

ALBERTA
SOUTHWEST

CROWSNEST PASS

Workforce Report

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Executive Summary

Crowsnest Pass presents a mixed picture of work and education, with the clearest theme being weaker labour market attachment by 2021 than earlier in the decade. Both the participation rate and the employment rate moved down steadily from 2011 to 2021, ending at 54.2% and 49.5% respectively. The employed population still slightly exceeded the number of residents outside the labour force, but only by a narrow margin, and unemployment remained much smaller than either group. Work activity points in the same direction: the largest group did not work at all during the year, while both full-year full-time work and part-year or part-time work were lower than five years earlier.

Within that softer labour market picture, the structure of work was changing rather than simply contracting. A usual place of work remained the dominant arrangement, but it declined over five years as both working from home and having no fixed workplace address grew strongly. At the same time, the jobs that did exist were still weighted toward permanence, with permanent positions making up the large majority of worker status. The local labour force was concentrated in a limited number of industries and occupations. Mining, quarrying, and oil and gas extraction remained the largest industry among residents in 2021, while health care and social assistance was also a major source of work and later stood out even more strongly in the 2025 employment counts. Occupationally, trades, transport and equipment operators formed the largest group, ahead of sales and service and business, finance and administration.

The education profile suggests a community grounded more in secondary, college, and trades attainment than in university and graduate study. High school completion was the most common outcome, and high school diploma or equivalency was also the largest single credential category, with college and apprenticeship or trades credentials forming the next largest tiers. Smaller numbers held bachelor's or graduate degrees, even though several of those categories increased over five years. Alongside that base, a substantial group still had no certificate, diploma, or degree. The result is a community with established work and credential foundations, but one where participation in the labour market had become noticeably weaker by the latest census period.

Place of Work Status

In Crowsnest Pass, usual place of work remained the largest category in 2021 at 1,725 people, down 16.5% from 2016. Worked at home rose to 305, while no fixed workplace address reached 405.

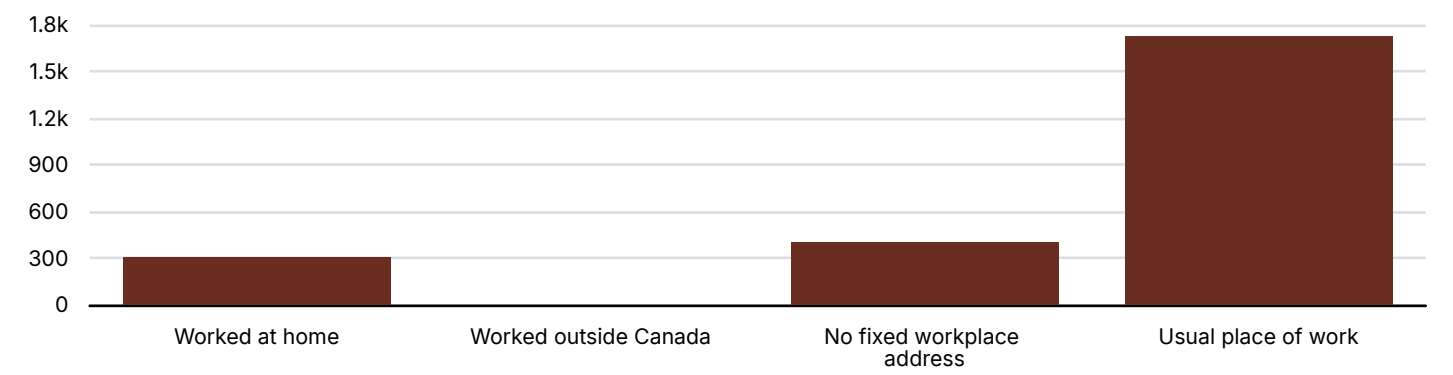


Figure 1.1: Shows whether people work from home, at a usual workplace, or at no fixed workplace. It helps indicate how work is organized across locations. (Crowsnest Pass, 2021)¹

In 2021, Crowsnest Pass's employed labour force aged 15 and over was still centred on a usual workplace, but patterns had shifted over five years. About 1,725 people worked at a usual place of work, down 16.5%. By contrast, 405 people had no fixed workplace address, up 47.3%, and 305 worked at home, up 60.5%. This points to a broader move toward more varied work arrangements, while usual workplace employment remained the largest category.

In Crowsnest Pass, most of the employed labour force aged 15 and over still worked at a usual workplace in 2021, but flexible arrangements were also notable. Usual place of work accounted for 1,725 people, compared with 405 with no fixed workplace address and 305 who worked at home. Worked outside Canada was zero. The 5-year change shows a shift away from the usual workplace, down 16.5%, while home-based work rose 60.5% and no fixed workplace grew 47.3%. That pattern suggests a more varied work mix, with growth in remote and mobile work alongside a smaller traditional workplace share.

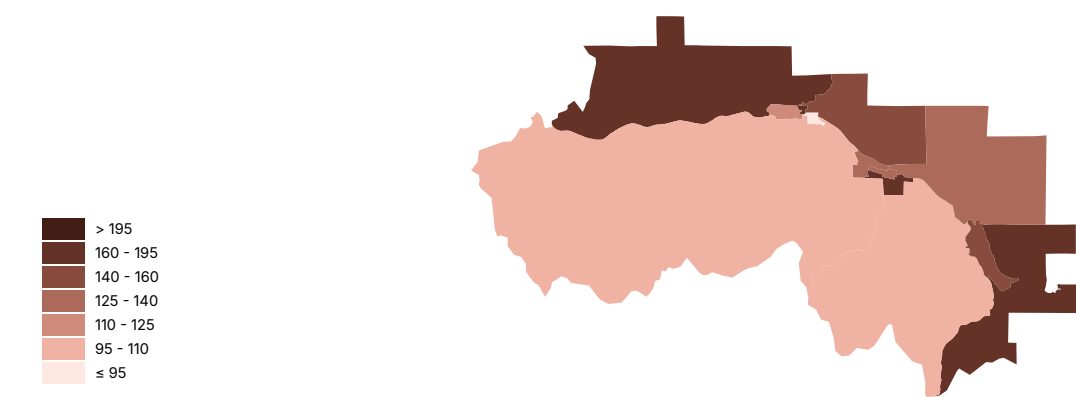


Figure 1.2: Distribution of Largest Group: Place Of Work Status - Usual place of work (Crowsnest Pass)¹

High School Completion

In Crowsnest Pass, high school completion was the largest credential group in 2021, with 3,890 people holding a diploma or equivalency certificate compared with 1,030 with no certificate, diploma or degree.

