



DECEMBER 2022

Canada Employment Update

Acara's monthly overview of the employment landscape, staffing updates, and industry trends

DECEMBER





Overview

0.5% 

Employment at
19,770,000 in December

Employment rose by 104,000
(+0.5 per cent) in December.

The number of employees in the private sector rose by 112,000 (+0.9 per cent) in December, the largest increase since February 2022. This brought the year-over-year increase in private sector employees to 325,000 (+2.6 per cent).

In contrast, the number of employees in the public sector and the number of self-employed workers were both little changed on a monthly and year-over-year basis in December.

0.5% 

Employment in
Ontario increased

In Ontario, employment grew by 42,000 (+0.5 per cent) in December and was up 105,000 (+1.4 per cent) on a year-over-year basis.

6.8% 

Adjusted unemployment falls

Adjusted unemployment rate includes those who wanted a job but did not look for one.

2.3% 

Number of people working
in construction rose

The number of people working in construction rose by 35,000 (+2.3 per cent) in December.

5.0% 

Unemployment rate
declined in December

The unemployment rate declined by 0.1 per centage points to 5.0 percent in December.



Overview

85K 

Full-time employment rose in December

The number of people employed on a full-time basis increased by 85,000 (+0.5 per cent) in December.

Full-time work also led employment growth over the course of the year ending in December 2022. On a year-over-year basis, employment was up by 394,000 (+2.0 per cent), entirely due to gains in full-time work (+401,000; +2.5 per cent).

15.8% 

Work-from-home employees little changed

The proportion of workers who usually work exclusively at home (15.8 per cent) was little changed in December.

1.4% 

Total hours worked up from 2021

Total hours worked were little changed on a monthly basis in December, and up 1.4 per cent compared with 12 months earlier.

5.1% 

Average hourly wages increased on a year-over-year basis

Average hourly wages of employees rose 5.1 per cent (+\$1.57 to \$32.06) compared with December 2021 (not seasonally adjusted).

65.0% 

Labour force participation increases

The labour force participation rate increased 0.2 per centage points to 65.0 per cent.



Industry Trends – **Employee turnover**

35% of employers believe that employee turnover has increased compared to last year.

64% of companies agree that turnover places a heavy burden on existing employees.

36% of employees leave a company for better pay or benefits offered elsewhere.



16% of hiring managers say that the churn costs of turnover can run as high as \$100,000+ per year.

The churn costs—including the rehire cost, lost productivity, and more—of employees leaving a company average over \$41,000 each year.

However, 16 percent of hiring managers say the cost can run as high as \$100,000 or more per year.