RMED

PARKLANDS

Workforce Report

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Executive Summary

Parklands presents a region whose adult population and workforce are concentrated around broad, foundational categories rather than highly specialized ones. Educational attainment is anchored at the secondary level: more residents hold a high school diploma or equivalent than have no certificate, diploma or degree, and high school is also the most common highest credential. Postsecondary attainment is present but smaller in scale, with university credentials growing over the five years to 2021 even as apprenticeship and some college-level credentials declined. Across the region's census divisions, the same basic pattern holds, pointing to a population base centered on secondary education with more limited numbers at higher credential levels.

The labour market picture is more mixed. Employment remained the largest single labour-force status in 2021, but several indicators moved in a weaker direction between 2016 and 2021. Labour force participation and the employment rate both fell, unemployment edged higher, and the number of adults not working rose while both full-year full-time and part-year or part-time work declined. Within employment itself, permanent positions clearly dominated, far exceeding fixed-term and casual or seasonal roles. Most employed residents still worked at a usual workplace, with smaller groups working from home or with no fixed workplace, though the no-fixed-workplace category grew while the other two declined. Compared with neighbouring regions cited in the source, Parklands sat below some higher-participation and higher-employment peers, while remaining above the North region on those same measures.

The structure of work in Parklands is concentrated in a handful of large service, public-facing, and primary-industry activities. Health care and social assistance appears repeatedly as a leading employer, alongside retail, educational services, and agriculture, forestry, fishing and hunting. The occupational profile follows a similar pattern, with large groups in sales and service, trades and transport, natural resources and agriculture, health, and education or community-related roles. Recent changes across industries and occupations were uneven rather than uniform, with notable gains in some areas such as utilities and natural resources alongside declines in others such as transportation and warehousing. Parklands emerges as a region with a broad, practical workforce base, stable reliance on permanent work, and a labour market that softened between 2016 and 2021 even as key service and primary sectors continued to anchor employment.

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High School Completion

In Parklands, the majority of adults (15+) hold a high school diploma or equivalent, with 22,615 people, while only 10,115 lack any certificate, diploma or degree, according to 2021 data.

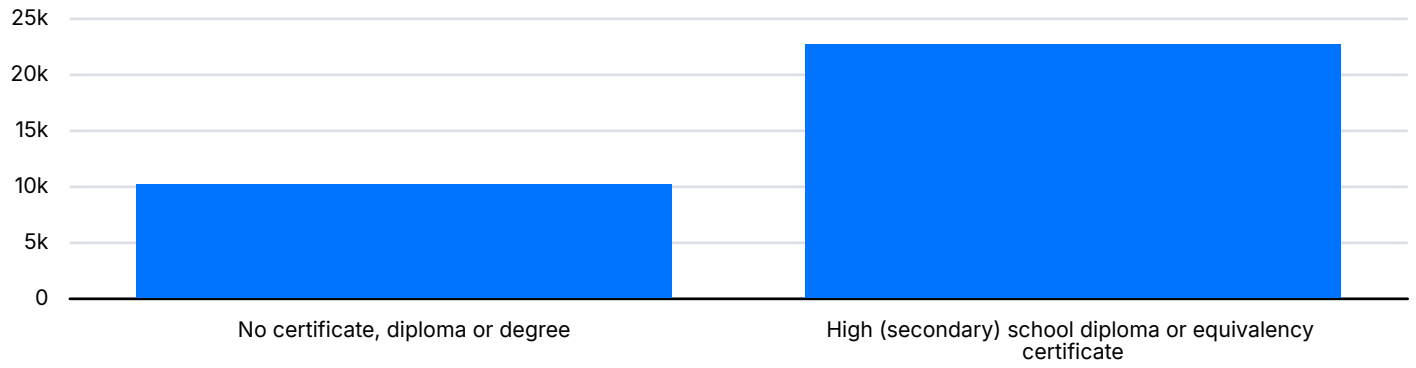

Figure 1.1: *Shows whether residents have completed high school or an equivalent credential. It helps indicate a basic foundation for workforce participation and further study. (Parklands, 2021)*[1]

For Parklands (2021), the dataset reports counts of residents aged 15 and over in private households by high-school completion status. The table lists 22,615 people with a high (secondary) school diploma or equivalency certificate and 10,115 people reporting no certificate, diploma or degree. The provided data cover these two categories for the Census year but do not enumerate other credential levels, so shares or a full population total cannot be derived from this extract. These counts indicate substantial groups on both sides of high-school completion.

Parklands in 2021 shows a clear majority of residents aged 15+ with a secondary credential: 22,615 people reported a high school diploma or equivalent, while 10,115 reported no certificate, diploma or degree. This pattern repeats in the region's census divisions. Division No. 17 had 11,975 with a diploma versus 5,315 without; Division No. 16 recorded 5,385 and 2,365; Division No. 20 recorded 5,245 and 2,435 respectively. The counts suggest a regional concentration of basic secondary completion. Those totals describe the available credential base for workforce participation and further study.

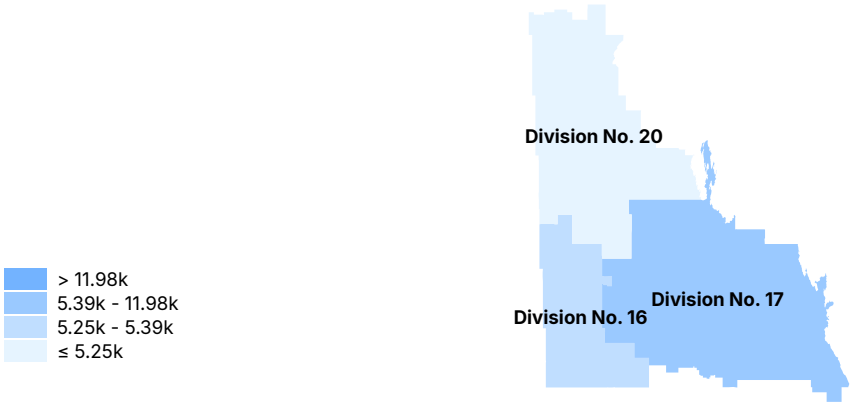

Figure 1.2: *Distribution of Largest Group: Education Credential Ca - High (secondary) school diploma or equivalency certificate (Parklands)*[1]

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Highest Education Level

In Parklands, the most common education level is a high school diploma with 10,620 residents in 2021, reflecting a 74 % increase since 2016, representing overall growth far outpacing other credential groups.

