



Labour Market

Imbalances

An LMIC Guide

The Labour Market Information Council (LMIC) is a pan-Canadian non-profit that produces accessible, evidence-based insights on Canada's labour market. Through research, collaboration, and data innovation, LMIC supports governments, employers, workers, and educators in making informed decisions. Our work helps bridge information gaps, improve labour market outcomes, and strengthen Canada's workforce development ecosystem.

To learn more about our research and initiatives, visit lmic-cimt.ca

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Welcome to LMIC's guide to labour market imbalances!

Whether you're an educator, job seeker, career practitioner, employer, policy-maker, student, or simply someone who's curious about the labour market, understanding labour market imbalances will help you navigate today's challenges and prepare for the future.

This guide explains:

- ▶ what labour market imbalances are
- ▶ why they matter to Canada's economy (and to you)
- ▶ how to identify them
- ▶ why measuring imbalances is complex
- ▶ how tools like occupational outlooks can help you anticipate imbalances

This guide will provide you with a strong foundation to understand and apply labour market insights in your own context.

What is a labour market imbalance—and why should you care?

You've likely seen headlines about [worker shortages](#) or [job vacancies](#) in certain sectors or regions (Postey, 2024; Weikle, 2024). These are symptoms of labour market imbalances, and they can have long-lasting impacts on the lives and livelihoods of affected workers ([Schwandt and von Wachter, 2023](#)).

In general, a labour market imbalance happens when labour supply and demand are out of sync, such as when there are more jobs than available workers, or more trained professionals than job openings. This mismatch reduces the efficiency of the labour market and economy as a whole ([Feist, 2024](#)).

A real-life example can help make the point. Imagine a labour market in which everyone who wants to hire a plumber can do so, and plumbers can always find work at the going rate. The market is in a state of balance. Then, along comes a construction boom.

Suddenly, demand for plumbers rises faster than the number of qualified, available plumbers. Wages might rise because plumbers are at a premium, and some jobs may go unfilled.

This is a labour shortage, and it's one form of labour market imbalance.

How labour market imbalances affect people and organizations

Job seekers and students



Understanding imbalances can help job seekers and students identify which career paths and skills are in demand and which educational or training paths may lead to better employment opportunities.

Employers



Labour shortages make hiring harder and shape wage expectations. Surpluses may mean more applicants, but not all may have skills that sufficiently match what employers are seeking.

Policy-makers and practitioners



Understanding where imbalances exist helps ensure that programs and policies match real-world needs.

Note that imbalances don't necessarily span the entire labour market. They can show up in specific occupations (as in the plumber example) or regions.

For individuals, imbalances can influence how hard it is to find a job, what types of skills are in demand, and whether it's a good time to change careers. Understanding these patterns and knowing where imbalances exist can help you make sense of what's happening in your region, occupation, or sector and decide which skills to develop or when to consider switching roles. For policy-makers and large organizations, labour market imbalances can inform policy development, programming, and decision-making.

Ultimately, labour market imbalances affect everyone, from individuals making career decisions to policy-makers managing national programs. They shape how easy it is for people to find work and how hard it is for employers to find qualified candidates. Major imbalances can slow economic growth and reduce job quality or satisfaction. That's why it's so important to understand what these imbalances are—and how to measure and interpret them accurately. We discuss how this is done later in the report.

Preview: Types of labour market imbalances

Changing economic conditions, demographics, policies, and industry can all prompt labour markets to shift. There are three main types of labour market imbalances:

Labour shortages



Happen when there are more jobs than people willing or able to fill them.

Labour surpluses



Happen when there are more people looking for work than there are jobs.

Skills mismatches



Happen when workers' training doesn't line up with the jobs available. People may be overqualified, underqualified, or trained for jobs that aren't currently in demand.

For all the details, see the [Types of labour market imbalances](#) section.

What is a labour market, anyway?

Before we dive into the types of imbalances, let's step back and define what we mean by "the labour market"—including why there isn't just one.

A labour market isn't a physical place. It's a system where people exchange work for wages. Like any market, it's shaped by supply, demand, and price:

- ▶ **Supply** is the number of people actively engaged in the labour market: both those who hold a job and those looking for one.
- ▶ **Demand** is the number of jobs available, whether filled or vacant.
- ▶ **Price** is the wage employers offer in exchange for work.

