

Labour Force Survey Annual Report 2025

City of Guelph, Economic Development

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Introduction

Labour force trends are one of the key indicators of a community's economic health. Changes in employment levels over time can signal periods of growth or decline, either across the entire economy or within specific sectors. To provide insight into these dynamics, this report analyzes labour force trends within the Guelph Census Metropolitan Area (CMA), focusing on developments observed in 2025.

About Data sources

Statistics Canada: the Labour Force Survey is conducted monthly by Statistics Canada. The survey provides insight into the employment landscape (supply side), workforce participation, unemployment rates, and other indicators to understand the labour market shifts within the Guelph CMA. Given it is a monthly survey, months are averaged to get the yearly data.

Signal49 Research: provides insights into the trend of job postings in the Guelph region throughout the year (demand side), shedding light on the skills that are in high demand locally.

Geography

Statistics Canada data is reported at the Census Metropolitan Area (CMA) level. Guelph, CMA consists of

- Guelph, City [Census subdivision],
- Guelph/Eramosa, Township [Census subdivision], and the
- Puslinch, Township [Census subdivision].

Signal49 Research, job posting data is reported at the Guelph [Census subdivision] level.



Key insights

1. 2025 was an unusually difficult year for the economy, and this context is important for understanding Guelph's labour market results. Canada and Ontario were heavily affected by a sharp escalation in trade tensions with the United States, which introduced new tariffs on key exports and created widespread uncertainty for businesses. As a result, many employers slowed hiring or paused investment, even in sectors not directly affected by tariffs.
2. The share of people in Guelph who had a job or were trying to find one which is the participation rate, went down and is now lower than it was during the pandemic low period.
3. Even though the number went down from last year, Guelph still had a higher share of people that were able to find work as compared to the Ontario and Canadian averages.
4. Employment in goods-producing sector declined by 14.5 per cent while the services-producing sector fell by 3.2 per cent compared to 2024. This was driven largely by decline of employment in manufacturing, accommodation and food services, public administration, and healthcare.
5. More women worked full-time, and more women were looking for jobs in 2025. But the population growth outpaced employment growth leading to the rise in the unemployment rate for women.
6. Youth aged 15-24 saw the biggest decline with fewer young people working or looking for work, and the one's looking found it harder to secure a job. Almost 17 out of every 100 were trying to find work but couldn't.
7. Job postings went up by more than 800 jobs in 2025 as compared to 2024. Almost 35 per cent of average job postings asked for individuals to have at least a college degree or higher.

Key insights can be found in the [Labour Force Snapshot](#).

Working age population

As shown in Figure 1 the working-age population of Guelph CMA, is defined as those aged 15 years and over, and is estimated at 158,000 for Guelph in 2025. Among them, 105,000 individuals actively participated in the labour force, including both those employed and those in search of employment.

Of these 105,000 individuals in the labour force, 97,500 were gainfully employed, with 80,100 having full-time jobs and 17,400 having part-time work. The number of individuals who had looked for work but were unable to find work was 7,500 and are defined as unemployed.

The remaining segment of the working-age population, comprised of 52,900 individuals, is categorized as not part of the labour force. This classification commonly includes students, retirees, or individuals not actively seeking employment. Among those not seeking employment, some may be on unpaid leave, face permanent work incapacity, or have refrained from job seeking for a minimum of four weeks.

Figure 1: Working age population of Guelph CMA, 2025



Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

Comparator labour market data

Guelph CMA in the provincial and national context

As shown in Table 1, in 2025, Guelph CMA continues to maintain a comparable participation rate and employment rate relative to the national and provincial averages, although the gap has narrowed. Notably, Guelph's unemployment rate of 7.1 per cent remains below Ontario's 7.7 per cent, though it now slightly exceeds the national average of 6.8 per cent.

Table 1: Labour force characteristics, annual average 2025, Guelph CMA, Ontario, Canada

Geography	Unemployment rate	Participation rate	Employment rate
Guelph CMA	7.1%	66.5%	61.7%
Ontario	7.7%	65.0%	60.0%
Canada	6.8%	65.3%	60.8%

Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

Average annual ten-year trend

Figure 2 shows the ten-year comparison of participation rate and unemployment rate amongst Guelph, provincial and national averages. When labour force numbers increase i.e. more people looking for work, the unemployment rate may temporarily rise if the new entrants don't immediately find jobs. Conversely, if labour force numbers decrease i.e. people stop looking for work, the unemployment rate might fall, not because of increased employment, but due to fewer people actively seeking jobs.

Over the past ten years, Guelph CMA has consistently held a lower annual average unemployment rate than Ontario and Canada, even during the challenges with the onset of the pandemic in 2020. Guelph CMA also had a noticeably higher average participation rate, despite its fluctuations over time. The participation rate in 2025 has declined further from the prior year, now at 66.5 per cent, falling below pandemic levels. The unemployment rate in 2025 is above national average for the first time in the last decade.

Figure 2: Ten-year average unemployment rate, Guelph CMA, Ontario, Canada, 2016-2025