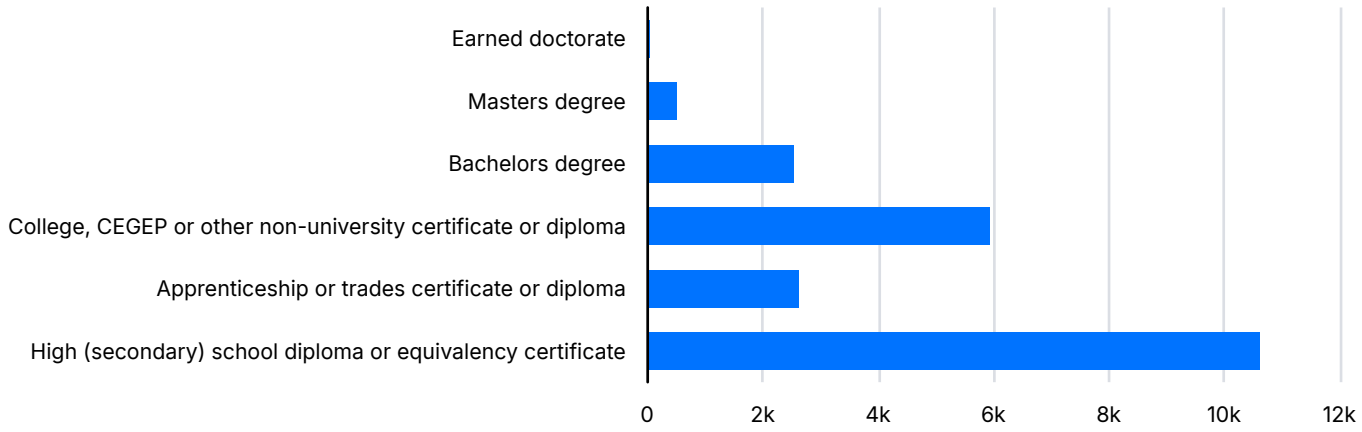

Figure 2.1: *Shows the highest level of education completed by residents. It helps indicate the overall educational profile of the population. (Parklands, 2021)*[1]

Parklands's resident education profile (2021, population 15+) is dominated by people whose highest credential is a high school diploma, with 10,620 individuals recorded. Recent change shows notable shifts over five years: the count with only high school rose by 74.4%, bachelor's degrees increased by 11.6%, and master's degrees rose by 53.7%. Apprenticeship or trades certificates declined by 12.6%, while college-level non-university diplomas fell slightly by 0.8%. Structurally, the population concentrates at the secondary and college levels by count, while university credentials are growing faster proportionally. These trends point to rising attainment at the degree and graduate levels alongside shifting vocational credential patterns.

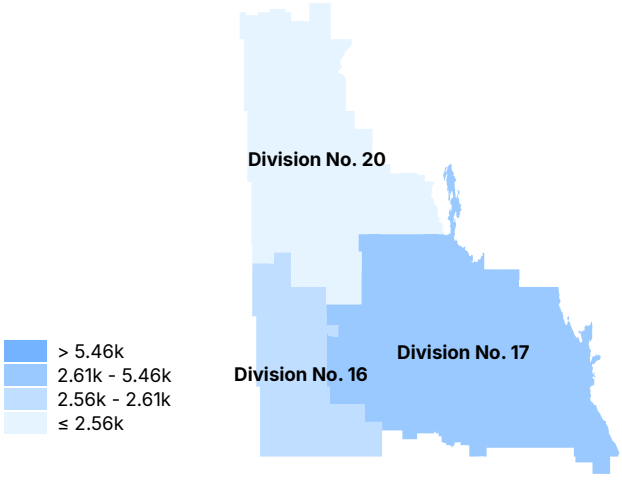

Figure 2.2: *Distribution of Largest Group: Education Credential Ca - High (secondary) school diploma or equivalency certificate (Parklands)*[1]

Parklands' adult population is concentrated at the high-school level, with 10,620 people reporting a high (secondary) school diploma or equivalency in 2021. Postsecondary shows smaller counts: 2,540 with a bachelors and 515 with a masters. Five-year change is mixed: bachelors rose 11.7% and masters rose 53.7%, while apprenticeship and college-level certificates declined. These shifts indicate recent gains in university credentials alongside persistent high-school prevalence.

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Labour Force Status

Employment remains Parklands' largest labour-force segment, with 17,770 people employed in 2021, down from 18,465 in 2016, while the unemployed rose modestly to 1,380. This accounts for the majority of the 15-plus population.

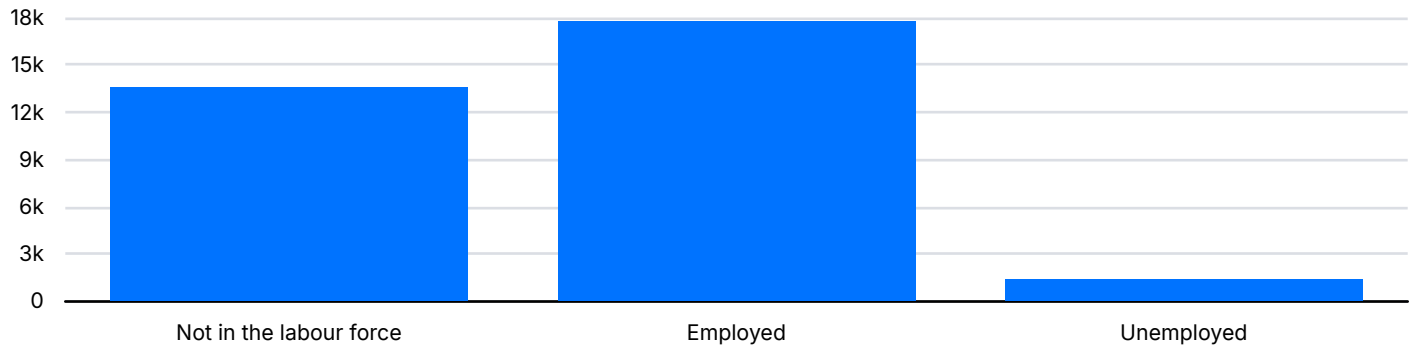

Figure 3.1: *Shows whether residents are employed, unemployed, or not in the labour force. It helps indicate how people are participating in the labour market. (Parklands, 2021)*[1,2,3,4]

Parklands (2021) labour force status reports how residents aged 15 and over participate in the labour market. The three recorded categories show employment outcomes for the region. In 2021, 17,770 people were employed, 1,380 were unemployed, and 13,575 were not in the labour force. Employed residents form the largest single group among the three categories in this snapshot. These counts describe the region's labour-force composition in 2021.

This profile describes labour force status for residents age 15 and over in Parklands (2021). The dataset records counts of people who were employed, unemployed, or not in the labour force. In Parklands there were 17,770 employed residents, 1,380 unemployed and 13,575 not in the labour force. Among descendant census divisions, Division No. 17 had 9,010 employed, 820 unemployed and 7,465 not in the labour force. Compared with its divisions, Parklands shows larger absolute labour force totals, reflecting its larger population base. The numbers indicate employment was the largest single status category for residents aged 15+ in 2021.