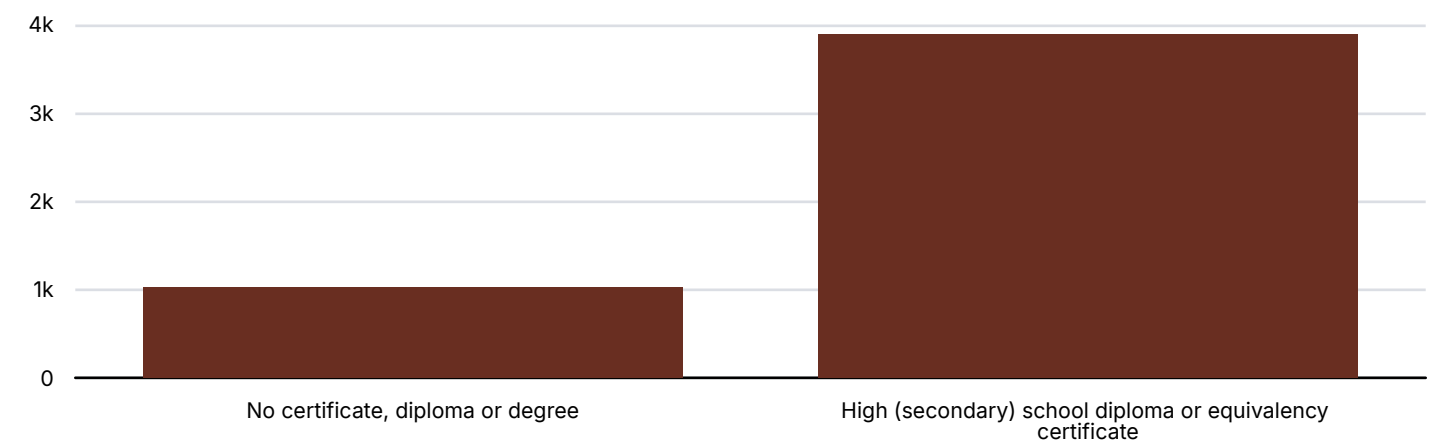


Figure 2.1: Shows whether residents have completed high school or an equivalent credential. It helps indicate a basic foundation for workforce participation and further study. (Crowsnest Pass, 2021)¹

In Crowsnest Pass, high school completion in 2021 shows a clear split between residents with a secondary credential and those without one. Among people aged 15 and over in private households, 3,890 had a high school diploma or equivalency certificate, while 1,030 had no certificate, diploma or degree. That means 4,920 residents were counted in these two categories, with diploma holders outnumbering those without credentials by roughly four to one. The dataset does not provide earlier years, so it offers a single-point snapshot rather than a trend. The figures suggest that completion of high school was the more common outcome in this population, but a substantial group still lacked any formal certificate.

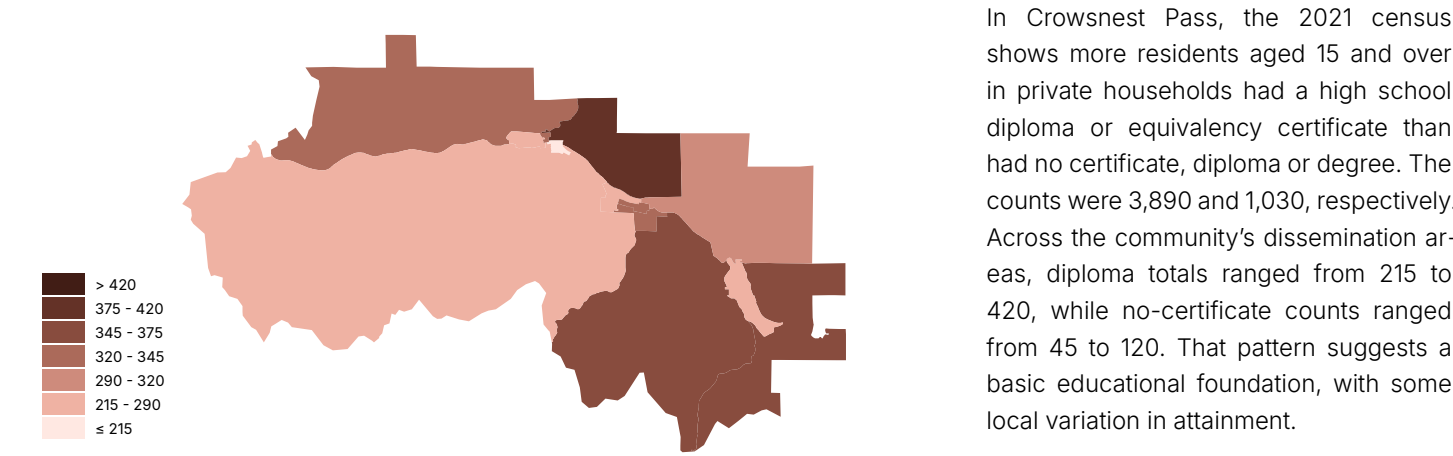


Figure 2.2: Distribution of Largest Group: Education Credential Ca - High (secondary) school diploma or equivalency certificate (Crowsnest Pass)¹

Labour Force Participation Rate

Crowsnest Pass's participation rate fell to 54.2% in 2021, down from 59.2% in 2016 and 60.2% in 2011. The 2016 to 2021 decline was 8.45%.

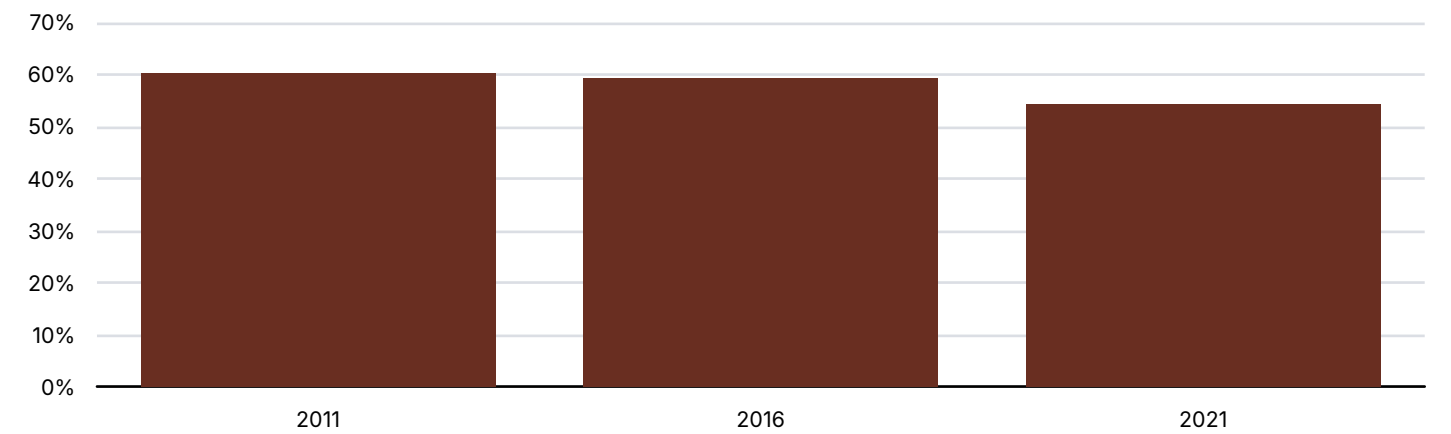


Figure 3.1: Shows the share of the working-age population that is employed or actively looking for work. It helps indicate the level of labour market engagement. (Crowsnest Pass, 2011-2021)¹

Crowsnest Pass has seen a clear decline in labour force participation over the last decade. The share of the working-age population either employed or looking for work fell from 60.2% in 2011 to 59.2% in 2016, then dropped further to 54.2% in 2021. The shorter-term change was modest between 2011 and 2016, but the broader five-year shift to 2021 was much steeper at -8.4%. That leaves the participation rate notably lower at the end of the period than at the start.

Crowsnest Pass had a labour force participation rate of 54.2% in 2021, down from 59.2% in 2016 and 60.2% in 2011. The three-point trend shows a modest decline over the decade. Among nearby comparators, the rate was below Jasper at 77.1%, Canmore at 71.9%, and Banff at 80.9% in 2021, and also below Bighorn No. 8 at 69.7%. That places Crowsnest Pass in a lower participation band than several Alberta mountain and rural communities.