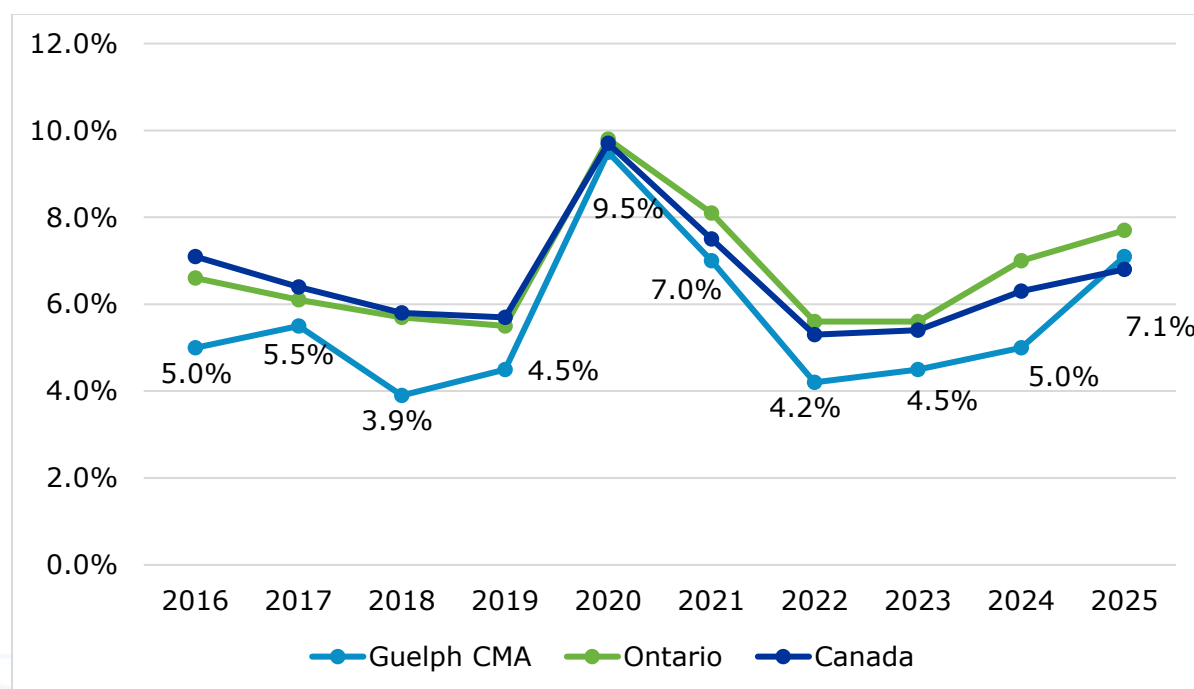
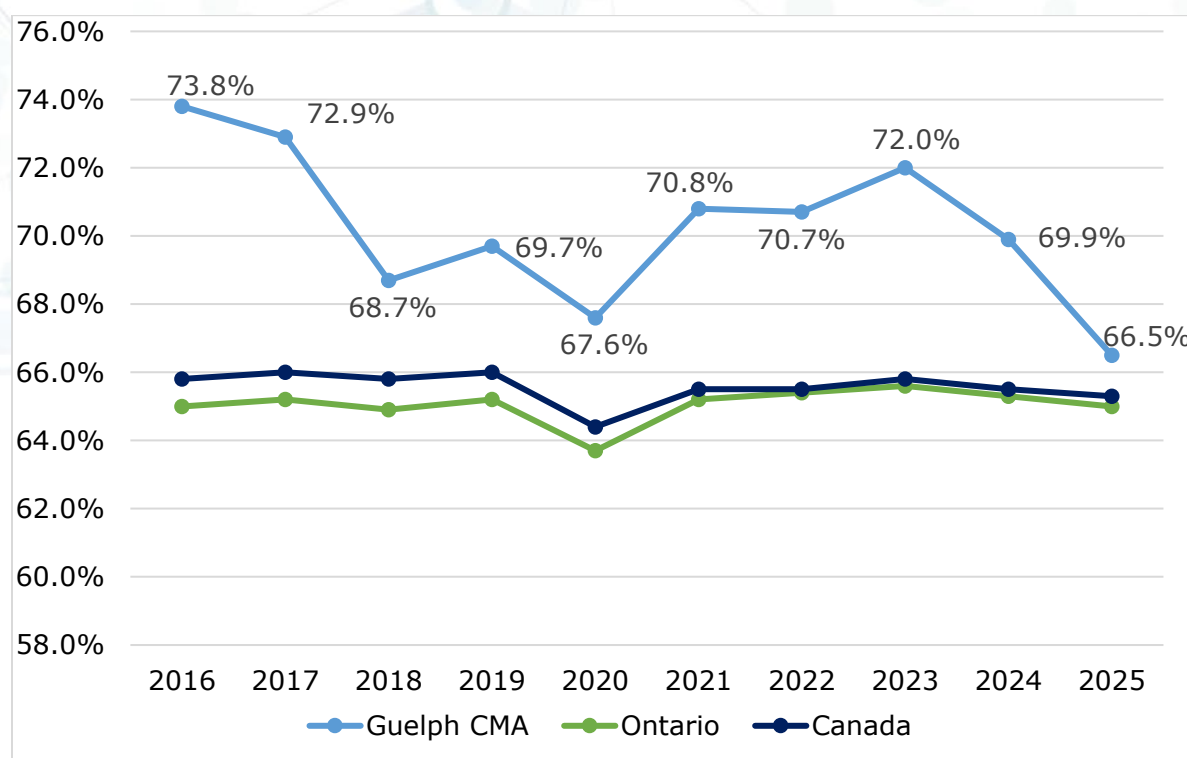


Figure 3: Ten-year average participation rate, Guelph CMA, Ontario, Canada, 2016-2025



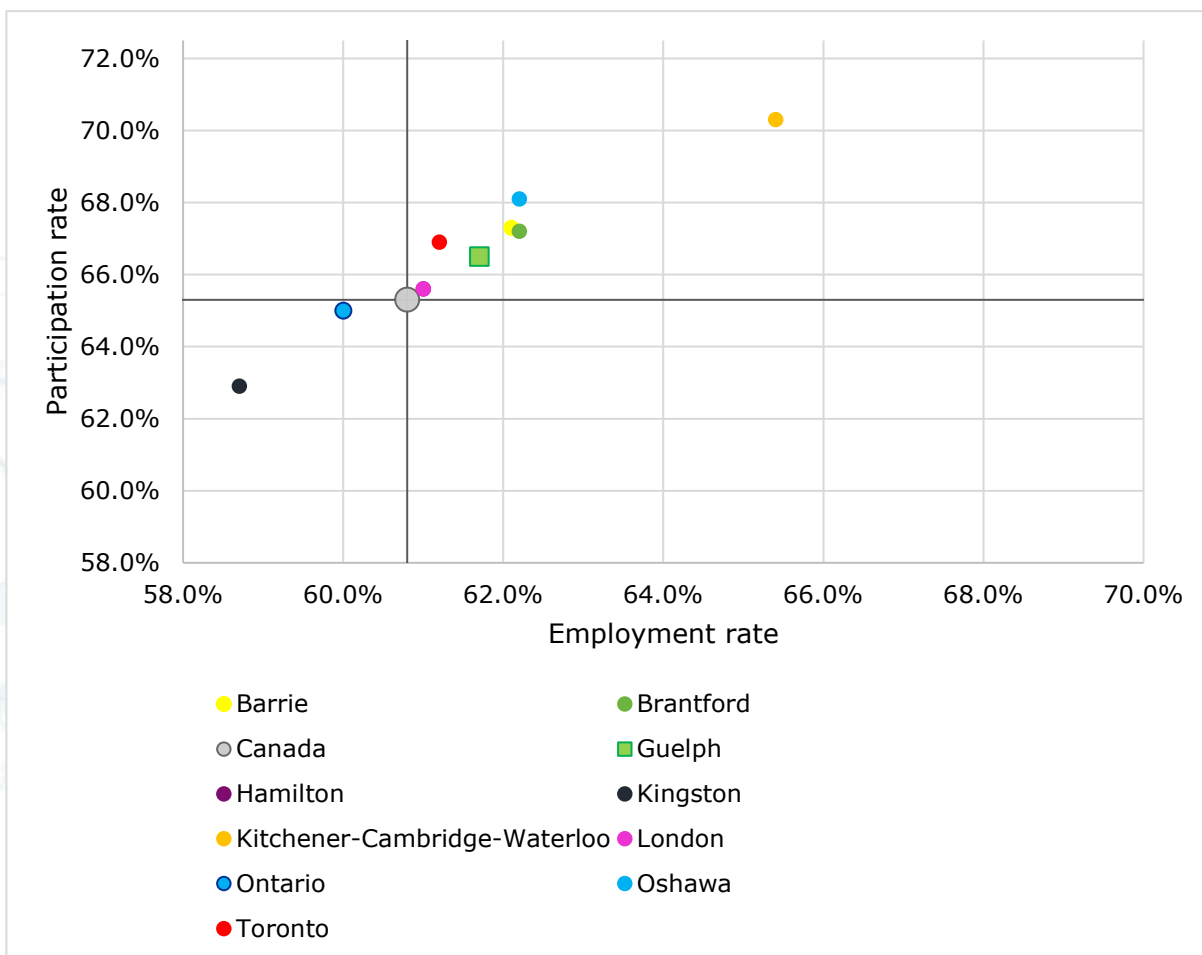
Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

Guelph CMA compared to other Ontario CMAs

Figure 4 shows the labour force performance of comparator CMAs across Ontario. It shows the relationship between the people who are looking for work to those that are able to find work.

In 2025, Guelph CMA is positioned somewhere in the upper middle range as compared to other CMAs, provincial and national averages.

Figure 4: Average labour force participation and employment rate for selected Ontario CMAs, 2025



Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

Table 2 compares Guelph CMA with its comparator communities across three indicators: participation rate, employment rate and unemployment rate.