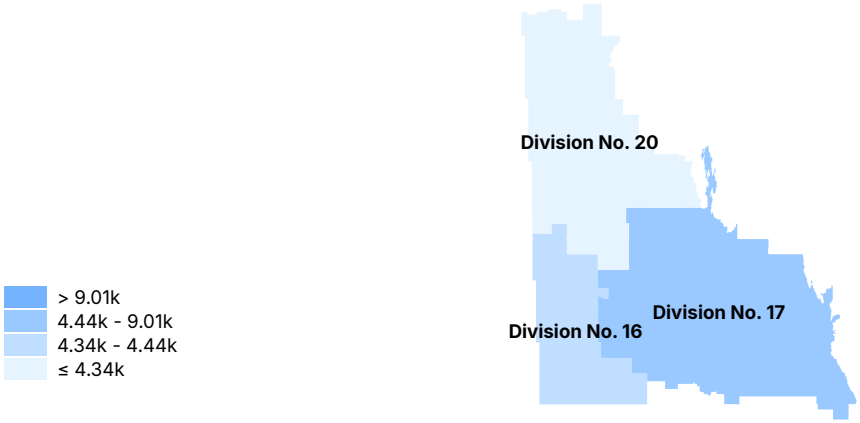

Figure 3.2: *Distribution of Largest Group: Labour Force Status - Employed (Parklands)*[1,2,3,4]

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Class of Worker

In Parklands, the dominant employment category is permanent positions, comprising 11,825 people overall, representing workers, far exceeding fixed-term at 685 and casual/seasonal jobs at 2,255 among residents aged 15 and older in 2021.

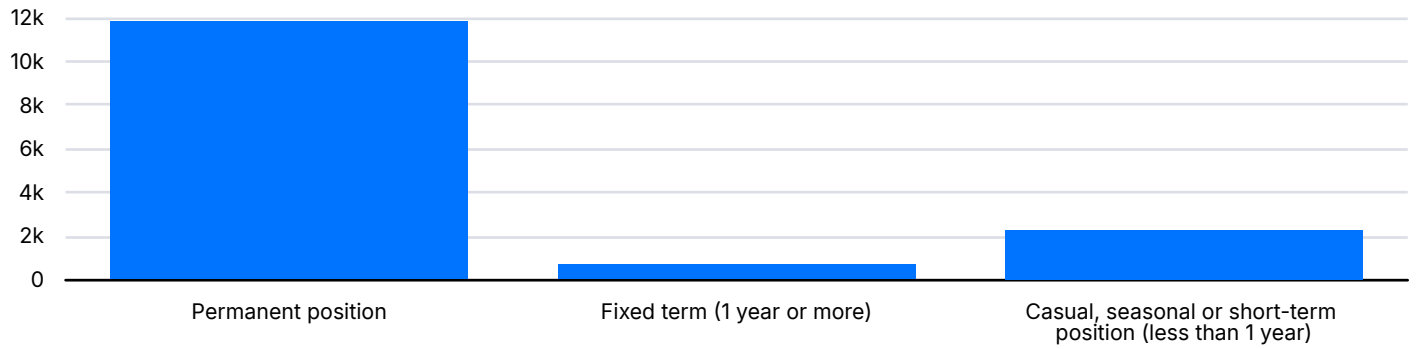

Figure 4.1: *Shows whether workers are employees, self-employed, or unpaid family workers. It helps indicate the structure of work in the local economy. (Parklands, 2021)*[1]

Parklands' employed population (age 15+) in 2021 is distributed across permanent, fixed-term, and casual roles, showing the local mix of job stability and short-term work. The largest group is permanent positions at 11,825 people. Fixed-term positions account for 685 people, while casual, seasonal or short-term positions total 2,255 people. No earlier years are provided here, so trends over time cannot be described from this dataset. This snapshot indicates a workforce concentrated in permanent roles with a smaller but notable casual and fixed-term component.

Parklands' workforce composition in 2021 shows a clear predominance of permanent employment within the population aged 15 and over. Permanent positions number 11,825, while fixed-term positions account for 685 and casual, seasonal or short-term positions total 2,255. Among descendant census divisions, Division No. 17 records the largest counts with 6,150 permanent, 375 fixed-term and 1,200 casual positions; Division No. 16 and Division No. 20 report smaller tallies across the same classes. The dataset frames Parklands as concentrated in permanent work relative to its fixed-term and casual cohorts. This pattern describes the structure of work in Parklands in 2021.

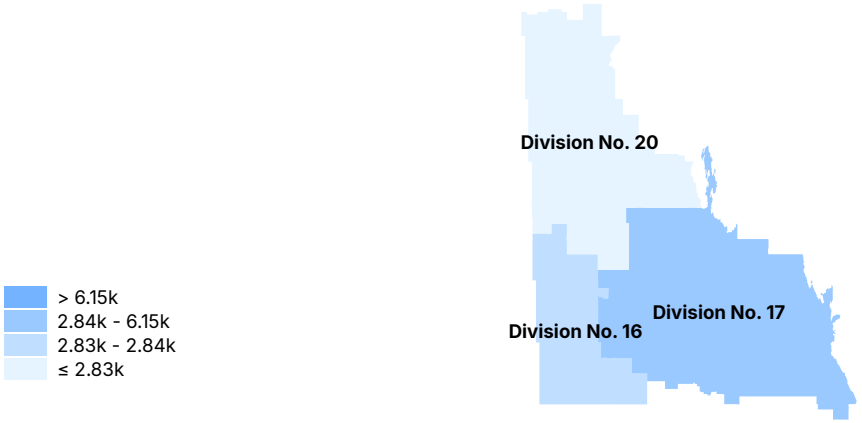

Figure 4.2: *Distribution of Largest Group: Class Of Worker - Permanent position (Parklands)*[1]

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Work Activity

The number of residents not working in Parklands surged, reaching 13,450 in 2021, a 17.1% rise from 2016's 11,485, among adults aged 15 and over, making it the largest and fastest-growing work-status group.

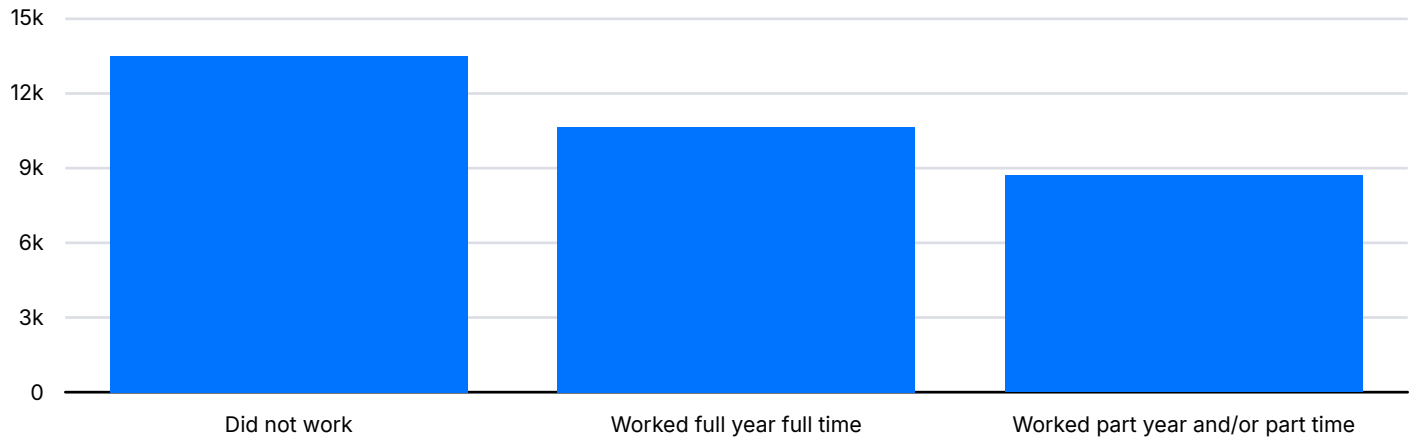
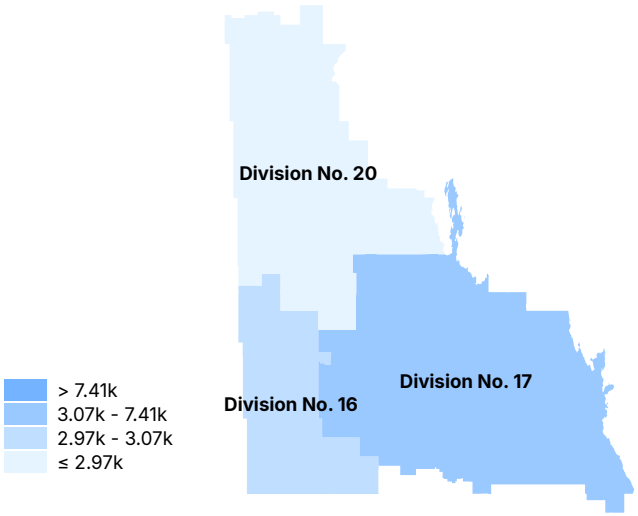