Supply, demand, and price (wages) influence each other.

When wages rise, more people may be willing to work, meaning market supply grows. Alternatively, if employers cut back on hiring to reduce costs, or if they believe technology can serve as a substitute for employees, demand for labour decreases.

Wages also depend on bargaining power:¹ the balance of influence between employers and workers. Often, employers have more power when there's greater supply (available workers) in the market and wages fall. When there's more demand (job openings), workers have more power, and wages tend to rise.

¹ Bargaining power is heavily influenced by labour market imbalances. We go into more detail later on how labour market imbalances affect power shifts.



Other factors also affect wages, like cost of living, unionization, education, experience, job security, and productivity (Bank of Canada, 2019).



Why there is no single Canadian labour market

It's important to remember that there isn't just one Canadian labour market. Instead, there are many smaller markets, each shaped by its own unique conditions, challenges, and opportunities.

Case in point: Job prospects for a Prairie fisher

Do aspiring fishers in Saskatchewan have the same job opportunities as they would if they lived in a coastal town in Newfoundland and Labrador? Probably not.

But if they relied only on national labour market trends to make their job choice, they might think they did, because their local realities would be overshadowed by national trends.

Because the demand for fishers is almost certainly higher in Newfoundland and Labrador than in Saskatchewan, the likelihood of an aspiring fisher in the Prairies finding a local job in that field is lower than what the national labour market trend for fishers might suggest.

And while the fisher in Saskatchewan could theoretically move to where the jobs are, that would involve a major life decision—one that not every worker is willing or able to make. That's why it's important for anyone making a career decision to consider their particular context, not just the national state of affairs.

Variations within regions and sectors

On the surface, a region's labour market may look balanced overall, but this overarching view may actually conceal imbalances in specific markets.

Even in the same city, different jobs can face very different realities. For example, a region might have a generally balanced labour market, but when you take a deeper dive, you might see that it has too few health-care workers and too many construction workers.

Because general labour market statistics don't always show the complete picture, it's important for job seekers to have a nuanced understanding of the dynamics of their specific labour market. This can help them decide which skills to develop or when to consider switching roles.

An **occupational outlook** is one resource that can help job seekers understand their job prospects. It provides helpful information on the short- to medium-term risks of labour market imbalances in particular sectors and regions. See the [Regional and short-term outlooks](#) section for more information.



Types of labour market imbalances

As mentioned earlier, the three key types of imbalances are labour shortages, labour surpluses, and skills mismatches. Each type affects the economy and workforce in unique ways, and multiple imbalances can occur at once. For example, some industries may face a shortage of skilled workers while others have a surplus. This section delves into each type of imbalance in more detail. For additional information, see our publication titled [*What's in a Name? Labour Shortages, Skills Shortages, and Skills Mismatches.*](#)

Labour shortage

A labour shortage happens when the demand for workers is higher than the available supply. It usually shows up as periods of low unemployment and high job vacancy rates (OECD, 2024).

Labour shortages are often reported in the media with headlines that focus on hiring challenges or employers reporting difficulty attracting skilled workers. These stories don't always explain the underlying causes (Weikle, 2024; Benefits Canada; 2023; Hein & Postey, 2024; Dayal, 2025), which can be:

- ▶ an aging population
- ▶ geographic barriers
- ▶ low wages
- ▶ mismatches between job requirements and the available talent pool

What is a tight labour market?

Labour market tightness refers to the balance between available workers and job openings. It shows how much slack or flexibility organizations have in attracting new workers (Eurofound, 2024).



A tight labour market has few available workers, and organizations struggle to hire.



A loose labour market has many job seekers, and organizations have more leverage.

What it means for workers

During a labour shortage, workers often have an easier time finding jobs, and often with better pay, too, because employers are struggling to fill vacancies. This supply-demand imbalance can help job seekers negotiate better wages or additional perks.

How organizations respond

Labour shortages make it harder for organizations to fill vacancies. With fewer workers available, organizations lose some flexibility in hiring and may need to adjust their approaches (Zwysen, 2024).