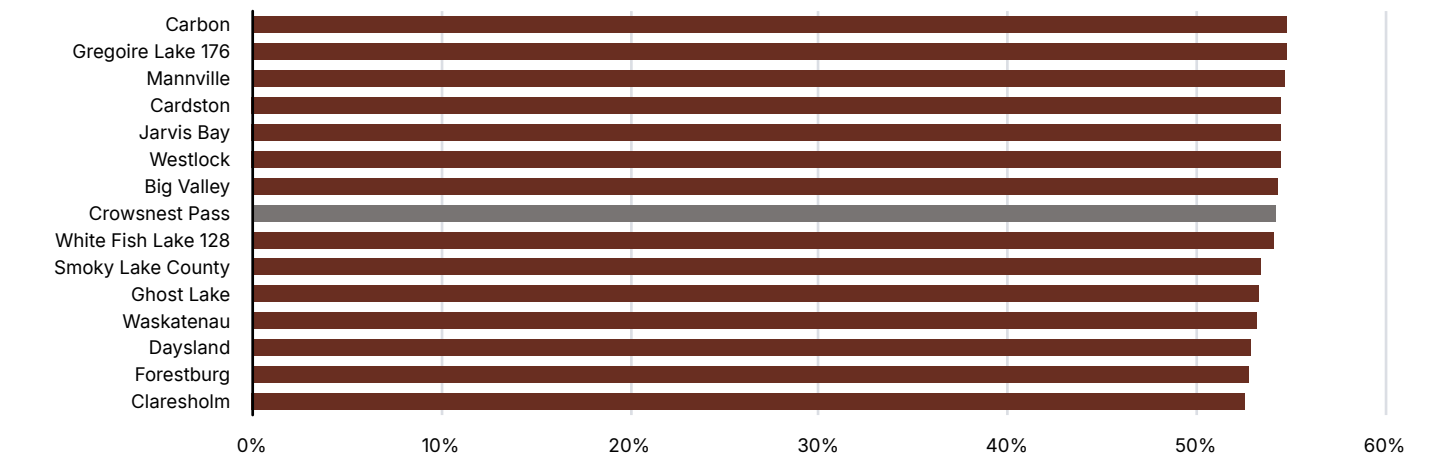


Figure 3.2: Comparison of Labour Force Participation Rate with other locations (Crowsnest Pass, 2021)¹

Labour Force Status

Crowsnest Pass’s largest labour force group in 2021 was employed residents at 2,435 people, down from 2,550 in 2016. Those not in the labour force numbered 2,250, while unemployed residents totalled 230.

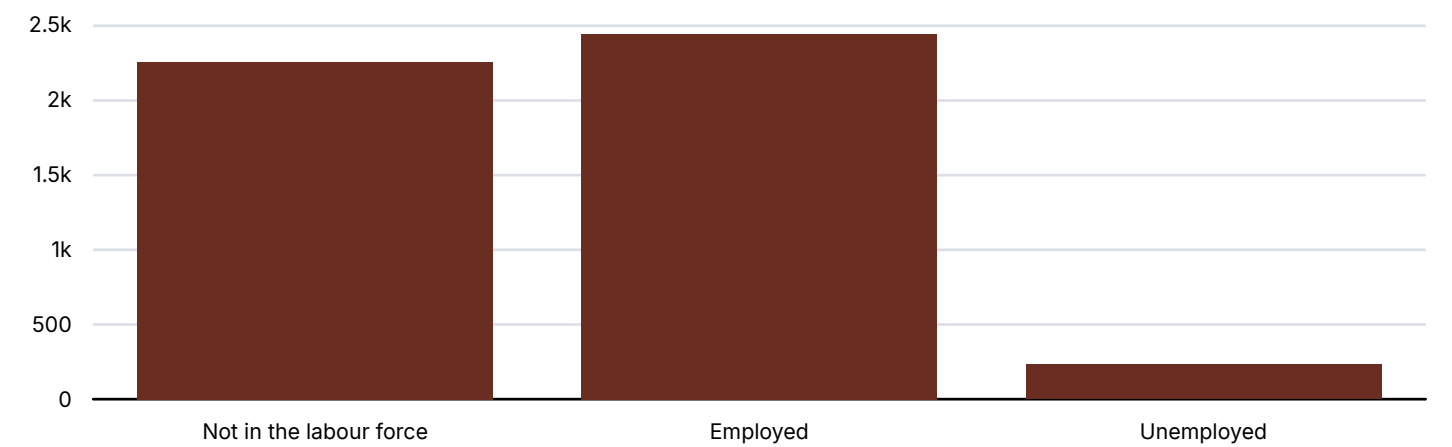


Figure 4.1: Shows whether residents are employed, unemployed, or not in the labour force. It helps indicate how people are participating in the labour market. (Crowsnest Pass, 2021)¹

In 2021, labour force status in Crowsnest Pass showed a mixed but clearly working-age population profile, with employed residents forming the largest group. Among people aged 15 years and over, 2,435 were employed, 230 were unemployed, and 2,250 were not in the labour force. The employed group slightly exceeded those outside the labour force, while unemployment was much smaller than either other category. That balance suggests a community where participation in work was substantial, but not universal. Because only one year is provided, the data does not show change over time. It does, however, present a clear snapshot of labour market attachment across the adult population.

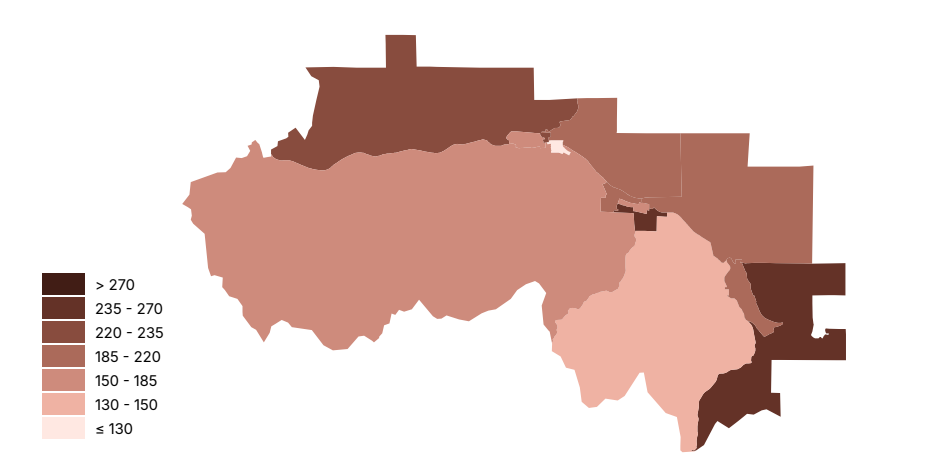


Figure 4.2: Distribution of Largest Group: Labour Force Status - Employed (Crowsnest Pass)¹

In 2021, Crowsnest Pass had a slightly larger employed population than residents not in the labour force, with 2,435 employed and 2,250 not in the labour force. Another 230 people were unemployed. Within the population aged 15 years and over, participation was fairly balanced. The employed group was the largest labour force status, followed closely by those outside the labour force. Unemployment was much smaller at 230 people. That pattern suggests a community where work participation remains substantial, but a sizeable share is not actively in the labour market.

Highest Education Level

In Crowsnest Pass, high school diploma or equivalency was the largest credential group in 2021 at 1,465 people, up 68.4% from 2016. Master's degrees rose fastest, to 145 people, up 190.0%.