Guelph continues to maintain workforce engagement with a good participation rate and low unemployment rate as compared to other CMAs. Although its participation rate is slightly below than that of larger or neighbouring CMAs, yet its employment rate remains on par with most mid-sized regions. Its relatively low unemployment rate places it ahead of major centres like Toronto, Hamilton, Oshawa, Brantford, and Kitchener-Cambridge-Waterloo CMA.

Table 2: Average labour force characteristics for selected Ontario CMAs, 2025

Geography	Participation rate	Employment rate	Unemployment rate
Kitchener-Cambridge-Waterloo	70.30%	64.90%	7.70%
Oshawa	68.10%	61.80%	8.70%
Barrie	67.30%	62.10%	7.70%
Brantford	67.20%	61.80%	8.00%
Toronto	66.90%	61.00%	8.60%
Guelph	66.50%	61.70%	7.10%
Hamilton	65.60%	61.00%	8.70%
London	64.90%	61.00%	6.70%
Kingston	62.90%	58.70%	6.70%

Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

Employment by sector

Goods-producing sector

In 2025, the goods-producing sector contributes to approximately 23.4 per cent of employment, with 22,790 jobs within the Guelph CMA in 2025. Manufacturing remains the largest employer within the goods-producing sector, accounting for an estimated 16,500 jobs, even though it declined by 15.1 per cent compared to 2024. Construction also saw a significant decline of 22.6 per cent, losing approximately 1,240 jobs.

Overall, the goods-producing sector experienced an employment decline of 14.5 per cent in 2025 from the year before.

Table 3: Employment by Goods-producing sector, Guelph CMA, 2025

Industry	2025	Share	Absolute change	Year-over-year change
Construction	4,250	4.4%	-1,240	-22.6%
Manufacturing	16,500	16.9%	-2,940	-15.1%
Other	2,040	2.1%	+310	17.8%
Goods-producing sector	22,790	23.4%	-3,870	-14.5%

Source: [Statistics Canada: Employment Characteristics by CMA, Three-Month Moving Average](#)

Services-producing sector

The services-producing sector accounted for the majority of Guelph CMA's average annual employment with 74,650 jobs in 2025. Although, this sector also went through a decline of 3.2 per cent from 2024.

The wholesale and retail trade sector remains the largest contributor to the service-producing sector in 2025, employing 13,810 people. This sector also experienced a modest decline of 4.2 per cent, losing 600 jobs compared to last year.

Educational services is now the second-largest service-sector employer at 12,220 jobs. This sector recorded steady growth of 8 per cent, adding 910 positions.

The professional, scientific, and technical services sector follows with 10,650 jobs and showed a strong expansion of 12.4 per cent, gaining 1,180 jobs in 2025.

Transportation and warehousing exhibited the fastest growth rate at 45.1 per cent, resulting in 1,480 additional jobs.

In contrast, several major service-producing industries experienced declines:

- Accommodation and food services recorded the largest decrease, falling by 31 per cent and losing 1,810 jobs.
- Public administration declined by 27.6 per cent, resulting in 1,550 job losses.
- Information, culture and recreation fell by 24.1 per cent, equivalent to 1,070 job losses.
- Healthcare and social assistance, the fourth largest contributor in services-producing sector saw a drop of 18.9 per cent losing 1,960 jobs.

Cumulatively, total employment across both goods-producing and service-producing sectors has declined by 6 per cent compared to 2024.

Table 4: Employment by Services-producing sector, Guelph CMA, 2025

Industry	2025	Share	Absolute change	Year-over-year change
Accommodation and food services	4,020	4.1%	-1,810	-31.0%
Business, building and other support services	3,570	3.7%	1,000	39.0%
Educational services	12,220	12.5%	910	8.0%
Finance, insurance, real estate, rental and leasing	6,180	6.3%	-560	-8.3%
Health care and social assistance	8,380	8.6%	-1,960	-18.9%
Information, culture and recreation	3,370	3.5%	-1,070	-24.1%
Other services (except public administration)	3,600	3.7%	510	16.4%
Professional, scientific and technical services	10,650	10.9%	1,180	12.4%
Public administration	4,070	4.2%	-1,550	-27.6%
Transportation and warehousing	4,780	4.9%	1,480	45.1%
Wholesale and retail trade	13,810	14.2%	-600	-4.2%
Service-producing sector	74,650	76.6%	-2,430	-3.2%

Source: [Statistics Canada: Employment Characteristics by CMA, Three-Month Moving Average](#)

Employment by occupation

In 2025, sales and service occupations continued to represent the largest share of employment in the Guelph CMA, with 19,030 jobs, accounting for 19.5 per cent of the workforce. Despite maintaining the highest employment count, the category experienced a slight 1.1 per cent decline, losing 220 jobs compared to 2024.

Business, finance and administration occupations had the highest employment growth of 18.3 per cent in 2025, reaching 17,560 jobs. This is an addition of 2,720 jobs year-over-year.

Natural and applied sciences and related occupations also saw renewed growth, increasing by 6 per cent, adding 560 jobs in 2025 to reach 9,850 positions. This addition is offsetting some of the previous year's decline.

Occupations in manufacturing and utilities saw the sharpest contraction, dropping by 3,410 jobs. This represents a 31.8 per cent decline, reflecting the largest year-over-year reduction.

This was followed closely by occupations in education, law and social, community and government services, which fell by 3,260 jobs that is 21.8 per cent decline.

Trades, transport and equipment operators and related occupations also declined by 1,440 jobs, a 10.7 per cent decrease, further contributing to the overall downturn.

Cumulatively, total employment across all occupations has declined by 6 per cent compared to 2024.

Table 5: Average employment by occupation, Guelph CMA, 2025

Occupation	2025	Share	Absolute change	Year-over-year change
Business, finance and administration	17,560	18.0%	2,720	18.3%
Health occupations	6,530	6.7%	-560	-7.9%
Management occupations	8,830	9.1%	-790	-8.2%
Natural and applied sciences and related occupations	9,850	10.1%	560	6.0%
Occupations in art, culture, recreation and sport	3,250	3.3%	-20	-0.6%
Occupations in education, law and social, community and government services	11,720	12.0%	-3,260	-21.8%
Occupations in manufacturing and utilities	7,330	7.5%	-3,410	-31.8%
Sales and service occupations	19,030	19.5%	-220	-1.1%
Trades, transport and equipment operators and related occupations	11,990	12.3%	-1,440	-10.7%
Total all occupations	97,440	100.0%	-6,300	-6.0%

Source: [Statistics Canada: Employment Characteristics by CMA, Three-Month Moving Average](#)