Recent studies have identified a range of strategies that Canadian organizations use to cope with persistent shortages (Ablay et al., 2024). They include:

- ▶ offering benefits (e.g., enhanced medical insurance, training opportunities)
- ▶ relaxing hiring requirements (credentials, years of experience)
- ▶ training existing staff to perform additional tasks
- ▶ increasing workloads
- ▶ investing in technology and equipment to boost productivity

Labour shortages are a concern for the whole economy. This is because productivity and overall economic activity can drop when many organizations struggle to maintain sufficient labour forces.

In fact, in 2023, the gross domestic product (commonly referred to as GDP) in advanced economies was estimated to be 1.5% lower than it could have been, due to **labour market tightness** (Madgavkar et al., 2024).

How labour surpluses show up in the media

Labour surpluses aren't always labelled that way in media or policy discussions. Instead, you're more likely to hear about high unemployment rates, job competition, and underemployment (Crawley, 2023).



Labour surplus

A labour surplus is the opposite of a shortage. It happens when more people are looking for work than there are jobs available.

This situation typically leads to increased competition for each job opening and rising unemployment. A labour surplus can result from a large increase in labour supply or a drop in labour demand during an economic slowdown (Öner, 2014).

What it means for workers

During a labour surplus, the number of available workers per job opening increases, making it harder for job seekers to find work. Surpluses weaken workers' bargaining power in negotiations and hiring conditions, especially for new entrants with less experience (Hamilton, 2024; Bank of Canada, 2024).

How organizations respond

Organizations have greater flexibility in looser labour markets. With more candidates available, they can be more selective in hiring or slow their recruitment altogether. While this may reduce short-term labour costs, it can also lead to skill atrophy or underutilization of available labour if the imbalance is sustained.²

Skills mismatch

A skills mismatch happens when workers' skills don't align with what employers need, even if the total number of jobs and workers appears balanced. Mismatches occur when the available workers aren't a good fit for the open roles. Under-skilled workers may face more job rejections or need additional training, and over-skilled workers may end up underemployed.

² In a loose labour market, there is also more room for employment to grow without putting upward pressure on inflation (Powell et al., 2024)



For more information on identifying skills mismatches and shortages, see our publication titled *Is this a skill which I see before me? The challenge of measuring skills shortages.*



Canada has experienced this recently. In a 2021 survey, more than half of Canadian employers reported hiring workers who were not fully proficient in the jobs for which they were hired (Fissuh et al., 2022).

Mismatches may also be referred to as skills gaps or skills shortages. Regardless of the term used, they reflect difficulty aligning available talent with labour market needs (Fissuh et al., 2022).

What it means for workers

Skills mismatches affect all job seekers, from recent graduates to experienced professionals. This means it's not enough to simply have workers—the right match matters, too.

For career development professionals, understanding mismatches can help align guidance and programming toward in-demand skills and professions.

Why it matters

Skills mismatches reduce the efficiency of the labour market and complicate efforts to identify and respond to imbalances. Even when job and worker supply align, skills mismatches can slow hiring and constrain productivity.

Understanding skills mismatches helps clarify which interventions, like training, credential recognition, or policy programs, are most effective.

Skills mismatches can also overlap with labour shortages or surpluses. For example, when employers report difficulty finding candidates, the cause may be a true shortage or a mismatch in required competencies (Fissuh et al., 2022). These sorts of imbalance overlaps can be tough to interpret in labour market data.

How to identify imbalances (and why context matters)

Labour market imbalances aren't easy to measure. They are nuanced and context-dependent. They vary by occupation and region. While measures like unemployment and vacancy rates show current conditions, it's hard to isolate whether an observed gap is a shortage, surplus, or skills mismatch just from these numbers alone.

To identify what kinds of imbalances we may be experiencing, we need to look beyond today's indicators and consider occupational outlooks that place current data in a broader economic context.

Occupational outlooks

Occupational outlooks give insight into short- and medium-term risks of labour market imbalances. They help decision-makers plan ahead by showing where conditions are likely to tighten or loosen. Occupational outlooks support:

- ▶ policy development and workforce planning
- ▶ employer strategies to address hiring challenges
- ▶ decisions about career planning, education, and training

These resources also highlight occupations that are likely to be in demand, helping to align education and skills development with future needs.

The challenge of identifying imbalance causes

Pinpointing the cause of a labour market imbalance is difficult because labour markets are dynamic.

For example:

- ▶ Workers may enter or leave the labour market, move between regions, or change careers using transferable skills.
- ▶ Employers may invest in new tools, equipment or technology, or redesign roles.

