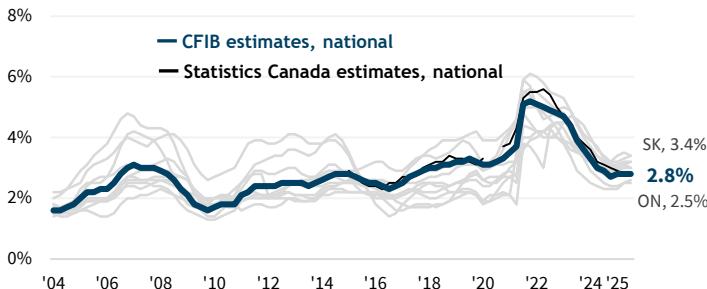


Figure 2 – Job vacancy rates by sector, Canada¹

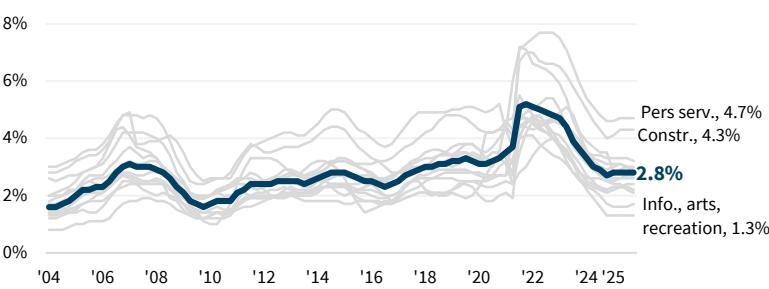


Figure 3 – Total vacancies, Canada (in thousands)¹

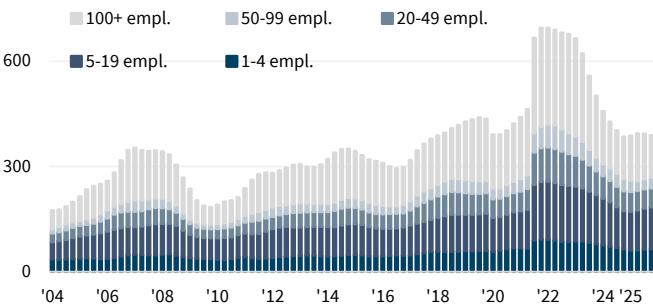


Table 2 – Private sector job vacancies, 2025 Q4

	Vacancy rate (%)	Q/Q change ³	Y/Y change ³	Total vacancies (n)
Canada	2.8	0.0	0.1	387,600
Saskatchewan	3.4	0.0	0.2	12,400
Prince Edward Island	3.2	-0.2	0.0	1,600
Quebec	3.2	0.0	0.1	97,900
Manitoba	3.1	-0.1	0.3	14,500
Nova Scotia	2.9	-0.1	0.0	9,700
New Brunswick	2.9	-0.1	-0.2	7,400
Alberta	2.9	-0.1	0.0	50,800
British Columbia	2.7	-0.1	-0.3	53,000
Newfoundland and Labrador	2.5	-0.1	0.2	3,700
Ontario	2.5	0.0	0.1	136,600
Personal services	4.7	0.0	0.1	28,800
Construction	4.3	0.0	0.3	54,400
Professional services	3.2	-0.1	-0.1	40,800
Health, education	3.0	0.0	-0.1	37,200
Agriculture	2.9	-0.1	-0.6	5,100
Hospitality	2.8	-0.2	-0.1	37,700
Transportation	2.7	0.0	0.1	18,900
Insurance, real estate, finance	2.6	0.0	0.1	29,600
Retail	2.4	0.0	0.3	49,100
Manufacturing	2.2	-0.1	0.0	35,600
Wholesale	2.2	-0.1	0.0	18,900
Enterprise management	2.1	-0.1	-0.4	19,900
Natural resources	1.7	0.1	0.0	3,900
Information, arts, recreation	1.3	0.0	0.0	7,700
1-4 employees	5.9	0.1	0.2	64,600
5-19 employees	5.1	0.1	0.3	119,800
20-49 employees	2.9	-0.1	-0.2	53,000
50-99 employees	2.1	0.1	-0.3	31,500
100+ employees	1.6	0.1	0.0	118,800