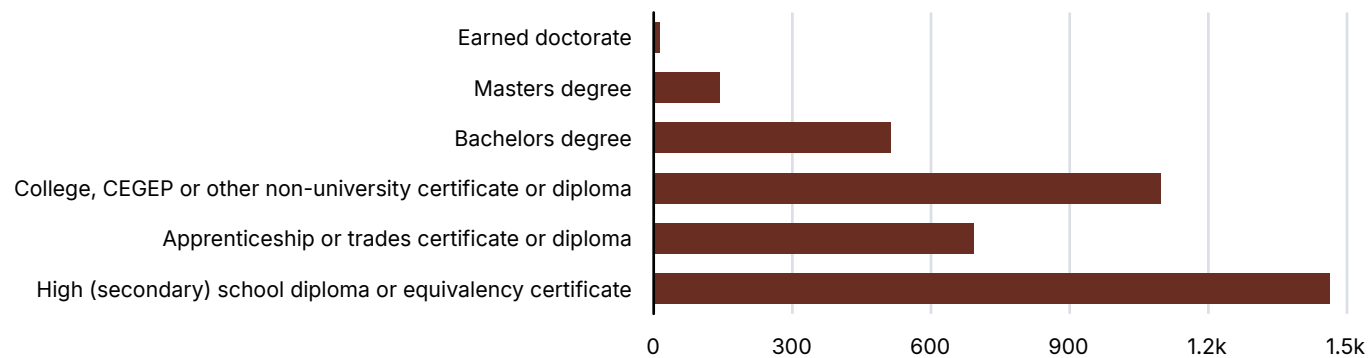


Figure 5.1: Shows the highest level of education completed by residents. It helps indicate the overall educational profile of the population. (Crowsnest Pass, 2021)¹

In Crowsnest Pass, the 2021 education profile shows the largest group with a high school diploma or equivalency certificate, at 1,465 people. College, CEGEP or other non-university certificates or diplomas followed at 1,100, while 695 people held an apprenticeship or trades credential. Smaller numbers had a bachelor's degree, at 515, or graduate credentials. The 5-year change points to growth across every level listed. Master's degrees rose by 190%, bachelor's degrees by 17.1%, and high school diplomas by 68.4%. Even the smallest category, earned doctorates, increased by 50%, though it remained at 15 people.

In 2021, Crowsnest Pass had the largest number of residents aged 15 and over with a high school diploma or equivalent, at 1,465 people. College and non-university certificates followed at 1,100, while apprenticeship or trades credentials accounted for 695. Smaller but still notable groups held a bachelor's degree, 515 people, a master's degree, 145, or an earned doctorate, 15. The pattern points to a profile concentrated in secondary, college, and trades education, with relatively fewer residents at the graduate level. Source: Statistics Canada, Census Profile.

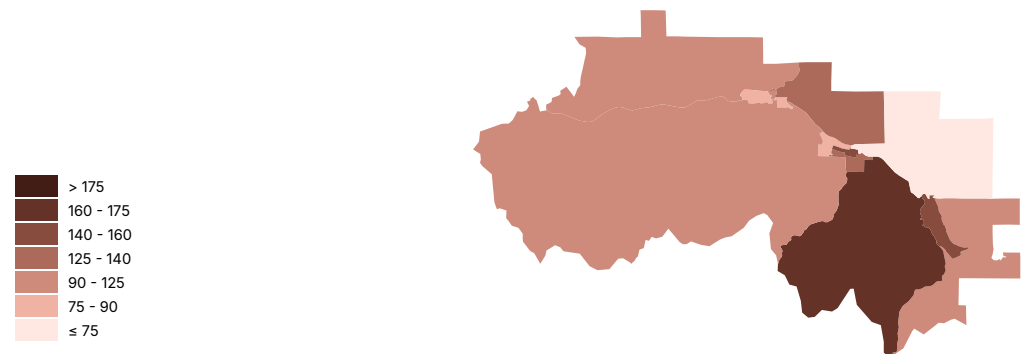


Figure 5.2: Distribution of Largest Group: Education Credential Ca - High (secondary) school diploma or equivalency certificate (Crowsnest Pass)¹

Work Activity

Did not work was the largest group in Crowsnest Pass in 2021 at 2,165 people, up 30.4% from 2016. Full-year full-time work edged down to 1,310, while part-year or part-time work fell to 1,440.

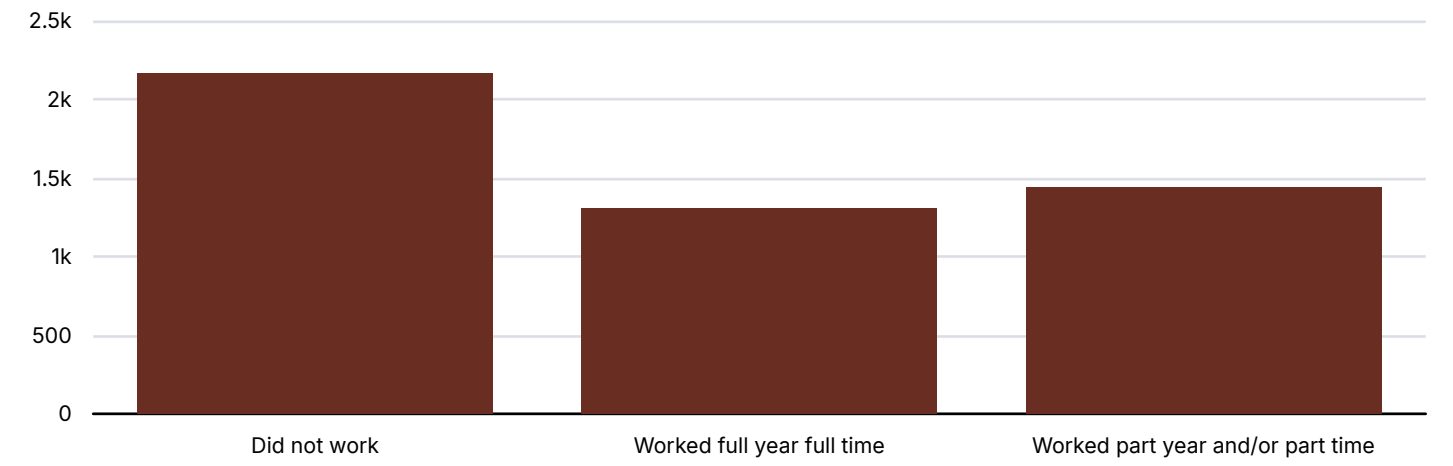
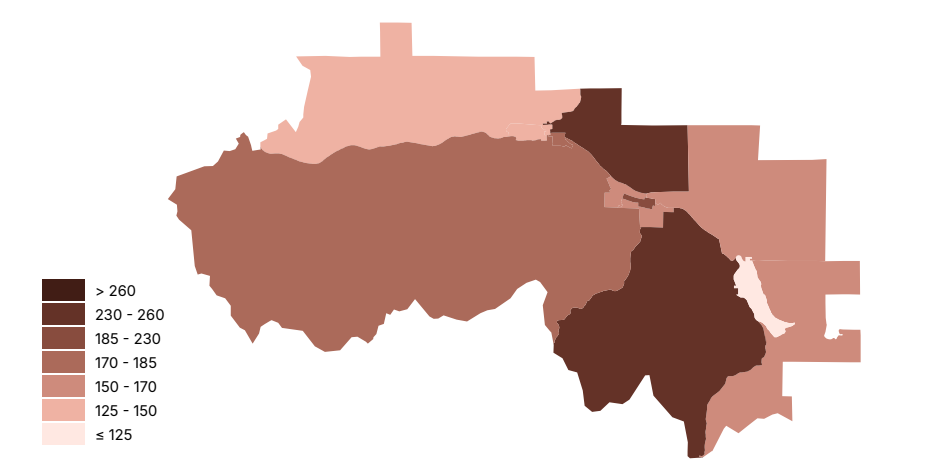


Figure 6.1: Shows the amount of work activity people had during the reference period. It helps indicate attachment to work over the year, not just at a single point in time. (Crowsnest Pass, 2021)¹

In 2021, work activity in Crowsnest Pass showed more people on the sidelines than in full-time, year-round work. Among the population aged 15 and over, 2,165 people did not work, while 1,310 worked full year full time and 1,440 worked part year and/or part time. The five-year changes point in different directions. The number who did not work rose by 30.4%, while full-year full-time work slipped 3.7% and part-year or part-time work fell 15.0%. That mix suggests a local work profile with fewer people in active employment categories over the longer term and a larger non-working group in 2021.