While labour supply and demand can affect wages, other economic factors also play a role.

What we can measure

Even if it's challenging to isolate the cause of an imbalance, we still have reliable indicators that help us assess current labour market conditions:

- ▶ **The unemployment rate** measures excess labour supply.
- ▶ **The vacancy rate** measures excess labour demand.

Used together, these indicators help us identify where the labour market may be functioning efficiently, and the data serve as the basis for occupational outlooks to build a broader picture.

To truly understand current projections for various occupations, we recommend becoming familiar with the occupational outlooks available in Canada. For deeper context, we recommend exploring [LMIC's WorkWords](#), which breaks down key labour market concepts and explains how projections like occupational outlooks are developed.

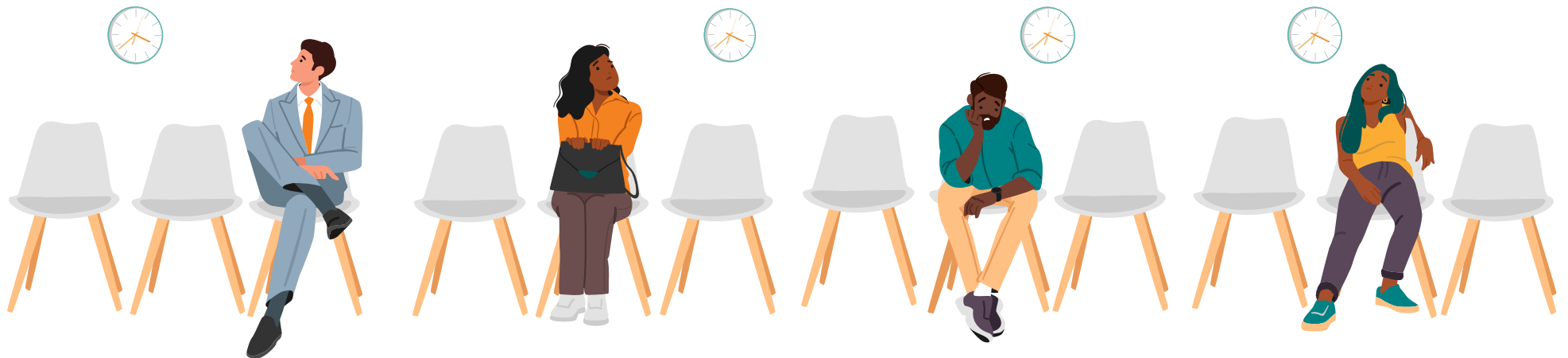
Understanding unemployment and vacancy rates

According to Statistics Canada's definition, a person is unemployed if they meet all of the following criteria:

- ▶ They are not currently employed.
- ▶ They are available to start work.
- ▶ They have actively looked for work in the past four weeks, are on temporary layoff with an expectation of recall, or are starting a new job within the next four weeks (Statistics Canada, 2025).

This definition means that some people who want to work but haven't searched recently aren't included in the official unemployment rate. That has implications for how we interpret labour supply and labour market imbalances.

Statistics Canada also gives us a definition of a job vacancy. Positions count as vacant in the data only if they are open, involve active external recruitment, and employees can start within 30 days (Statistics Canada, 2024).



Calculating unemployment and vacancy rates

Vacancy and unemployment rates are common indicators used to assess the state of the labour market. Expressed as percentages, these help flag when imbalances may be occurring and allow us to compare labour markets over time and across regions.

- ▶ **The unemployment rate** is calculated by dividing the unemployed population by the total labour force. The total labour force includes people who are employed and those actively seeking work.
- ▶ **The vacancy rate** is calculated by dividing the number of vacancies by the total labour demand. Total labour demand includes both filled positions and job vacancies.

These rates are never zero because people and jobs don't move instantly through the labour market. Time is needed to search, apply, and hire. This natural delay, called friction, is built into how the labour market functions (Donovan & Schoellman, 2022; Tilo, 2023).

Real-world examples

So far, we've defined key terms and offered some theory. But what do imbalances mean in practice? In this section, we walk through some examples.

Case study: Labour surplus

A student graduates from a postsecondary program in Eastern Canada. Their bachelor's degree allows them some flexibility to pursue a few occupations, but they're having a hard time choosing. They have financial responsibilities and would prefer to spend less time looking for a job.