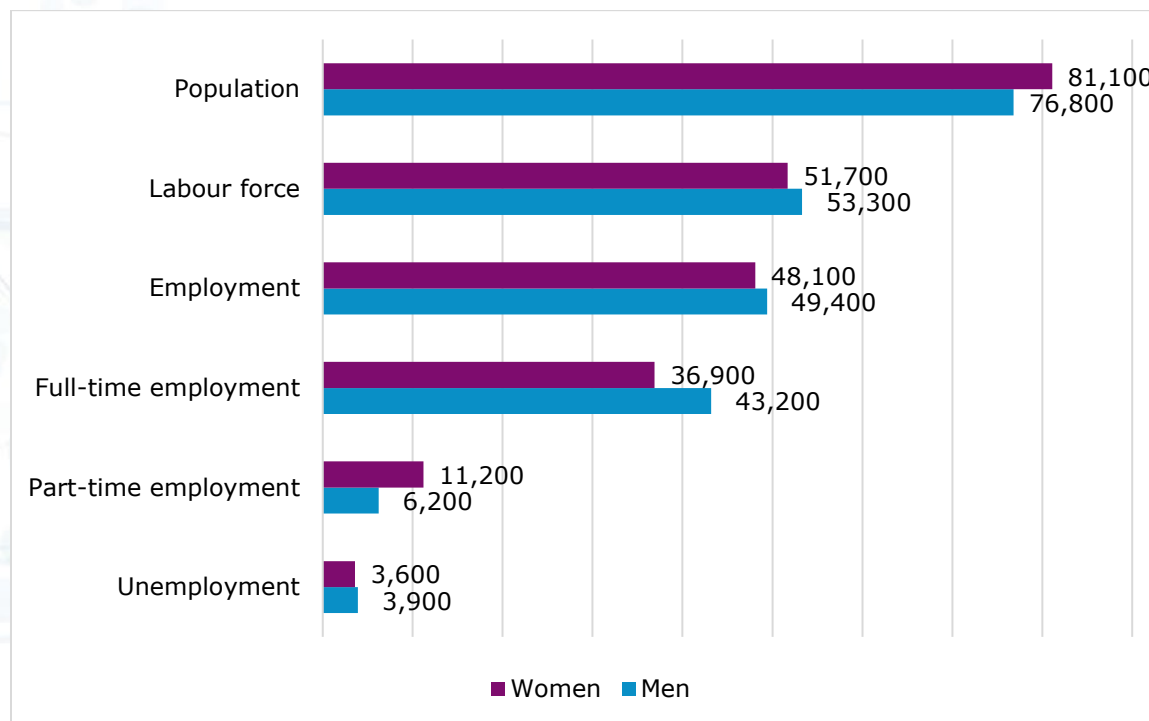
Employment by gender

Figure 5 shows the labour force characteristics for men and women in 2025.

In 2025, the population of men in the Guelph CMA is lower than that of women, at 76,800 men compared to 81,100 women. This reflects a demographic shift from 2024, when men outnumbered women. There is also a noticeable gap in labour force participation by gender: out of 76,800 men, 53,300 are part of the labour force (69.4 per cent), while out of 81,100 women, 51,700 are part of the labour force (63.7 per cent).

Of those 51,700 women participating in the labour force, 48,100 are gainfully employed (93 per cent). Although women's labour force participation is at a record high, a significant gap remains between the number of women and men in the workforce as compared to population numbers.

Figure 5: Labour force statistics by gender, Guelph CMA, 2025



Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

Table 6 shows the labour force characteristics comparing 2024 with 2025 to understand the rising unemployment rate by gender.

For men, the population declined by 3.3 per cent, accompanied by an even sharper reduction in the labour force of 9.7 per cent. This contributed to an almost five per cent drop in the participation rate. In addition to falling population and labour force levels, male employment numbers experienced a further decline of 10.8 per cent, pushing the unemployment rate upward, highest since the pandemic peak.

In contrast, for women, the population increased by 7.1 per cent surpassing male population in Guelph CMA, along with an increase of 4.4 per cent in labour force participation. Because population growth outpaced labour-force growth, the female participation rate declined by 1.7 per cent. Similarly, employment among women also increased by 1.3 per cent but this rise is relatively smaller as compared to the population growth. This resulted in a 3.4 per cent decrease in the employment rate in 2025 for women.

Overall, even though the women are taking part in the workforce a bit more, the fast growth of the women population living in Guelph is making it harder for employment numbers to keep up.