In Crowsnest Pass, work activity in 2021 was split across three groups, with 2,165 people not working, 1,310 working full year full time, and 1,440 working part year and/or part time. Compared with five years earlier, not working rose 30.4%, while full-year full-time work fell 3.7% and part-year or part-time work declined 15.0%.

Figure 6.2: Distribution of Largest Group: Work Activity - Did not work (Crowsnest Pass)¹

Class of Worker

Permanent positions were the largest worker class in Crowsnest Pass in 2021, with 1,815 people. Casual, seasonal or short-term positions accounted for 290 people, while fixed-term positions numbered 130.

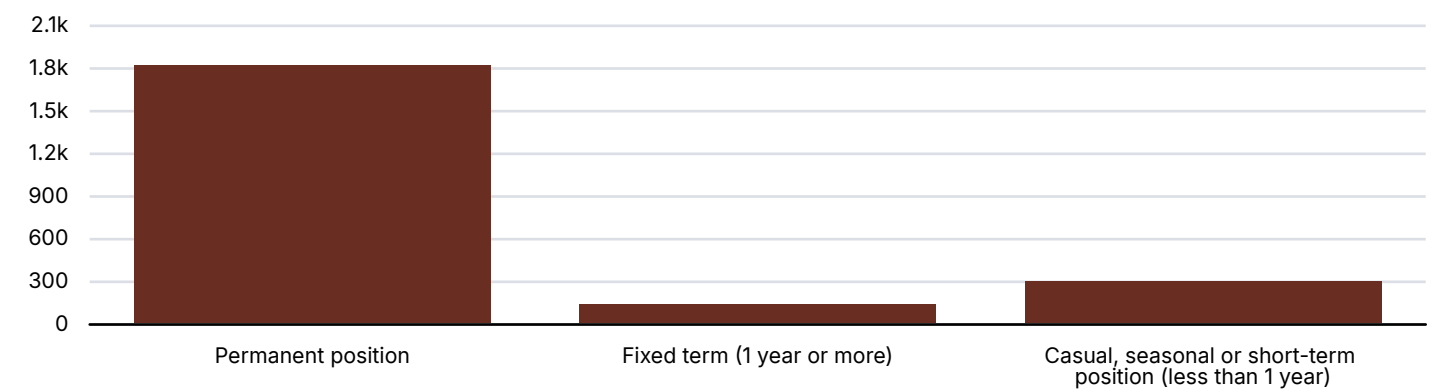


Figure 7.1: Shows whether workers are employees, self-employed, or unpaid family workers. It helps indicate the structure of work in the local economy. (Crowsnest Pass, 2021)¹

In Crowsnest Pass, the 2021 class-of-worker profile among residents aged 15 and over was dominated by permanent positions. The local count reached 1,815 people in permanent work, compared with 290 in casual, seasonal or short-term positions and 130 in fixed-term jobs lasting one year or more. The pattern points to a workforce weighted toward stable employment, with shorter-term arrangements forming a much smaller share of the total.

In Crowsnest Pass, most workers aged 15 and over held permanent positions in 2021, with smaller shares in less stable forms of work. The local job mix was heavily tilted toward permanent employment. Permanent positions accounted for 1,815 people, or 81.2% of workers. Casual, seasonal or short-term positions made up 290 people, while fixed-term jobs of one year or more numbered 130. That pattern suggests a workforce dominated by ongoing employment, with a modest but noticeable share in temporary roles.

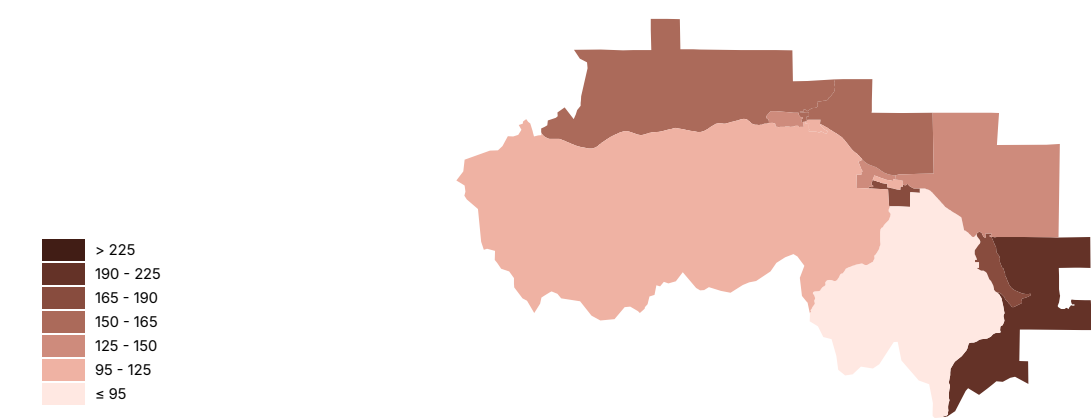


Figure 7.2: Distribution of Largest Group: Class Of Worker - Permanent position (Crowsnest Pass)¹

Employment Rate

Crowsnest Pass employment rate fell to 49.5% in 2021, down from 54.0% in 2016 and 56.9% in 2011. The five-year decline was 8.33%, extending the earlier drop.

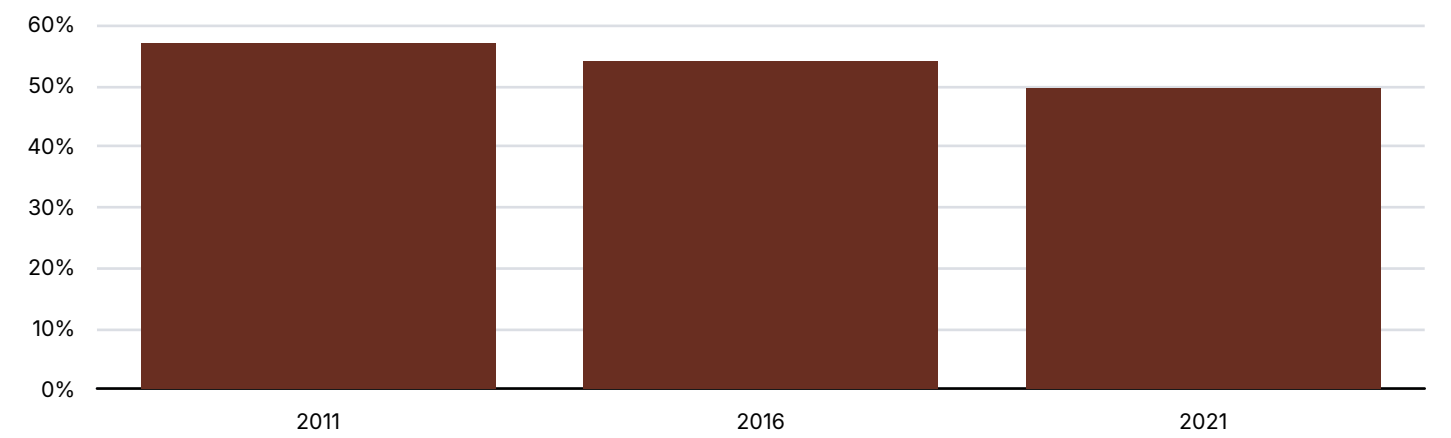


Figure 8.1: Shows the share of the working-age population that is employed. It helps indicate overall labour market health and how fully local talent is being used. (Crowsnest Pass, 2011-2021)¹

Crowsnest Pass saw its employment rate decline over the 2011 to 2021 period for the labour force aged 15 years and over. The rate was 56.9% in 2011, slipped to 54.0% in 2016, and reached 49.5% in 2021. The 5-year changes also point to weakening momentum, at -5.1% in 2016 and -8.3% in 2021. The pattern is a steady downward trend rather than short-term volatility, suggesting fewer working-age residents were employed by the latest census year.