The student looks at the **unemployment rate and vacancy rate** for two different occupations they are considering:

- ▶ The first occupation has a high unemployment rate and low vacancy rate.
- ▶ The second occupation has a low unemployment rate and high vacancy rate.

The student decides to avoid the first occupation because the **high unemployment and low vacancy rate suggest a labour surplus**, meaning there would be more competition among job seekers for fewer available jobs.

Because they need a job quickly, they choose the second occupation: it has a lower unemployment rate and lots of vacancies to which they can apply.

Case study: Labour shortage

A city in Western Canada is planning an infrastructure project that will require a significant number of plumbers. To plan ahead, it looks at the **unemployment rate and vacancy rate** for electricians. It sees that:

- ▶ The unemployment rate is very low for local electricians.
- ▶ The vacancy rate, or demand, is very high for qualified electricians.

This means most electricians in the city already have jobs, while many employers are struggling to fill open positions for electricians. **Using this information, the city realizes there is a labour shortage of electricians in their city.**

The city has some time before the project launches, so it expands recruitment beyond its local area and works with local apprenticeship programs to recruit and train new electricians.

Case study: Skills mismatch

A large construction firm in Central Canada has a major transportation project that requires specialized construction workers due to the unique topography of the area where they are working. In their region, there is neither a surplus nor a shortage of construction workers. On the surface, the labour market in the region looks balanced.

Despite this, they are having an exceptionally difficult time recruiting construction workers who have the necessary specialized skills. When they review applications, they find almost none of the candidates have the needed skills.

The employer is dealing with a skills mismatch, where local workers have the occupational training for construction jobs, but lack the specialized skills needed by a major employer.

In response to this, the construction firm emphasizes the skills requirement in the job description and expands the geographic reach of its talent search to increase its chances of finding construction workers who have the required skills. The firm also works with a local institution that trains apprentices in these specialized skills to strengthen its targeted recruitment strategy.



Why perfect balance isn't the goal

Labour markets are always changing. People switch jobs, industries grow and contract, and population shifts affect where and when workers and jobs align. Because of this, a perfectly balanced labour market, where supply equals demand, is neither realistic nor desirable.

A small degree of imbalance is normal—even healthy. It can reflect job seekers' confidence to pursue new opportunities and employers' ability to post new jobs. In short, it shows the market is moving.

Not all unemployment is the same

Unemployment has different causes, and each cause requires a different policy or program response. Knowing what's driving unemployment helps us understand risks to the economy and which policies may help.

According to the Reserve Bank of Australia (2023) and de Raaf et al. (2003), there are four main types of unemployment:

- ▶ **Cyclical unemployment** happens during economic slow-downs, when demand falls and fewer workers are needed. It's part of the normal business cycle.
- ▶ **Structural unemployment** is caused by lasting changes in the economy, like the adoption of new technologies that reduce or eliminate demand for certain skills and occupations.

Why a little imbalance is healthy

Some imbalance is expected in any functioning labour market. That's because people, employers and jobs are constantly shifting:

- ◆ New workers are entering the job market.
- ◆ People are changing jobs or careers.
- ◆ Organizations are growing and creating new roles.

It also takes time to match people to jobs. In 2023, for example, filling a role in Canada took an average of 44 days (Tilo, 2023). That natural delay shows up as vacancies, and sometimes as unemployment.

- ▶ **Frictional unemployment** is short-term unemployment, created when people are changing jobs or just entering the labour market.
- ▶ **Seasonal unemployment** is caused when jobs are tied to specific seasons, like agriculture or tourism. Unemployment rises during off-seasons.

Each type of unemployment tells us something different about what's happening in the economy, and what actions may or may not be needed.

Not all vacancies are the same, either

Like unemployment, vacancies have different causes. Some reflect healthy activity in the labour market, while others can point to emerging issues.

Vacancies can be caused by:

- ▶ normal transitions, like when people change jobs, retire, or leave the labour market
- ▶ growth-related hiring, when organizations expand to meet rising demand

These distinctions matter because not all vacancies reflect a problem. Growth-related vacancies may signal economic strength, while persistent vacancies in certain sectors may point to skills shortages or mismatches.