Figure 5.1: *Shows the amount of work activity people had during the reference period. It helps indicate attachment to work over the year, not just at a single point in time. (Parklands, 2021)*[1,2,3]

For residents age 15 and over in Parklands, work activity during the reference year shows a mix of full-year full-time employment, intermittent work, and nonworking status. What stands out is recent movement over the five-year span. In 2021, 10,605 people worked full year, full time, down 4.1% from five years earlier. A smaller group, 8,675 people, worked part year and/or part time, a decline of 15.1%. The largest count is in the nonworking category at 13,450 people, which rose 17.1%. Compared with the two employment categories, nonworking grew while both full-time and part-time work declined over five years. This pattern describes recent momentum in work attachment without assigning causes.



Parklands (population aged 15 and over) shows varied work activity in 2021, with notable non-working numbers alongside full- and part-time employment categories. The census reports 13,450 people did not work; 10,605 worked full year full time (5-year change -4.1%); 8,675 worked part year and/or part time (5-year change -15.1%). Among its census divisions, Division No. 17 has the largest counts of non-workers (7,410) and full-time workers (5,345). These figures describe the balance between non-work and different work attachments within the region.

Figure 5.2: *Distribution of Largest Group: Work Activity - Did not work (Parklands)*[1,2,3]

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Labour Force Participation Rate

Parklands' labour force participation fell to 58.5% in 2021, down 2.8 points from 60.2% in 2016, showing a shrinking share of working-age residents in the labour market, potentially affecting businesses and municipal revenue.

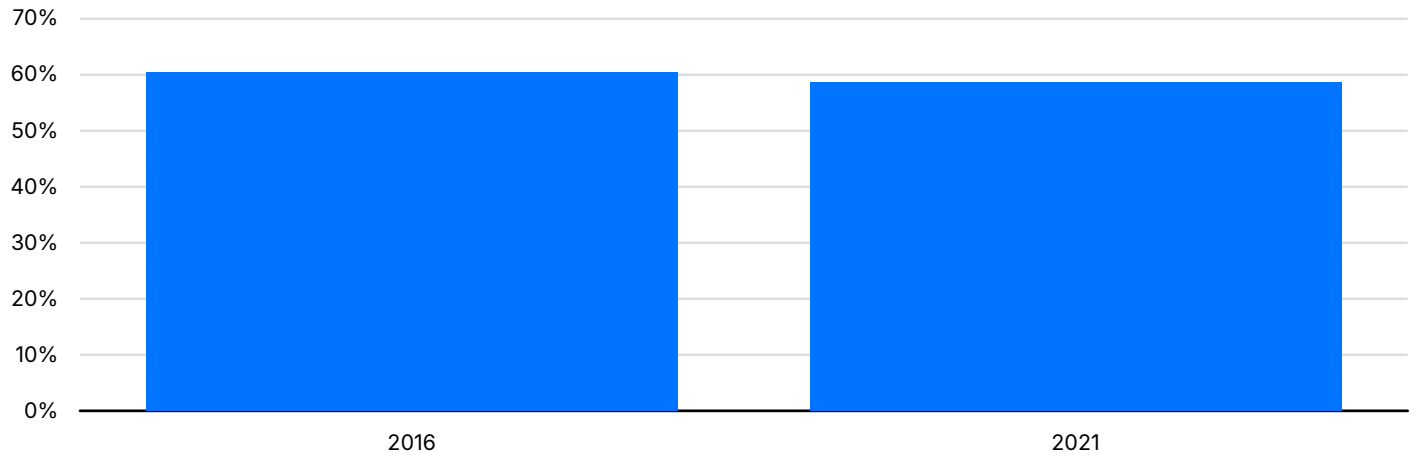
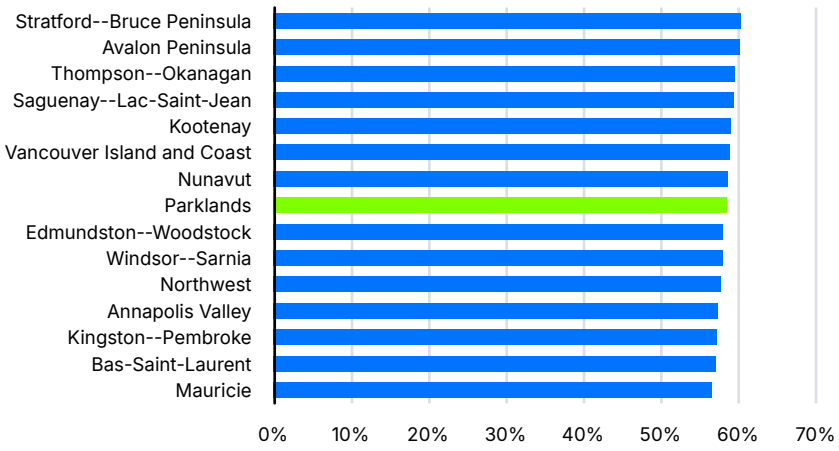


Figure 6.1: *Shows the share of the working-age population that is employed or actively looking for work. It helps indicate the level of labour market engagement. (Parklands, 2016-2021)*[1,2,3,4]

Parklands' labour force participation rate measures the share of the population that is working or actively seeking work. The available census figures show a recent shift in that engagement between 2016 and 2021. In 2016 the rate was 60.2%. By 2021 it had fallen to 58.5%, a change of -2.8 percentage points over the five-year interval. With no benchmark or subregional breakdown provided, the clearest pattern in the data is this modest downward movement in participation between the two census years. This trend signals a slight reduction in labour-market engagement in Parklands over the 2016–2021 period.