Crowsnest Pass had an employment rate of 49.5% in 2021, down from 54.0% in 2016 and 56.9% in 2011 for people aged 15 and over in the labour force. That level was below most nearby comparators, including Ranchland No. 66 at 62.5%, Canmore at 65.0%, and Jasper at 69.9%, though above places such as Ghost Lake at 40.0% and several locations recorded at 0%. The pattern shows a steady decline over the decade.

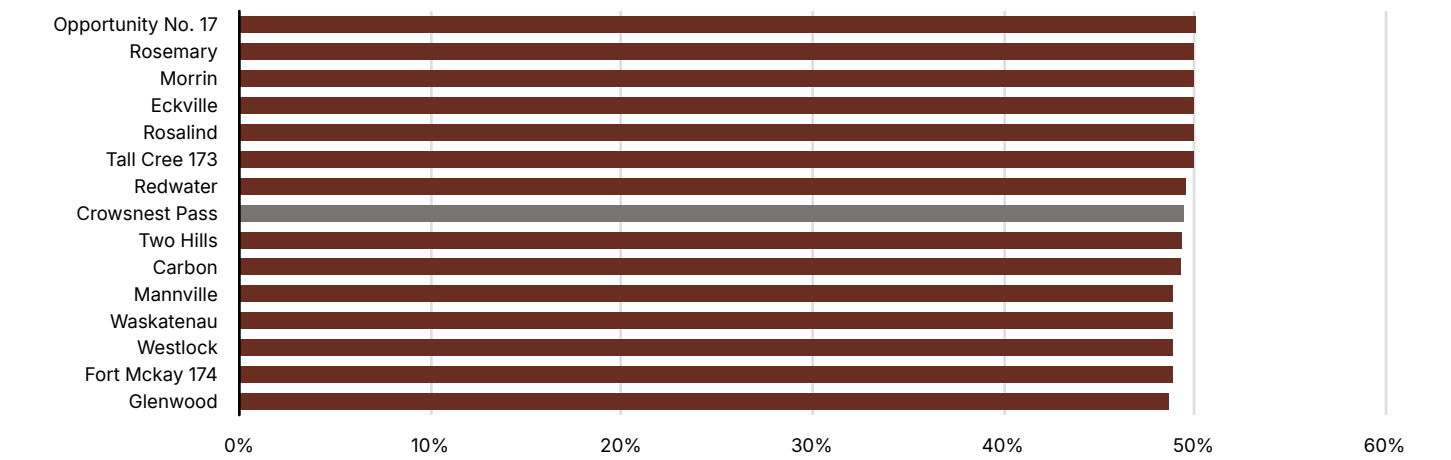


Figure 8.2: Comparison of Employment Rate with other locations (Crowsnest Pass, 2021)¹

Work Activity

Did not work was the largest group in Crowsnest Pass in 2021 at 2,165 people, up 30.4% from 2016. Full-year full-time work edged down to 1,310, while part-year or part-time work fell to 1,440.

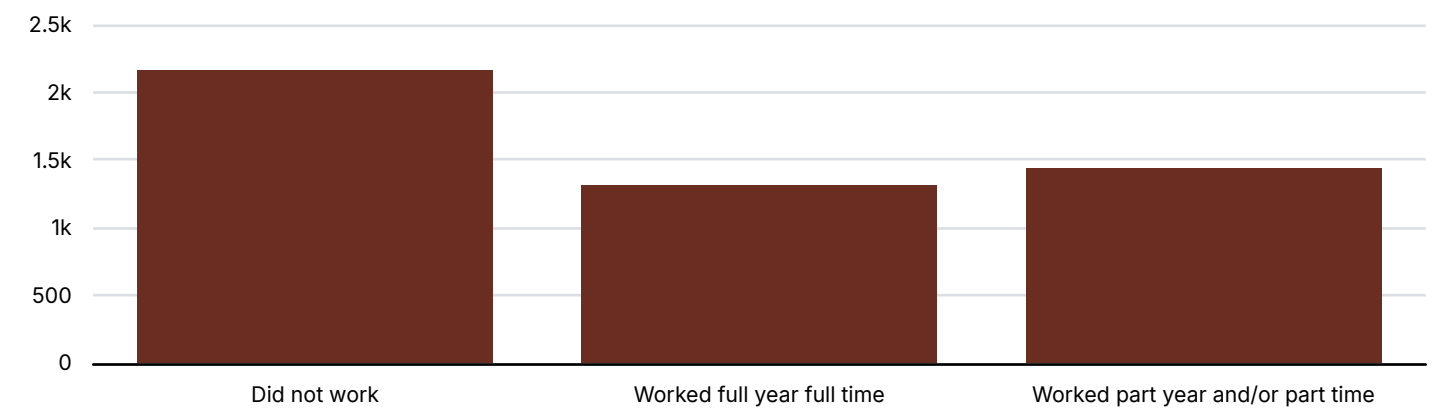


Figure 9.1: Shows the amount of work activity people had during the reference period. It helps indicate attachment to work over the year, not just at a single point in time. (Crowsnest Pass, 2021)¹

In Crowsnest Pass, 2021 work activity among people aged 15 and over showed a clear shift toward less attachment to work over the year. The largest group did not work, at 2,165 people, and this category was up 30.4% over five years. By comparison, 1,310 people worked full year full time, down 3.7%, while 1,440 worked part year and/or part time, down 15.0%. The pattern suggests fewer people were in the working categories over the five-year period, with the strongest growth in non-work activity.

In 2021, work activity in Crowsnest Pass was split across three groups in the population aged 15 years and over. The largest group did not work, at 2,165 people, while 1,440 worked part year and/or part time and 1,310 worked full year full time. Over five years, non-working residents rose 30.4%, full-year full-time work fell 3.7%, and part-year or part-time work fell 15.0%.

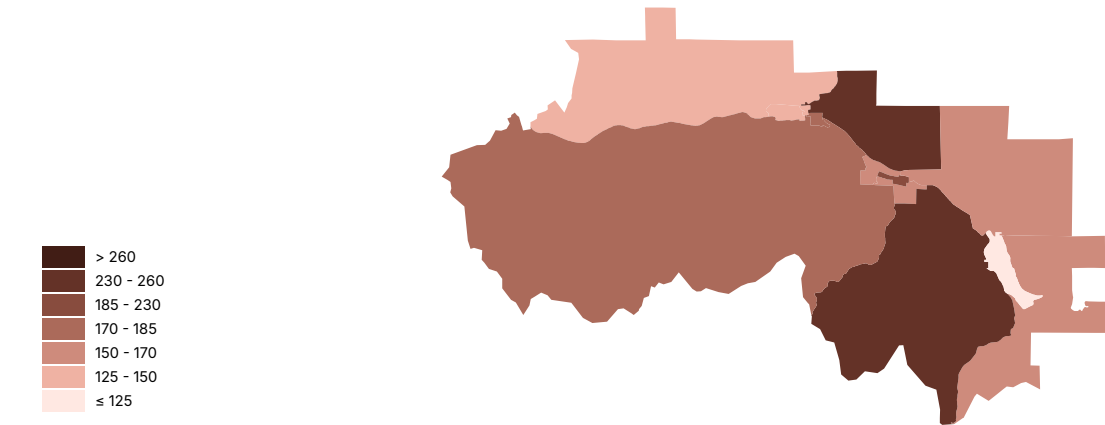


Figure 9.2: Distribution of Largest Group: Work Activity - Did not work (Crowsnest Pass)¹

Labour Force Participation Rate

Crowsnest Pass’s participation rate fell to 54.2% in 2021, down from 59.2% in 2016 and 60.2% in 2011. The 2016 to 2021 decline was 8.45%.