The link between the labour market and the economy

The labour market and the broader economy are interconnected. When the economy is strong, people feel more confident switching jobs, and businesses are more willing to expand.

When the economy weakens, or when people believe it might, workers and employers become cautious. Hiring slows and fewer people switch jobs (Öner, 2010). This feedback loop shows how significantly labour market decisions and economic conditions shape each other.

Labour market indicators lag economic shifts

Labour market indicators often respond after the economy changes. That's because organizations and individuals don't immediately change their behaviours when conditions shift.

For example, during an economic slowdown, many employers try to keep trained staff. Instead of immediate layoffs, they may:

- ▶ freeze hiring (leave open roles unfilled)
- ▶ reduce hours for existing staff

These adjustments delay visible changes in indicators like the unemployment rate, which makes them lagging indicators of economic activity (Schreyer & Pilat, 2001; Öner, 2010).

The links between unemployment, wages, and inflation

When unemployment is low, employers compete for a smaller pool of available workers. That competition can prompt employers to raise wages in a bid to attract and retain talent. While this benefits workers, it also raises labour costs for businesses.

Some businesses then respond by raising prices to offset their higher wage costs. When price increases spread across goods and services, inflation can rise. Inflation ultimately reduces people's purchasing power, meaning they can afford less with the same income.

This knock-on effect explains why very low unemployment, also called a tight labour market, can benefit workers in the short term (with higher wages), but can also introduce broader economic risks if inflation accelerates too quickly (Baker & Ball, 2018).

Why 0% unemployment isn't the goal

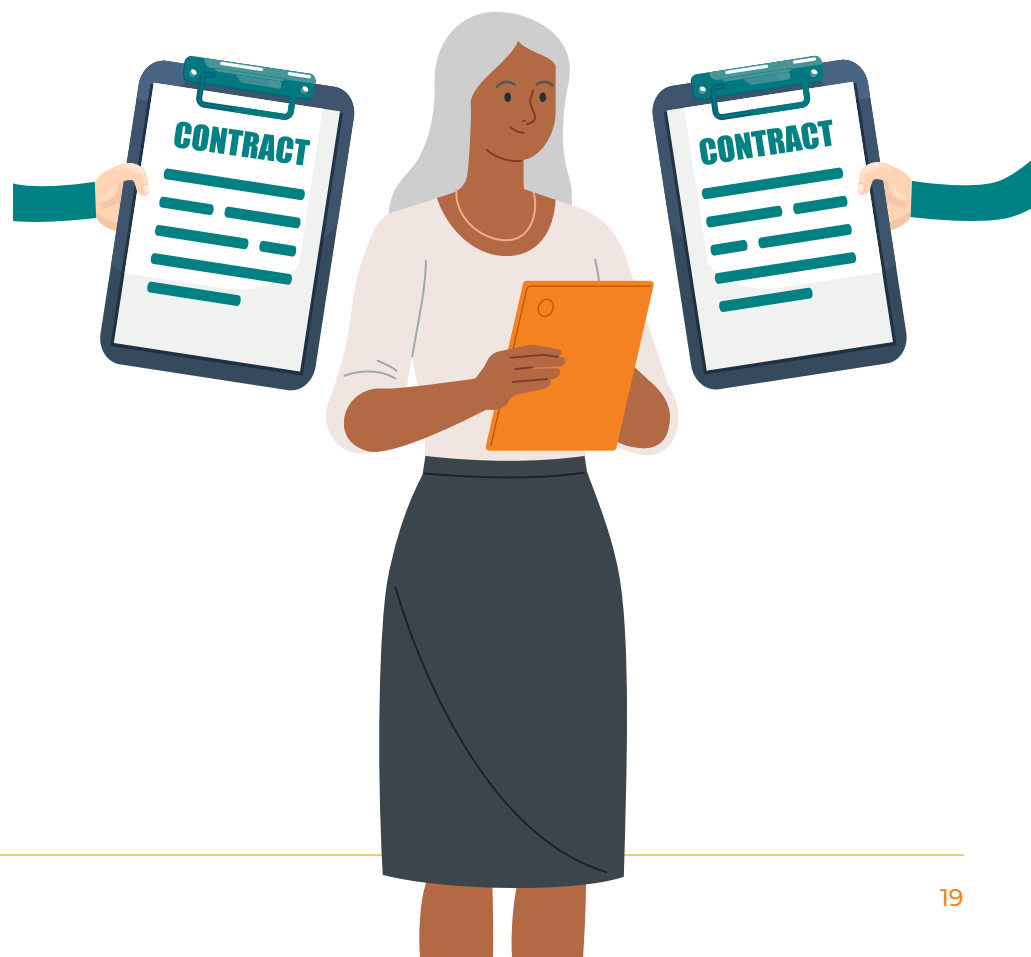
At first, 0% unemployment may sound ideal, but it can create problems for the economy. As we've learned, when unemployment is very low, organizations compete aggressively for workers by offering incentives like increased wages. These higher wages benefit employees, but also raise business costs. Companies may pass those costs on to consumers through higher prices, consequently weakening workers' purchasing power, despite their higher incomes.