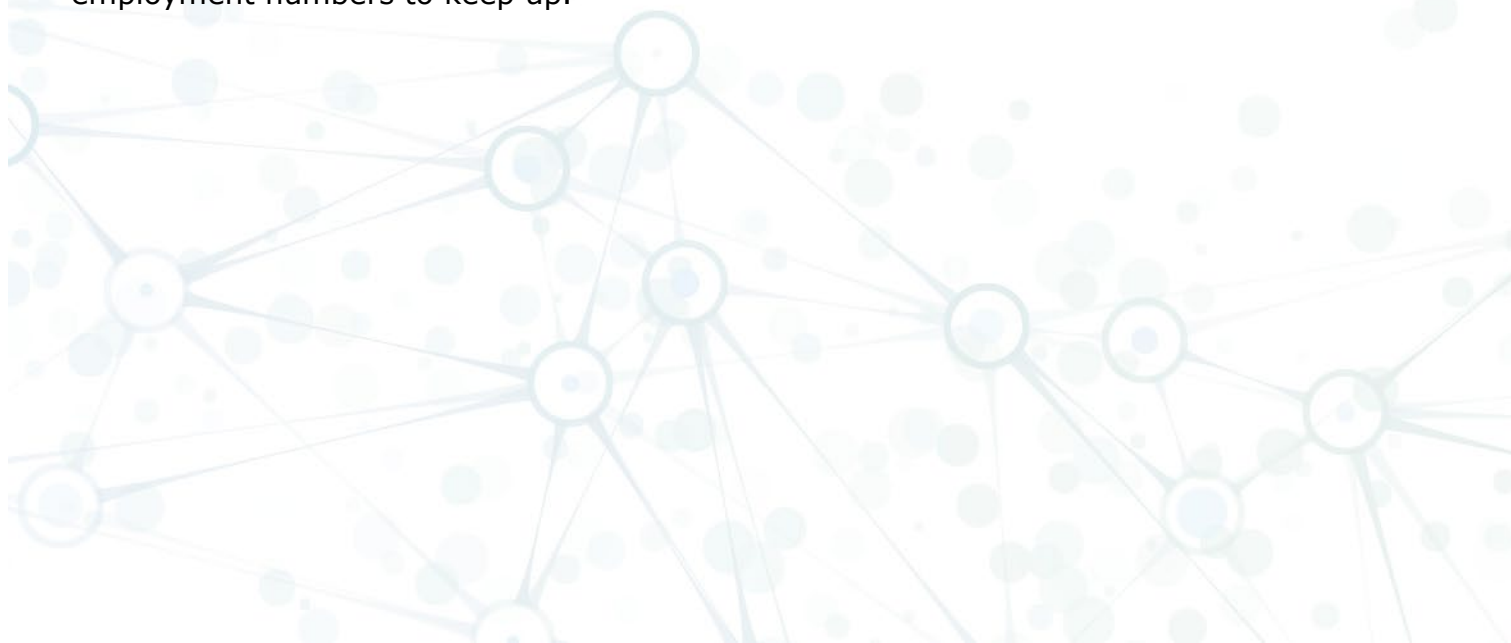


Table 6: Labour force characteristics by gender, 2024 vs 2025

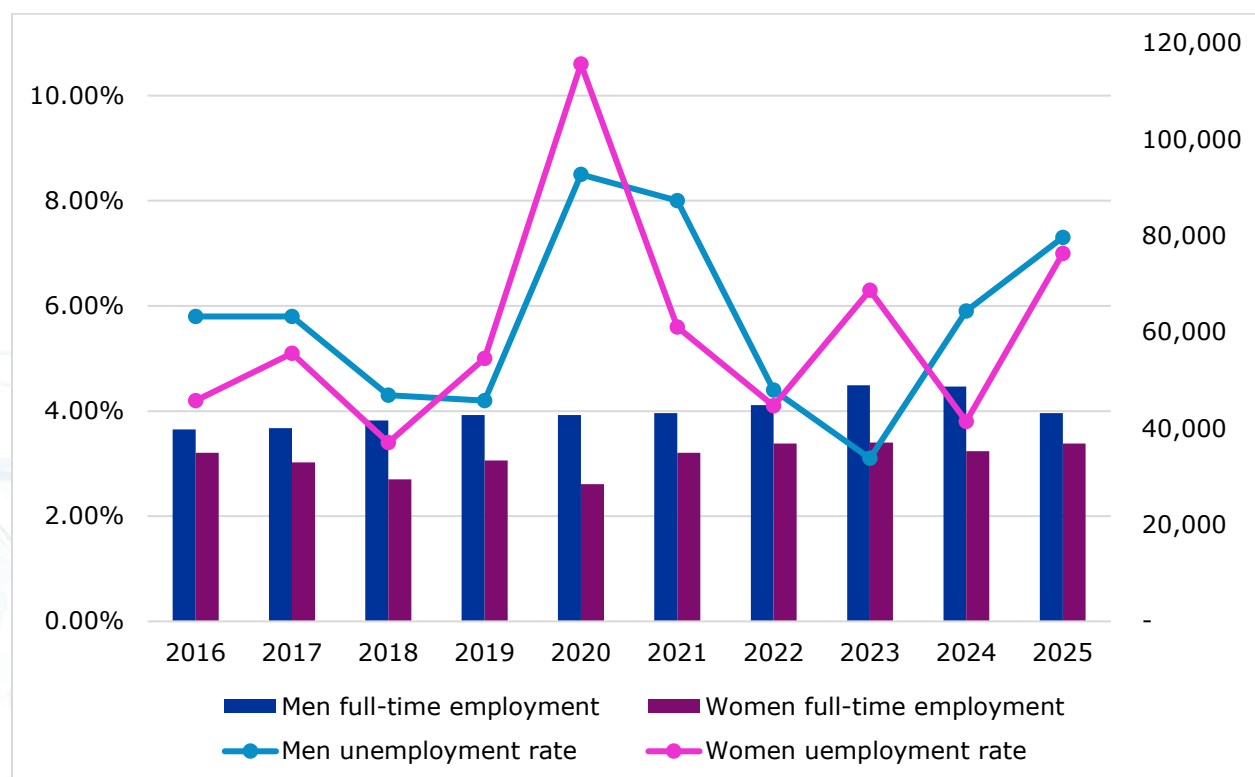
Labour force characteristics	2024	2025	Change
Men			
Population	79,400	76,800	-2,600 (-3.3%)
Labour force	59,000	53,300	-5,700 (-9.7%)
Employment	55,400	49,400	-6,000 (-10.8%)
Full-time employment	48,700	43,200	-5,500 (-11.3%)
Part-time employment	6,800	6,200	-600 (-8.8%)
Unemployment	3,500	3,900	+400 (+11.4%)
Not in labour force	20,500	23,500	+3,000 (+14.6%)
Unemployment rate	5.9%	7.3%	(+1.4%)
Participation rate	74.3%	69.4%	(-4.9%)
Employment rate	69.8%	64.3%	(-5.5%)
Labour force characteristics Women			
Population	75,700	81,100	+5,400 (+7.1%)
Labour force	49,500	51,700	+2,200 (+4.4%)
Employment	47,500	48,100	+600 (+1.3%)
Full-time employment	35,300	36,900	+1,600 (+4.5%)
Part-time employment	12,300	11,200	-1,100 (-8.9%)
Unemployment	1,900	3,600	+1,700 (+89.5%)
Not in labour force	26,200	29,400	+3,200 (+12.2%)
Unemployment rate	3.8%	7.0%	(+3.2%)
Participation rate	65.4%	63.7%	(-1.7%)
Employment rate	62.7%	59.3%	(-3.4%)

Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

Figures 6 and 7 show that the unemployment rates for both women and men remained generally stable until 2020. However, during the pandemic years, the unemployment rates surged across Guelph CMA, with a more significant increase for women. This disproportionately affected full-time employment, as men saw no change in full-time job numbers, while women experienced a decline. Conversely, part-time employment trends showed a fall in numbers for men, while women saw an increase.

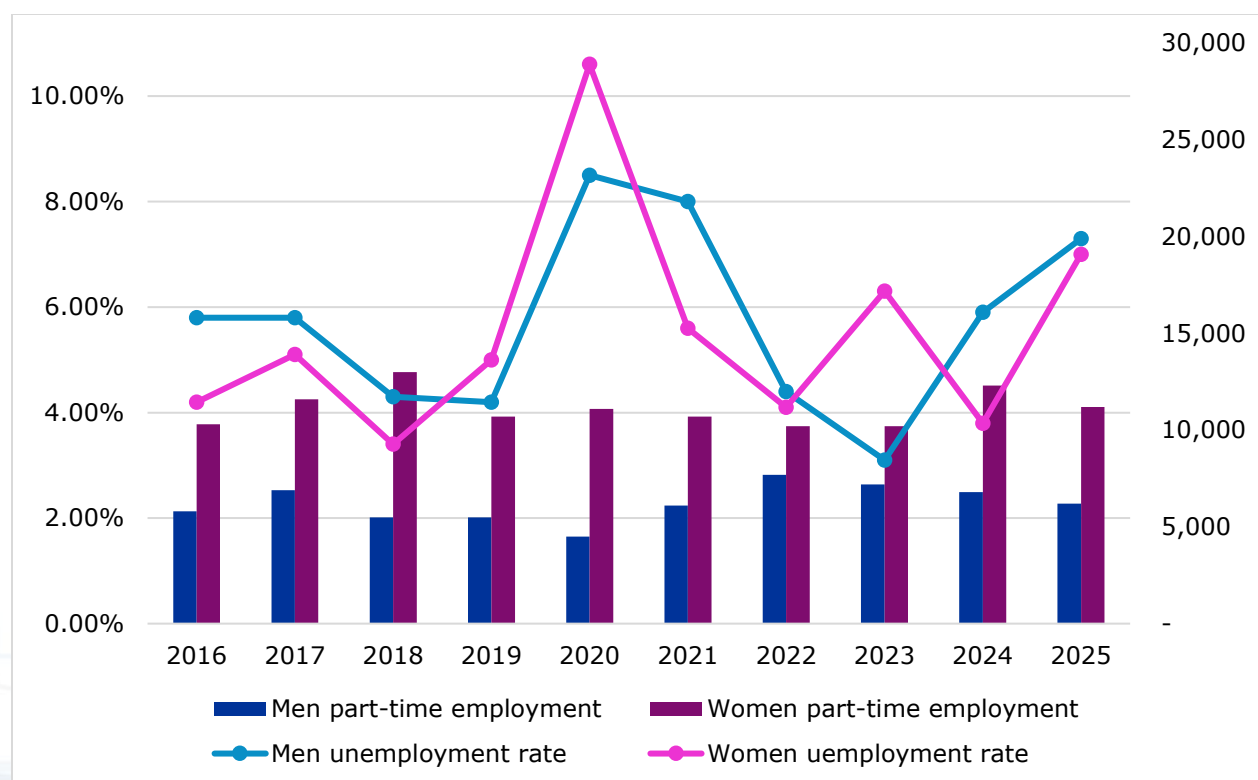
In 2025, men's unemployment rate rose to 7.3 per cent, up from 5.9 per cent in 2024, while women's unemployment rate rose from 3.8 per cent to 7 per cent. The increase in women's unemployment is reflected most prominently in part-time employment, where job losses align with the reversal of gains seen in earlier years. Despite this upward pressure on unemployment, women's full-time employment continued to grow in 2025. In contrast, men experienced declines in both full-time and part-time employment leading to the rise in unemployment rate.