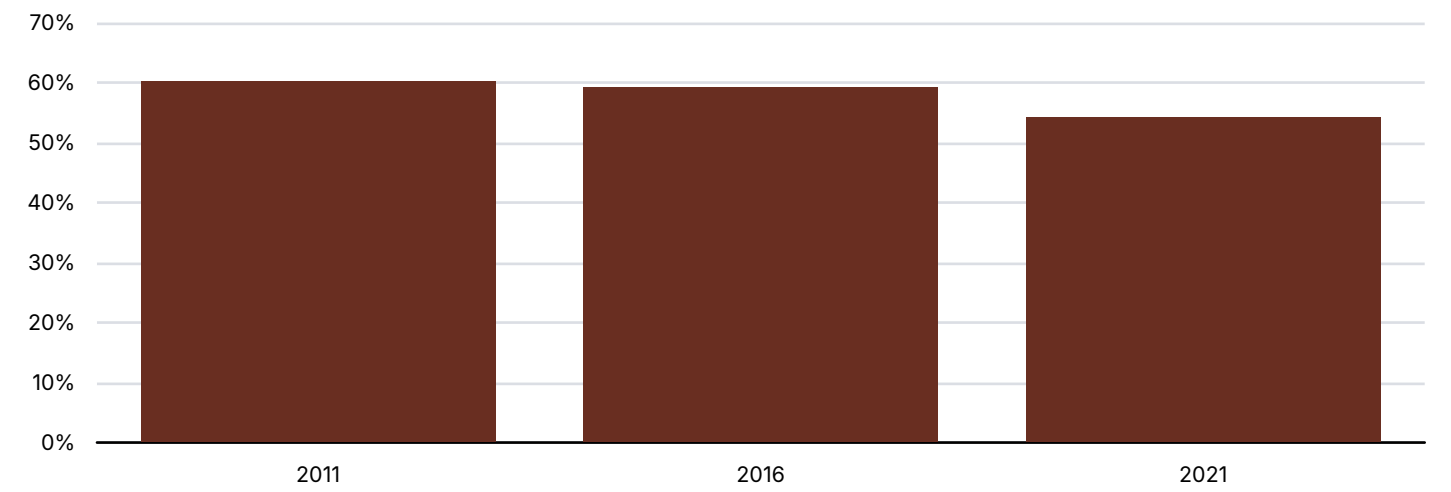
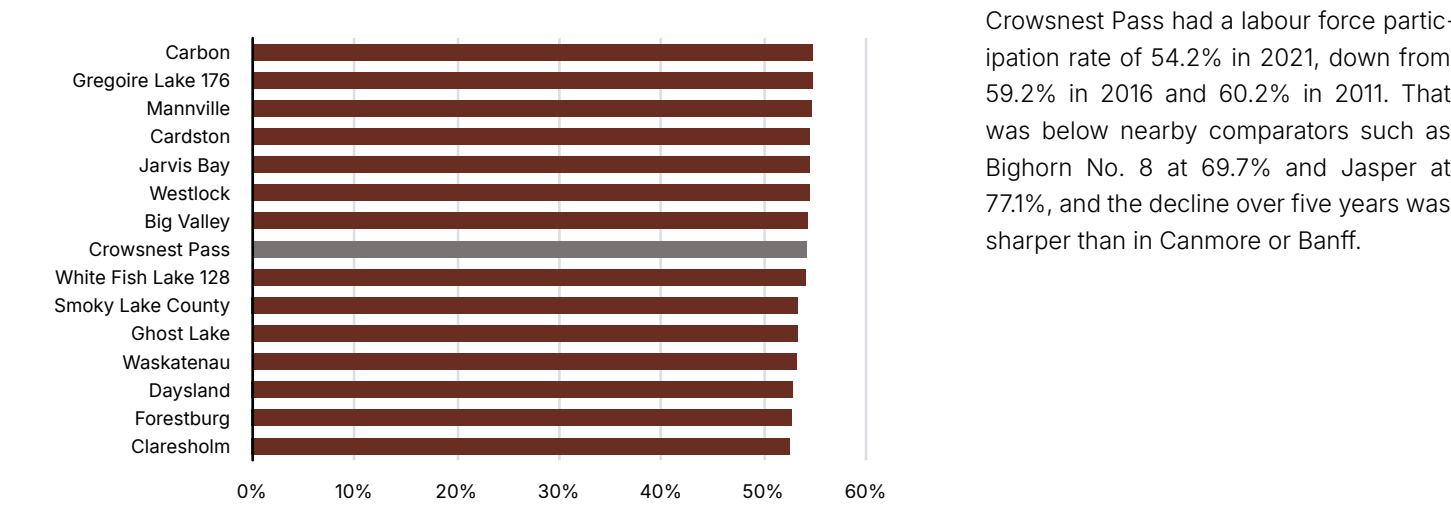


Figure 10.1: Shows the share of the working-age population that is employed or actively looking for work. It helps indicate the level of labour market engagement. (Crowsnest Pass, 2011-2021)¹

Crowsnest Pass has seen a clear easing in labour force participation over the decade covered by the census figures. The rate was 60.2% in 2011, slipped to 59.2% in 2016, and then fell more sharply to 54.2% in 2021. That means participation declined by 1.0 percentage point in the first five-year period and by another 5.0 points in the second, for a total drop of 6.0 points from 2011 to 2021. The pattern points to weaker labour market engagement among the working-age population in the most recent census period, with the recent decline much larger than the earlier one.



Crowsnest Pass had a labour force participation rate of 54.2% in 2021, down from 59.2% in 2016 and 60.2% in 2011. That was below nearby comparators such as Bighorn No. 8 at 69.7% and Jasper at 77.1%, and the decline over five years was sharper than in Canmore or Banff.

Figure 10.2: Comparison of Labour Force Participation Rate with other locations (Crowsnest Pass, 2021)¹

Employment Rate

Crowsnest Pass employment rate fell to 49.5% in 2021, down from 54.0% in 2016 and 56.9% in 2011. The five-year decline was 8.33%, extending the earlier drop.