Parklands' labour force participation rate measures the share of the population working or seeking work. Between 2016 and 2021 the rate fell from 60.2% to 58.5%, a decline of 2.8 percentage points. In 2021 Parklands stood at 58.5%. By comparison, South Central reported 65.9% in 2021 and North Central 64.2%; the North region was lower at 52.7%. The data show Parklands below some neighbouring regions and slightly above the northern benchmark, with modest downward momentum over the five-year period.

Figure 6.2: *Comparison of Labour Force Participation Rate with other locations (Parklands, 2021)*[1,2,3,4]

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Employment Rate

Parklands' employment rate fell to 54.3% in 2021, down from 56.4% in 2016, reflecting a 3.7% decline over five years, indicating fewer residents are employed and potentially impacting local businesses and tax revenue.

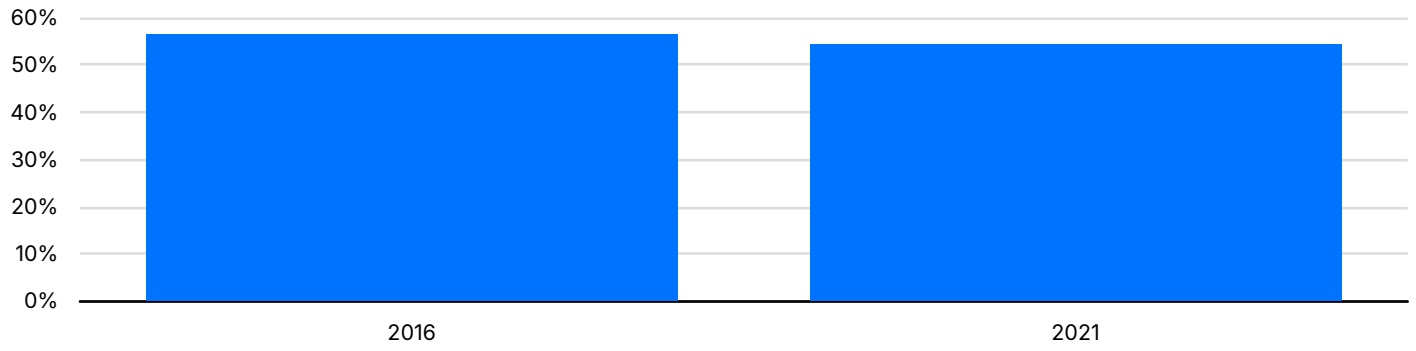

Figure 7.1: *Shows the share of the working-age population that is employed. It helps indicate overall labour market health and how fully local talent is being used. (Parklands, 2016-2021)*[1,2,3,4]

Parklands' employment rate measures the share of residents aged 15 and over who are working and provides a snapshot of local labour market use. The region recorded an employment rate of 56.4% in 2016 and 54.3% in 2021. Over the five-year interval the rate declined by 3.7 percentage points. With only these two census years available, the clear pattern is modest downward momentum in employment participation between 2016 and 2021. This trend signals a slight reduction in the share of the working-age population employed during that period.

Parklands' employment rate measures the share of residents aged 15+ who are employed. Between the 2016 and 2021 census years the rate declined from 56.4% to 54.3%, a fall of 3.7 percentage points, indicating weaker labour-market attachment over that five-year span. Compared with neighbouring economic regions, Parklands is below South Central (62.7% in 2021) and North Central (60.1% in 2021) but well above the North region (45.2% in 2021). Those contrasts show Parklands sits near the lower half of regional rates. The pattern suggests Parklands experienced modest erosion in employment relative to higher-rate neighbours.

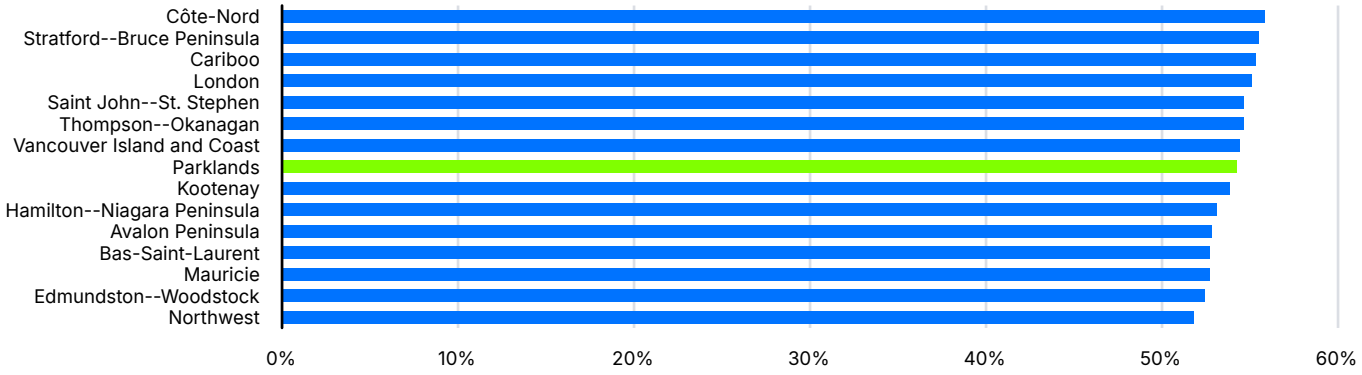

Figure 7.2: *Comparison of Employment Rate with other locations (Parklands, 2021)*[1,2,3,4]

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Unemployment Rate

Parklands' unemployment rose to 7.2% in 2021, up from 6.3% in 2016, representing a 14.3% increase over five years, indicating growing joblessness among the local labour force aged 15 and over.

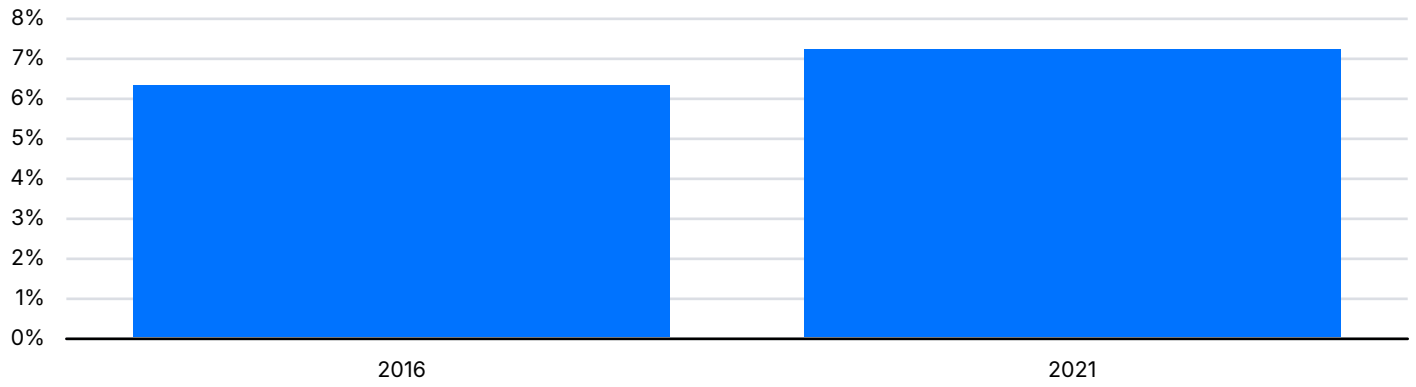

Figure 8.1: *Shows the share of the labour force that is unemployed and actively seeking work. It helps indicate labour market weakness and job search pressure. (Parklands, 2016-2021)*[1,2,3,4]

Parklands' unemployment rate measures the share of the labour force age 15+ that is unemployed and actively seeking work. The available data covers 2016 and 2021 and highlights recent movement in that rate. In 2016 the unemployment rate was 6.3%. By 2021 it rose to 7.2%, a 5-year change of 14.3%. That rise shows modest upward pressure on unemployment between the two census years. The series is short, so the record indicates a higher unemployment level in 2021 compared with 2016 without explaining why.