Figure 6: Ten-year unemployment rate and full-time employment numbers by gender, Guelph CMA, 2016-2025



Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

Figure 7: Ten-year unemployment rate and part-time employment numbers by gender, Guelph CMA, 2016-2025



Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

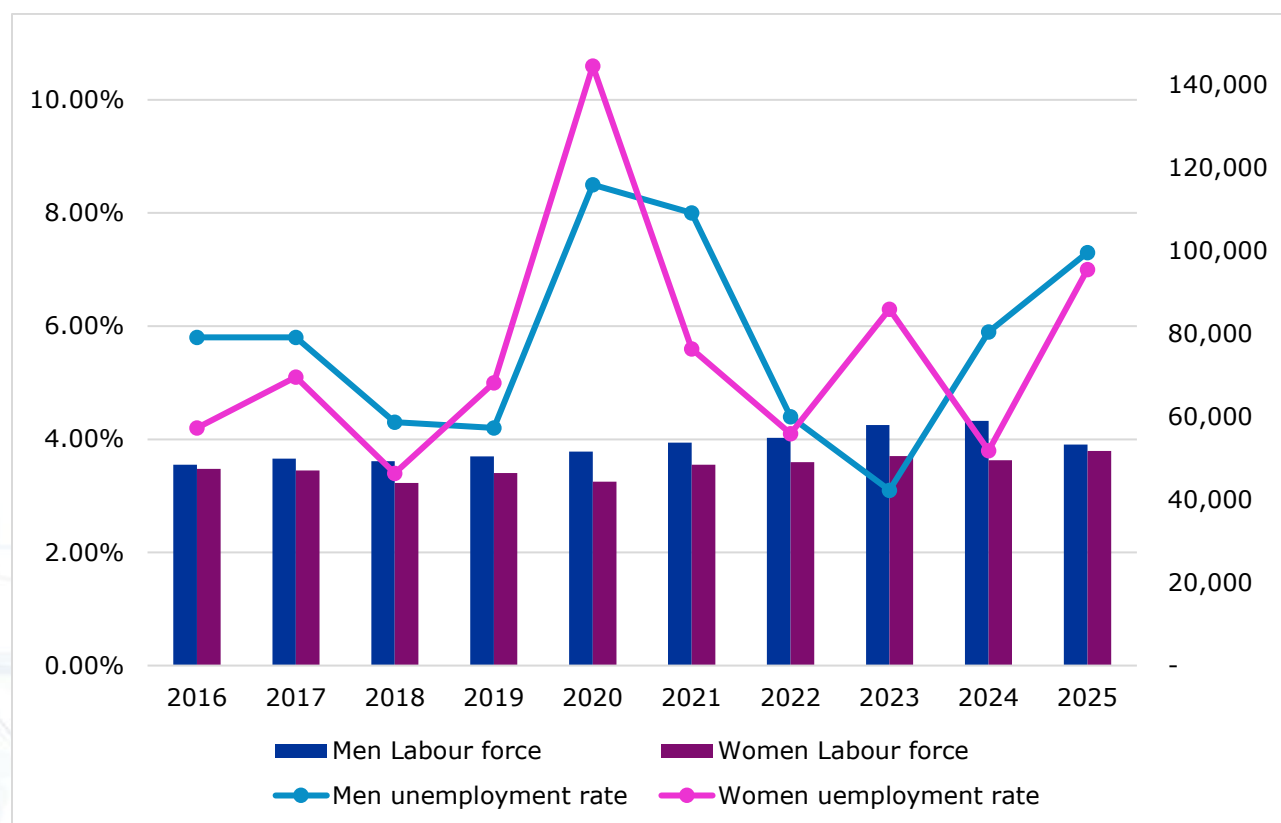
Figure 8 presents a ten-year comparison of unemployment rates and the number of individuals participating in the labour force.

In 2020, men's labour force participation increased, but there was also a rise in unemployment rates due to both the pandemic and the higher number of men seeking work. Conversely, while fewer women sought jobs, the unemployment rate for women significantly increased, highlighting the greater economic impact of the economic shock on women who were actively seeking work.

In 2025, the labour force participation for men declined to 53,300 individuals from 59,000 individuals in 2024, accompanied by a notable rise in their unemployment rate to 7.3 per cent. This suggests that while fewer men are seeking work yet a larger share of those who are active in the labour market are unable to find employment. Conversely, for women the unemployment has risen with an increase in labour force participation in 2025. This rise in unemployment might be temporary because when labour force numbers increase (more people looking for work), the

unemployment rate may temporarily rise if the new entrants don't immediately find jobs.

Figure 8: Ten-year unemployment rate and labour force numbers by gender, Guelph CMA, 2016-2025



Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

Employment by age

According to Table 7, the 25 to 54 age group continues to make up the largest share of the labour force, with 71,600 individuals participating and showing the strongest attachment to the labour market. In contrast, the 15 to 24 and 55 years and over age groups contribute smaller but similarly sized labour-force pools.

For the youth aged 15 to 24 years, employment is more heavily weighted toward part-time work, with 7,200 part-time positions compared to 5,900 full-time jobs. A substantial portion of youth, 12,000 individuals, are not in the labour force. The unemployment rate for this age group stands at 16.7 per cent, the highest of all age categories.

Among those aged 25 to 54, labour-market outcomes are the strongest across all dimensions. This group has an 88.7 per cent participation rate and an 83.3 per cent

employment rate, with only 4.4 thousand individuals unemployed, producing an unemployment rate of 6.1 per cent.

The 55 years and over cohort shows significantly lower levels of labour-force engagement, consistent with retirement patterns. Of the 49,600 individuals in this age group, 31,900 are not in the labour force, resulting in a participation rate of 35.9 per cent and an employment rate of 34.7 per cent. Employment among this older population includes 13,100 full-time jobs and 4,200 part-time roles.

Table 7: Labour force characteristics by age, 2025

Labour force characteristics	15 to 24 years	25 to 54 years	55 years and over
Population	27,600	80,700	49,600
Labour force	15,600	71,600	17,800
Employment	13,000	67,200	17,200
Full-time employment	5,900	61,200	13,100
Part-time employment	7,200	6,000	4,200
Unemployment	2,600	4,400	n/a
Not in labour force	12,000	9,100	31,900
Unemployment rate	16.7%	6.1%	n/a
Participation rate	56.5%	88.7%	35.9%
Employment rate	47.5%	83.3%	34.7%

Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

Figure 9 displays participation rates and employment rates across different age groups. This comparison shows how many people can find work that are able and willing to work.