This wage-price cycle can fuel inflation. That's why most economists don't aim for 0% unemployment. Instead, they use the trend rate of unemployment (TUR), which describes an "ideal" state

where the unemployment rate is low enough to support growth, but not so low that it drives inflation higher (Brouillette et al., 2019; Wilkins, 2019).

The TUR shifts with economic conditions. For example, in 2018, the Bank of Canada estimated it was 5.6% to 6.7%. While this may sound high, the TUR has actually declined since the 1990s (Brouillette et al., 2019).

The key challenge for this metric and those who develop and use it is knowing when an imbalance becomes persistent or severe enough to require a response.



National and regional labour outlooks

Forward-looking insight is essential to anticipate future labour market imbalances. National and regional labour outlooks estimate future trends in supply and demand across occupations, providing policy-makers, educators, and individuals with a clearer understanding of where pressures may arise.

The Canadian Occupational Projection System

[The Canadian Occupational Projection System \(COPS\)](#) is Canada's most comprehensive national-level outlook. Produced by Employment and Social Development Canada (ESDC), it forecasts supply and demand over a 10-year horizon for 485 of 516 unique occupations³ in the National Occupational Classification (NOC) system.

How it works

COPS starts by examining recent labour market conditions using a wide range of indicators, which are validated internally. These conditions are then combined with projected flows of job seekers and job openings to assess how labour supply and demand will evolve over the next decade.

ESDC provides [summary data](#) outlining the key components of both labour flow supply and demand (ESDC, 2025).

COPS projections are used by individuals, employers, and organizations to inform decisions around:

- ▶ education and training
- ▶ career planning
- ▶ immigration policies
- ▶ employer workforce strategies

Regional and short-term outlooks

In addition to its 10-year national outlooks, ESDC also develops [three-year labour market outlooks](#) that offer more localized insights. These short-term outlooks include results for all [five-digit NOCs](#) by province, territory and economic region.

These outlooks are publicly available on the Government of Canada's [Job Bank](#) website and provide near-term employment trends and opportunities to help:

- ▶ job seekers explore opportunities in their region
- ▶ employers anticipate hiring conditions
- ▶ planners make informed decisions in their local area (Job Bank, 2024)

Federal-level projections provide a high-level picture of the labour market, but we strongly recommend also reviewing the occupational outlooks in your own region. [The table on page 22](#) summarizes regional outlooks and labour market resources.

³ Occupations are based on the five-digit National Occupation Classification (NOC), grouping small occupations that share similar tasks.



Putting knowledge into practice

In this guide, we explored what labour market imbalances are, what causes them, and how they affect workers, organizations, and the economy.

We covered:

- ▶ the different types of imbalances (shortages, surpluses, and skills mismatches)
- ▶ why some level of friction is normal (and even healthy)
- ▶ how the labour market and economy influence each other

Whether you're a policy-maker, practitioner, student, employer, or job seeker, you should now be better equipped to interpret labour market signals and discuss them with confidence.

This guide focused on the theory and context behind imbalances. But measuring them requires access to the right data—especially at the local or occupational level, where granular labour market information is needed.

National-level data help show broad trends, but Canada's regional diversity means local conditions often vary widely. Often, local and granular data are either unavailable or inaccessible to everyone who needs them. That's why it's important for researchers and analysts to have the tools and skills to conduct their own analyses when needed.

What's next?

Our upcoming companion resource , expected in spring 2026, will provide an overview of various indicators that can be used to identify and understand imbalances in the labour market. You will be able to use it—and the foundational knowledge you gained from this guide—to better understand real-world labour market dynamics.