Parklands' unemployment rate measures the share of the labour force looking for work. Between 2016 and 2021 the rate rose from 6.3% to 7.2%, a 5-year increase of 14.3%. In 2021 Parklands' 7.2% was higher than South Central's 4.8% and slightly above North Central's 6.4%. By contrast the North region remained substantially higher at 14.2% in 2021. These comparisons show Parklands sat above some neighbouring regions in 2021 but below the highest regional rates. This snapshot covers the labour force aged 15 and over.

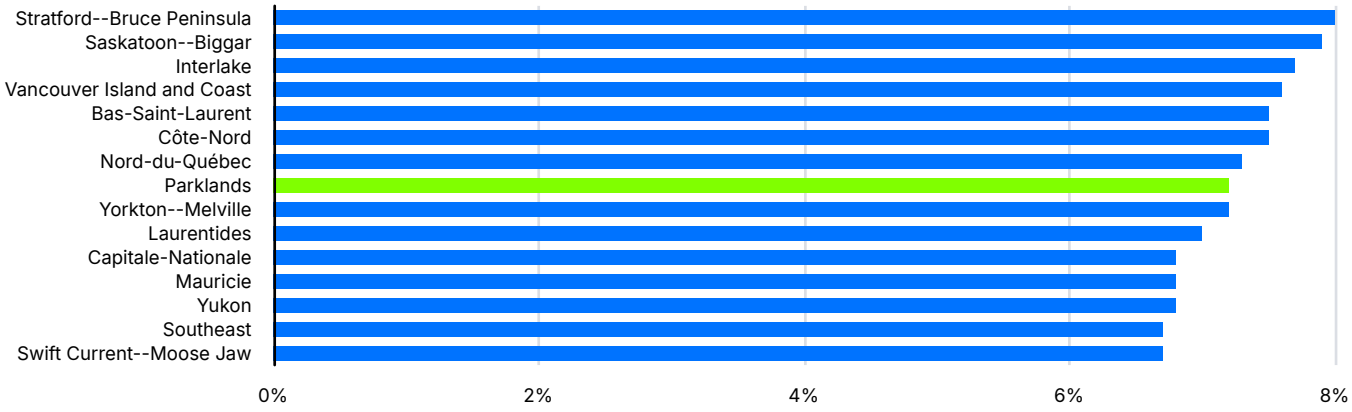

Figure 8.2: *Comparison of Unemployment Rate with other locations (Parklands, 2021)*[1,2,3,4]

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Place of Work Status

Most employed in Parklands still work at a usual location, 12,515 people in 2021, a 2.8% decline since 2016; those working outside Canada fell 25% to just 15 workers.

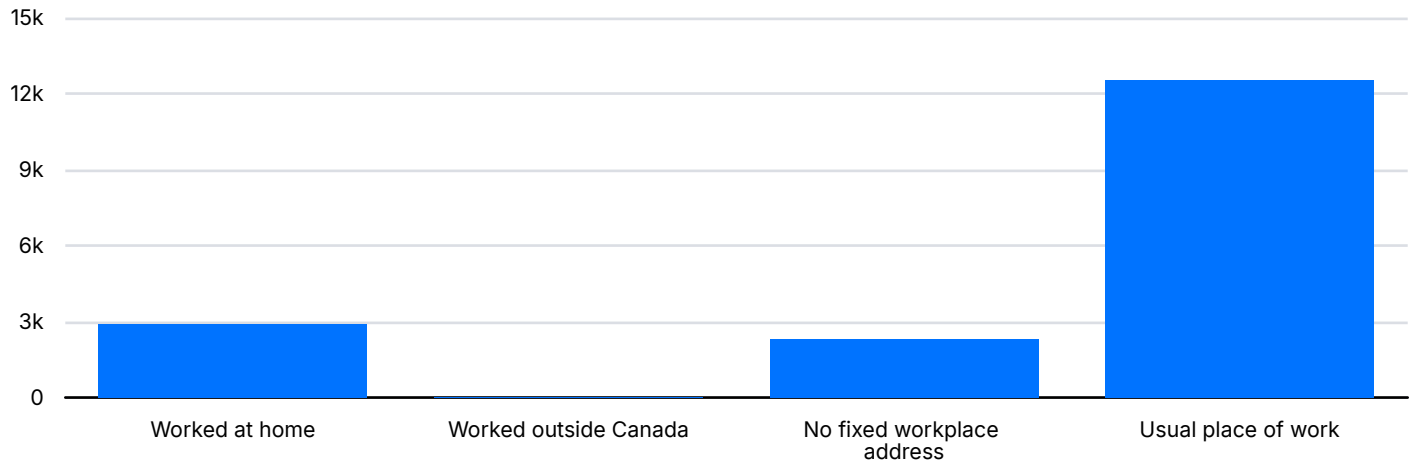

Figure 9.1: *Shows whether people work from home, at a usual workplace, or at no fixed workplace. It helps indicate how work is organized across locations. (Parklands, 2021)*[1]

Parklands' employed residents (age 15+) are split among home-based work, a usual workplace, no fixed workplace, and working outside Canada. The distribution in 2021 shows 12,515 people at a usual workplace, 2,920 working at home, 2,315 with no fixed workplace, and 15 working outside Canada. Over the five years to 2021, working at home fell by 15.0% while the usual-place count declined by 2.8%. No fixed workplace rose by 8.7%; working outside Canada fell by 25.0%. The largest group remains those at a usual workplace despite modest decline; no fixed workplace is the fastest-growing category. These trends describe shifts in where Parklands' employed residents do their work.