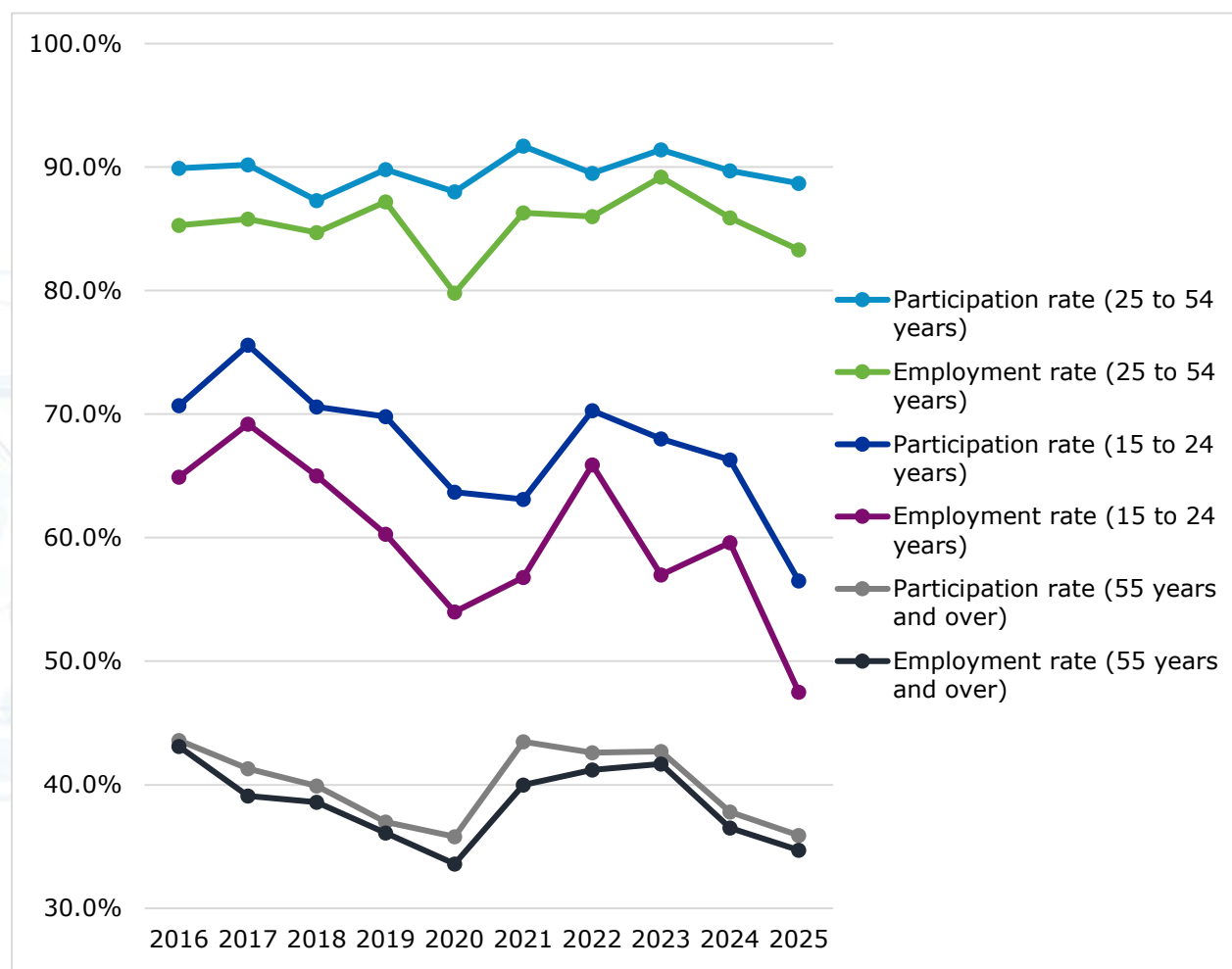
Ages 25 to 54: This group boasts the highest participation and employment rates. However, during the pandemic, this age group experienced the most significant drop in employment rates. In 2025, there is a slight decrease in participation and higher decrease in employment rate.

Ages 15 to 24: This group shows higher participation and employment rates than those aged 55 and over but falls below the working-age group of 25 to 54 years. Many individuals in this age group are pursuing higher education, leading to lower participation rates. Their limited work experience explains the gap between those who are employed and those seeking jobs. In 2025, both the participation and employment rates drop sharply, marking the steepest year-over-year decline among all age groups.

Age 55 and Over: The participation and employment rates are the lowest for this group. However, the smaller gap between the two rates suggests that older job seekers are more likely to find employment. During the pandemic and recovery period, the gap between participation and employment rates for this group widened. In 2025, participation and employment both retreat to the mid-30s per cent range.

In 2025, there is a drop amongst all age groups, but the highest age group affected is 15 to 24 years, highly impacting the labour force indicators.

Figure 9: Ten-year trend of participation rates and employment rates by age group, 2016-2025



Source: [Statistics Canada: Labour Force Characteristics by CMA, Annual](#)

Growth of major sectors in Guelph over time

Manufacturing is the largest contributor of employment in Guelph. In the past 15 years, employment in manufacturing reached its highest points in 2024. But it has experienced a strong decline in 2025, falling below the lows recorded in 2020 and 2023.

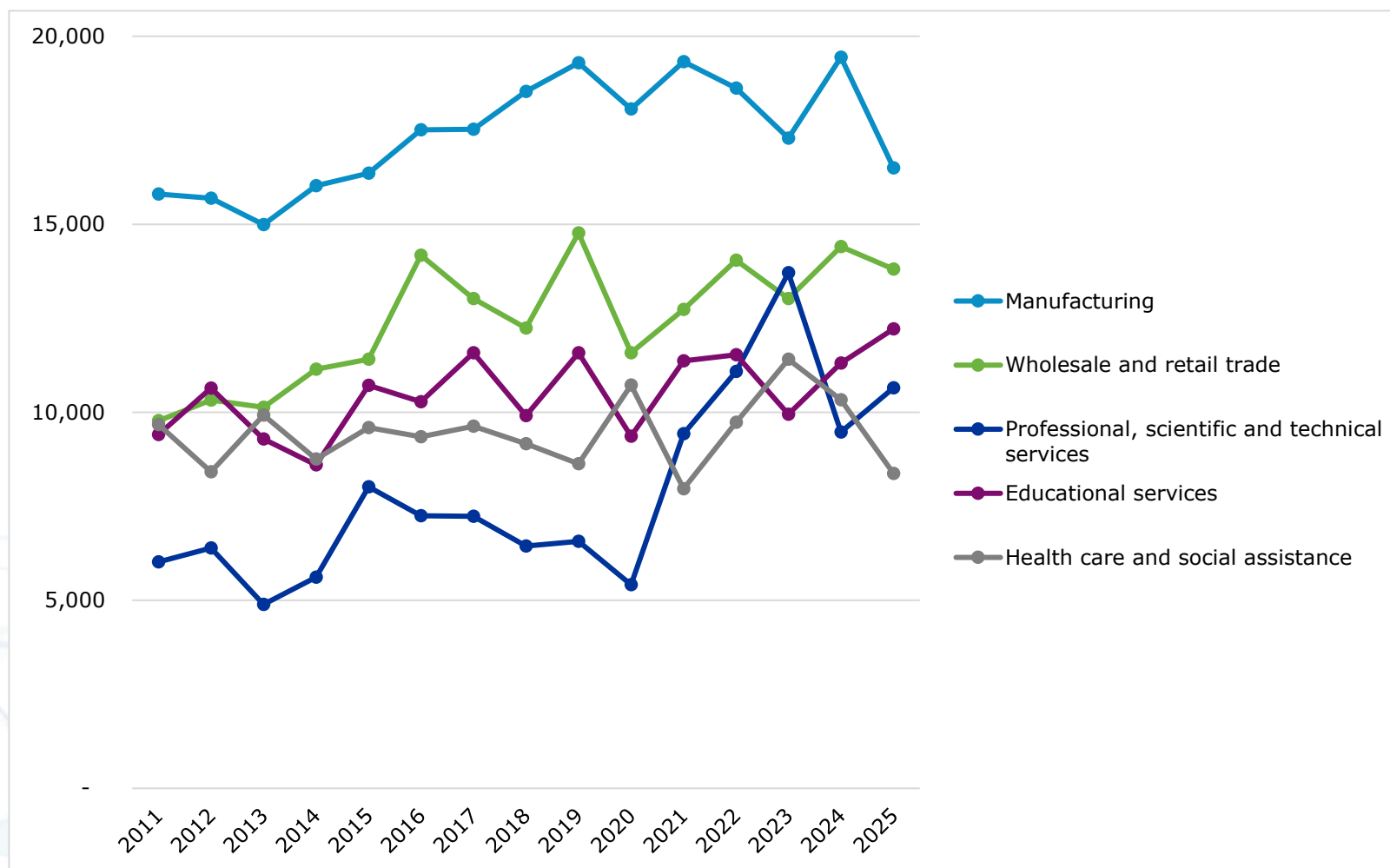
Wholesale and retail trade shows a small drop from 2024, broadly above its 2011 baseline, adding around 4,000 jobs over fifteen-year period.