We hope you leave this guide more aware, empowered, and confident in navigating Canada's ever-changing world of work!

Resources by province

Jurisdiction	Outlook resources	Descriptions
Canada	Canadian Occupational Projection System (COPS) Job outlooks in the Government of Canada's Job Bank	<p>ESDC uses COPS and the NOC (2021) to identify occupations that may face labour shortage or labour surplus conditions over the projection period.</p> <p>Job outlooks are presented on the Job Bank website for each occupation in each province, territory, and economic region.</p> <p>The Job Bank also provides regional occupational information about wages, outlooks, education, skills needed, and more.</p>
Newfoundland and Labrador	Occupation projections for Newfoundland and Labrador	Occupation projections for Newfoundland and Labrador are produced periodically by the Economics Division of the Department of Finance.
Prince Edward Island	WorkPEI LMI resources	WorkPEI provides a job board and searchable a database of job seekers as well as information on labour-based programs and services and labour market statistics for Prince Edward Island.
Nova Scotia	Occupational Demand Outlook Occupational Demand Outside of Halifax	Nova Scotia's labour market information monitors occupational demand by sector. The data consider job opportunities in Nova Scotia.
New Brunswick	New Brunswick Labour Market Reports New Brunswick Labour Market Outlook (2025 edition)	<p>New Brunswick provides a collection of reports and survey results that can be used for evidence-based decision making.</p> <p>The 2025 labour market outlook report presents a 10-year (2025 to 2034) forecast for the province, with a focus on the types of jobs that will be in demand in New Brunswick in the coming years.</p>
Quebec	Quebec Exploring Trades and Occupations in Quebec	This database contains average wages and job prospects for more than 500 career types.
Ontario	Job Bank Explore Ontario's labour market by region	Ontario's labour database to provides quick, location-specific information about what jobs are in demand now and will be in the future specific.

Jurisdiction	Outlook resources	Descriptions
Manitoba	Manitoba Labour Market Outlook	Manitoba's Labour Market Outlook for 2022–2026 identifies expected trends for the province's labour market based on an occupation forecasting model that projects the number of openings in individual jobs and industry sectors as well as the number of workers available to fill those jobs.
Saskatchewan	2024 Saskatchewan Detailed Occupational Outlook	<p>The Saskatchewan Detailed Occupational Outlook provides labour market information for 413 occupations. Information for these occupations is searchable by forecasted job openings for the period of 2024–2028.</p> <p>Users can discover job outlooks, 2024 estimated employment, 2023 wages, and the top three major industries in which workers are employed.</p>
Alberta	Alberta's occupational outlook Alberta's Labour Market Information System (ALIS) – Occupations in Demand	<p>Alberta's Occupational Outlook contains information on forecasted labour shortages and surpluses for occupations in Alberta for a 10-year period from the date of publication. Various factors, including economic and occupational outlooks, demographics, and education, are used to forecast future demand for occupations and supply of workers in Alberta.</p> <p>ALIS' Occupations in Demand summarizes occupation outlooks over the next three years.</p>
British Columbia	WorkBC's Occupational Outlook Work BC's High Opportunity Occupations	<p>Occupation outlooks from WorkBC are organized into 10 broad categories, according to the NOC 2021 system for 2024 to 2034.</p> <p>B.C.'s searchable High Opportunity Occupations database tracks occupations that are expected to experience higher demand and offer higher pay compared to other. Users can find occupations in B.C. that are expected to offer the best opportunities over the next 10 years.</p>
Yukon	Job outlooks in Yukon using the Job Bank	Regional occupational information for Yukon is available using Canada's Job Bank, which offers information about wages, outlooks, education, skills needed, and more.
Northwest Territories	Northwest Territories Labour Market Outlooks	<p>The Northwest Territories Bureau of Statistics develops projections of future labour demand using the NWT Occupational Demand Model. The model currently covers the period from 2023 to 2032.</p> <p>A “Hot Jobs” resource is offered through the same site. Hot Jobs is a list of occupations currently in high demand in the Northwest Territories.</p>
Nunavut	Job outlooks for Nunavut using the Job Bank	Regional occupational information for Nunavut is available using Canada's Job Bank, which offers information about wages, outlooks, education, skills needed, and more.

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