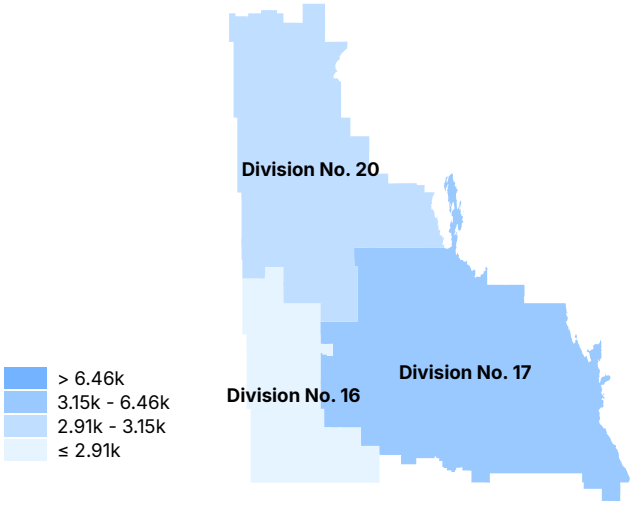

Figure 9.2: *Distribution of Largest Group: Place Of Work Status - Usual place of work (Parklands)*[1]

Place of work in Parklands is dominated by people with a usual place of work, though that group fell modestly to 12,515 people (−2.8% over five years). Working from home counted 2,920 people (−15.0%), while 2,315 people had no fixed workplace (+8.7%). Only 15 people worked outside Canada (−25.0%). Shifts suggest modest declines in workplace-based and home-based work alongside a rising no-fixed-address cohort.

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Employment by Sector

Parklands' total employment reached 3,388 jobs in 2025, a 2.3% drop from the previous year, while the finance and insurance sector surged, adding 891 jobs and growing 35.6% year-over-year.

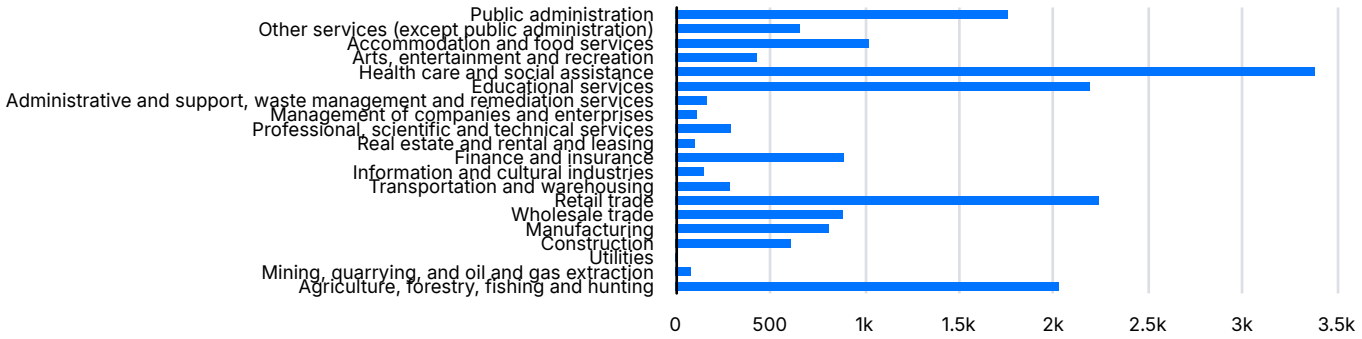

Figure 10.1: *Shows how employment is distributed across industry sectors. It helps indicate which sectors account for the largest share of local jobs. (Parklands, 2025)*[5,6]

Parklands' employment is concentrated in health care, education and retail. The largest counts in 2025 are health care and social assistance (3,388 people), retail trade (2,241) and educational services (2,196). Recent year-to-year movement is mixed: finance and insurance rose by 35.6% while mining fell by 21.4% and construction by 21.2%. Retail increased modestly by 4.3%. Five-year change shows strong gains in management (+50.0%) and public administration (+41.1%), and manufacturing up 31.5%. These trends point to sectoral restructuring within the regional workforce.

Parklands (2025) employment is concentrated in a few large public and people-facing sectors. Health care and social assistance (3,388 people), retail trade (2,241), educational services (2,196) and agriculture (2,030) are the largest employers; accommodation and food services (1,027) and public administration (1,761) also account for substantial workforces. Compared with neighbouring census divisions, Parklands shows notably higher totals in health care and education than Division No. 16 and similar scale to Division No. 17. The pattern points to a workforce weighted toward services that support residents and public institutions.

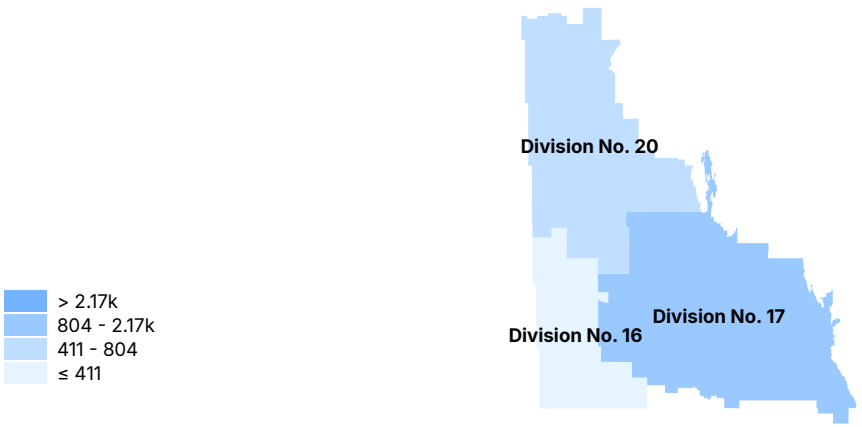

Figure 10.2: *Distribution of Largest Group: Naics - Health care and social assistance (Parklands)*[5,6]

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Resident Labour Force

Health care and social assistance is Parklands' largest labour sector with 3,385 workers, a 4.6% rise since 2016; utilities grew fastest, jumping 38.1% to 145 workers, highlighting shifting local employment.

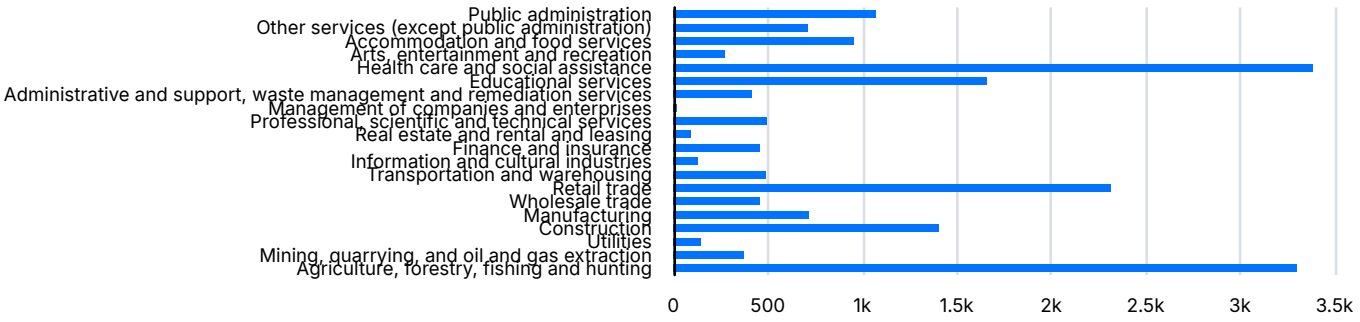

Figure 11.1: *Shows the number of residents who are in the labour force. It helps indicate the size of the locally available workforce. (Parklands, 2021)*[1]

The resident labour force by industry in Parklands (2021) is spread across traditional and service sectors, with notable concentrations in health and primary industries. Health care and social assistance accounts for 3,385 people, agriculture, forestry, fishing and hunting 3,300, and educational services 1,660. Utilities is the fastest-growing sector over five years (+38.1%), while transportation and warehousing fell sharply (-31.5%). Several service sectors show moderate growth: construction +9.8% and administrative and support +13.7%. These figures show a workforce weighted toward health, education and agriculture, with mixed five-year momentum across sectors.