Educational services recorded the clearest year-over-year gain in 2025, rising from its 2023 dip to one of its strongest points in the decade at 12,220 jobs.

Professional, scientific, and technical services sector has shown a huge growth since 2011 especially after the pandemic. Starting with 6,025 jobs in 2011, this sector has expanded to average employment of 13,700 positions in 2023. After a pronounced pullback in 2024, professional, scientific and technical services partially rebound in 2025, but remains below its 2023 peak.

In contrast, health care and social assistance steps down again in 2025 to one of its lower readings of the past several years, reversing much of the post-pandemic growth that followed its 2011 base.

Figure 10: Average employment by major sectors, Guelph CMA, 2011-2025



Source: [Statistics Canada: Employment Characteristics by CMA, Three-Month Moving Average](#)

Job postings data for 2025

This section analyzes job market data through Signal49 Research (formerly Vicinity jobs), a platform that provides real-time labour market information through job postings. Looking at job posting trends provides us an indication of the types and volume of jobs that employers are looking to fill locally.

Wages and postings by sector

As shown in Table 8, based on the North American Industry Classification System (Canada), in 2025, public administration is recorded one of the highest average wages at \$39.13 per hour, followed closely by real estate and rental and leasing with wages \$39.05 per hour and construction \$38.53 per hour.

In terms of job postings, retail trade led industries had the most job postings with a total of 1,215 job postings. Educational services with 985 postings, health care and social assistance with 703 postings, and public administration with 266 postings also showed significant recruitment needs in public-serving sectors. Manufacturing, a major employer in Guelph, generated 608 job postings.

A substantial number of postings, 5,081 in total, were classified as “Not Identified,” indicating incomplete sector tagging in employer submissions. Overall, across all sectors, the Guelph CMA recorded 11,087 job postings in 2025 which is more than 2024 with 10,216 postings.

Table 8: Total job postings by industry with average wages per hour, Guelph, 2025

Industry	Postings	Average wage
Agriculture, forestry, fishing and hunting	7	\$28.38
Mining and oil and gas extraction	6	\$31.52
Utilities	7	n/a
Construction	70	\$38.53
Manufacturing	608	\$28.71
Wholesale trade	347	\$24.81
Retail trade	1,215	\$21.91
Transportation and warehousing	178	\$25.85
Information and cultural industries	73	\$26.26
Finance and insurance	312	\$29.34
Real estate and rental and leasing	161	\$39.05
Professional, scientific and technical services	286	\$32.83
Management of Companies and Enterprises	13	\$17.61
Administrative support, waste management services	202	\$23.07
Educational services	985	\$33.00
Health care and social assistance	703	\$34.10
Arts, entertainment and recreation	84	\$30.97
Accommodation and food services	433	\$20.69
Other services (except Public Administration)	50	\$24.01
Public administration	266	\$39.13
Not Identified	5,081	n/a
Total	11,087	

Source: Signal49 Research, Guelph, Ontario, 2025

Wages and postings by occupation

As shown in Table 9, the average wage listed on job postings in 2025 was \$27.82 per hour in the Guelph CMA, representing a slight increase from the previous year of \$27.65. Based on the National Occupational Classification system, the highest-paying postings continued to be in legislative and senior management occupations, offering an average wage of \$57.64 per hour, far exceeding all other occupational categories.

Sales and service occupations posted the lowest average wages at \$23.27 per hour, yet they also accounted for the largest volume of postings, with 3,343 positions. The next largest occupational categories were business, finance and administration occupations with 1,866 postings, followed by trades, transport and equipment operators and related occupations with 1,332 postings.

Overall, there is 817 more job postings in 2025 as compared to 2024.

Table 9: Total job postings by occupation, average wages (per hour), Guelph, 2025

Occupation	Postings	Average wage
Legislative and senior management occupations	122	\$57.64
Business, finance and administration occupations	1,866	\$31.06
Natural and applied sciences and related occupations	414	\$36.66
Health occupations	593	\$37.19
Occupations in education, law and social, community and government services	767	\$30.00
Occupations in art, culture, recreation and sport	183	\$28.49
Sales and service occupations	3,343	\$23.27
Trades, transport and equipment operators and related occupations	1,332	\$28.28
Natural resources, agriculture and related production occupations	53	\$28.93
Occupations in manufacturing and utilities	307	\$24.58
Other / Unidentified	2,107	n/a
Total	11,087	\$ 27.82

Source: Signal49 Research, Guelph, Ontario, 2025

Educational requirements

As shown in Table 10, the Guelph CMA recorded 11,087 job postings in 2025, with nearly half of all postings (49.8 per cent) not specifying any educational requirements. Among postings that did identify education levels, the largest share required a college diploma or certification, accounting for 2,654 postings. Positions requiring high school completion represented 1,463 postings while undergraduate degrees were listed in 1,018 postings.

Only 2.3 per cent of the job postings required advanced academic credentials of a master's degree or a doctoral degree.

Many job postings have not mentioned or do not require any educational requirements. This could be due to the methods used to detect educational requirements, mostly keywords are used to analyze the level of education required for a position. In certification-based jobs, only certificates are mentioned instead of a degree requirement or in some cases education is implied and not mentioned in the job posting.

Table 10: Total job postings by educational requirements, Guelph, 2025

Requirements	Postings	Share
High School Completion	1,463	13.2%
College Diploma or Certification	2,654	23.9%
Undergraduate Degree (Bachelors)	1,018	9.2%
Graduate Degree - Masters	174	1.6%
Post-Graduate Degree - Doctorate	81	0.7%
No Education required	172	1.6%
Not Identified	5,525	49.8%
Total	11,087	100.0%

Source: Signal49 Research, Guelph, Ontario, 2025

Terms and definitions

Employed: Out of the population of 15 years of age and over, abled individuals who are looking for work and can find jobs.

Employment rate: (employment/population ratio) Number of employed persons expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (age, sex, marital status, province, etc.) is the number employed in that group expressed as a percentage of the population for that group.

Labour force: Civilian non-institutional population 15 years of age and over who were employed or unemployed during the survey reference week.

Participation rate: Total labour force expressed as a percentage of the population aged 15 years and over. The participation rate for a particular group (for example, women aged 25 years and over) is the labour force expressed as a percentage of the population for that group.

Seasonal adjustment: Seasonal movements are defined as those caused by regular annual events such as climate, holidays, vacation periods, and cycles related to crops, production, and retail sales associated with Christmas and Easter. Any predictable fluctuation or pattern that recurs or repeats over a one-year period is removed through a statistical method of seasonal adjustment to analyze the net trends in data.

Three-month moving average: In time series data, a three-month moving average is the average value of the three months leading up to and including a certain month. As labour force data fluctuates over months to smoothen these fluctuations, the three-month average method is used for analysis.

Unemployed: Out of the population of 15 years of age and over, abled individuals looking for work and are not able to find jobs for a minimum of four weeks.

Unemployment rate: Number of unemployed persons expressed as a percentage of the labour force.