Parklands' resident labour force is concentrated in a few large sectors, with health care (3,385 people) and agriculture, forestry, fishing and hunting (3,300) among the largest workforces in 2021. Retail trade (2,315) and educational services (1,660) also employ substantial numbers. Utilities and administrative support showed notable five-year gains (+38.1% and +13.7% respectively), while transportation and warehousing (-31.5%) and finance and insurance (-27.6%) experienced steep five-year declines. Construction and manufacturing posted modest growth. These patterns point to a workforce driven by health, primary industries and public services, with uneven recovery across other sectors.

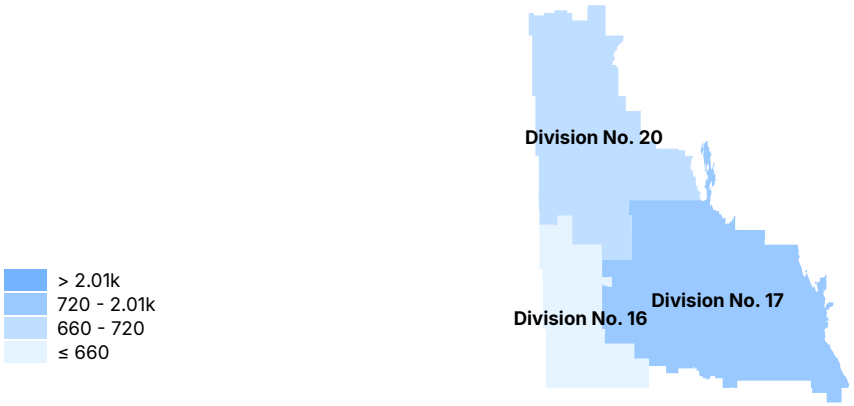

Figure 11.2: *Distribution of Largest Group: Industry Sector - Health care and social assistance (Parklands)*[1]

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Employed Residents by Major Occupation Group

Sales and service jobs dominate Parklands' workforce with 4,305 employed in 2021, while natural resources, agriculture and related occupations surged, growing 122.7% to 3,185 workers over five years, according to the latest data.

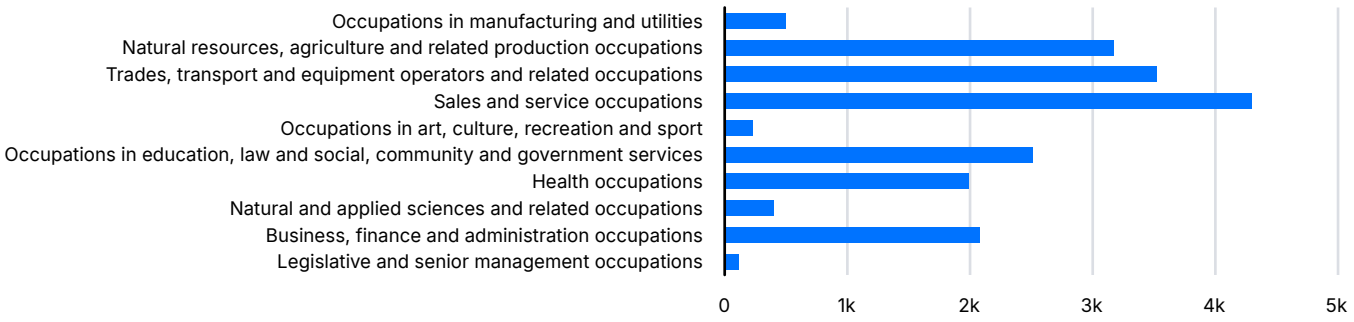

Figure 12.1: *Shows the occupations held by employed residents. It helps indicate the community's skill mix and the kinds of work people do. (Parklands, 2021)*[1]

Parklands' employed residents in 2021 are distributed across common occupation groups. The largest counts are in sales and service (4,305), trades and transport (3,535), and natural resources/agriculture (3,185). Health occupations (2,000) and education/law/social services (2,520) are also sizable. Smaller groups include business/finance (2,090), natural and applied sciences (405), and manufacturing/utilities (500). Five-year changes show strong growth in natural resources/agriculture (+122.7%) and manufacturing/utilities (+40.9%), while legislative and senior management fell sharply (-96.7%). These trends highlight notable sectoral shifts in the region's occupational mix.

Parklands (2021, labour force aged 15+) shows a mixed occupational profile with strong representation in service, resource and public-service roles. The largest groups are Sales and service occupations (4,305 people), Trades, transport and equipment operators (3,535) and Natural resources, agriculture and related production (3,185). Health occupations count 2,000 and Occupations in education, law and social, community and government services count 2,520. Natural resources/agriculture rose sharply over five years (+122.7%) while Legislative and senior management fell (-96.7%). The pattern indicates a workforce concentrated in hands-on trades, service and resource roles alongside sizeable public-service and health cohorts.

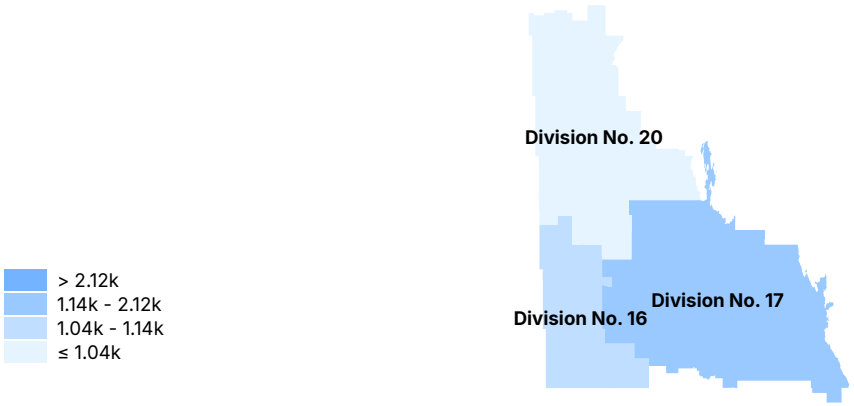

Figure 12.2: *Distribution of Largest Group: Occupation - Sales and service occupations (Parklands)*[1]

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Data Sources

1. Statistics Canada, Census Profile. Published in Dec 15, 2022.
2. Statistics Canada, Labour Force Characteristics, Table 14-10-0462-01. Published in Feb 6, 2026.
3. Statistics Canada, Labour Force Characteristics, Table 14-1004-45-01. Published in Feb 6, 2026.
4. Statistics Canada, Labour Force Characteristics, Table 14-1004-59-01. Published in Feb 6, 2026.
5. Statistics Canada, Employment by Industry, Annual, Table 14-10-0202-01. Published in Mar 27, 2025.
6. Statistics Canada, Business Register; Localintel, Employment by Industry Estimates of Census Areas. Published in Mar 13, 2026.

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