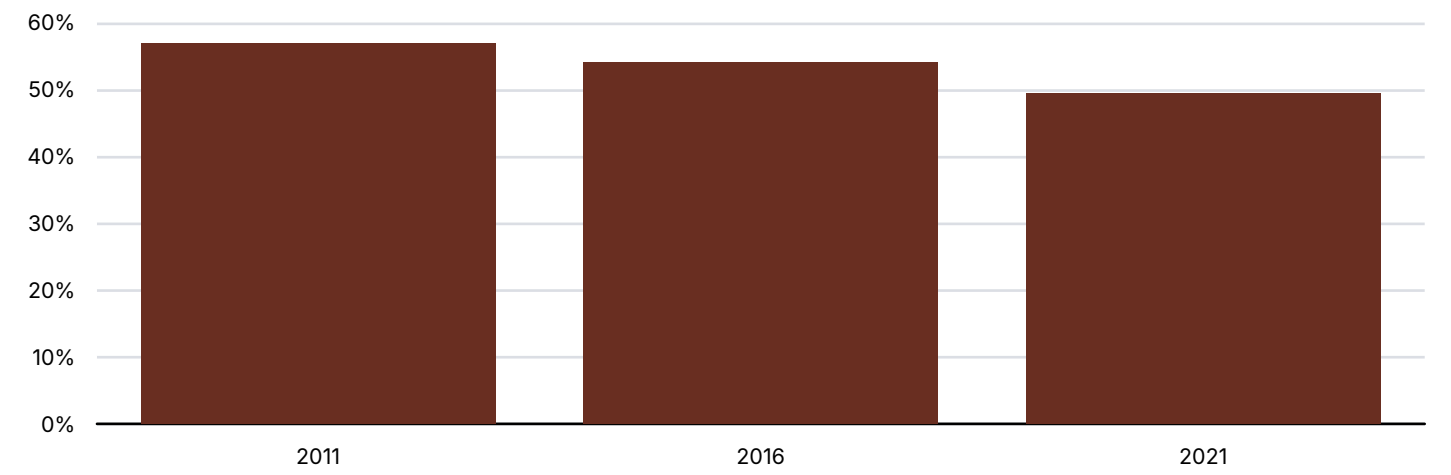
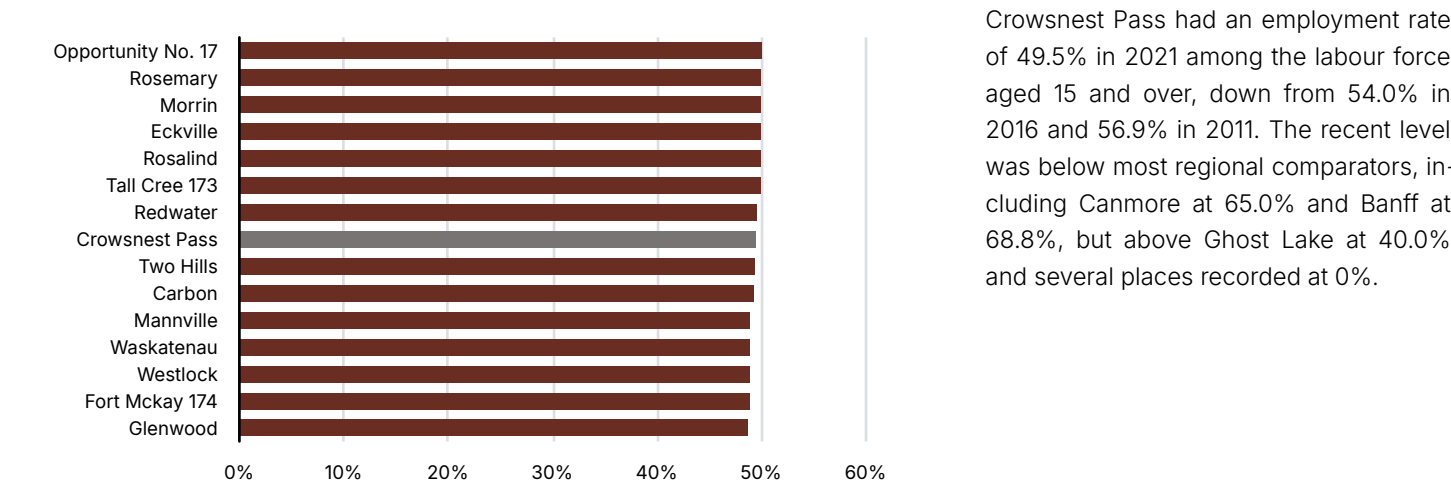


Figure 11.1: Shows the share of the working-age population that is employed. It helps indicate overall labour market health and how fully local talent is being used. (Crowsnest Pass, 2011-2021)¹

Crowsnest Pass has seen a clear decline in its employment rate over time, measured as the share of the labour force aged 15 years and over that is employed. In 2011, the rate stood at 56.9%. By 2016, it had fallen to 54.0%, a decrease of 5.1% over five years. The downward trend continued into 2021, when the employment rate reached 49.5%, another 8.3% drop from 2016. Taken together, the figures show a steady weakening in employment attachment across the decade rather than a short-lived dip. For this indicator, Crowsnest Pass ended 2021 below its earlier levels, suggesting that fewer working-age residents were employed than in previous census years.



Crowsnest Pass had an employment rate of 49.5% in 2021 among the labour force aged 15 and over, down from 54.0% in 2016 and 56.9% in 2011. The recent level was below most regional comparators, including Canmore at 65.0% and Banff at 68.8%, but above Ghost Lake at 40.0% and several places recorded at 0%.

Figure 11.2: Comparison of Employment Rate with other locations (Crowsnest Pass, 2021)¹

Labour Force Status

Crowsnest Pass’s largest labour force group in 2021 was employed residents at 2,435 people, down from 2,550 in 2016. Those not in the labour force numbered 2,250, while unemployed residents totalled 230.

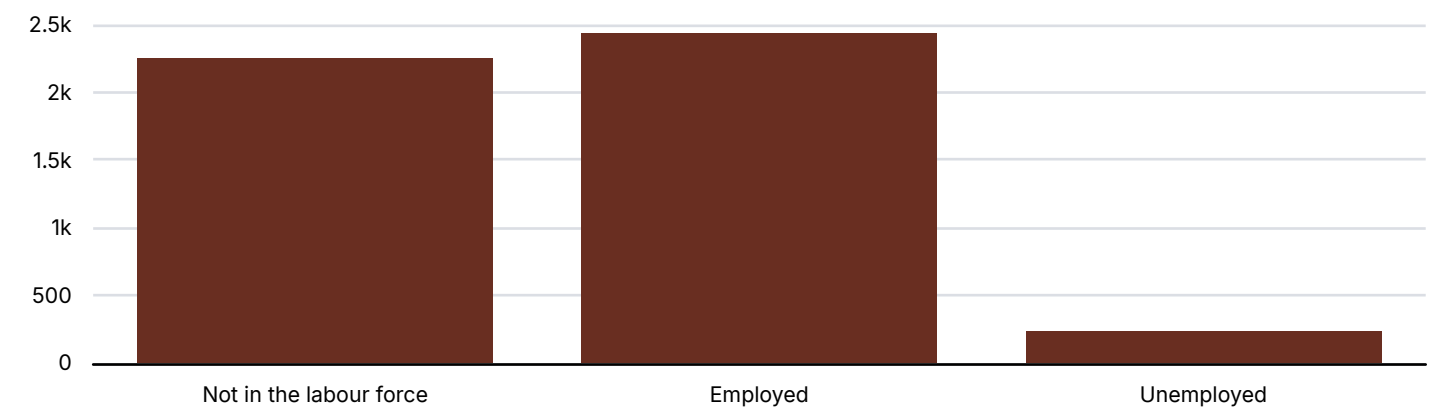


Figure 12.1: Shows whether residents are employed, unemployed, or not in the labour force. It helps indicate how people are participating in the labour market. (Crowsnest Pass, 2021)¹

In Crowsnest Pass, labour force status in 2021 shows a near balance between residents who were employed and those not in the labour force. The employed group numbered 2,435 people, while 2,250 were not in the labour force. A smaller 230 people were unemployed. That pattern suggests a community where participation was substantial, but a large share of residents were outside the labour force. The unemployed group remained relatively small compared with the other two categories.

In Crowsnest Pass in 2021, labour force participation was fairly balanced across the working-age population, with 2,435 people employed, 2,250 not in the labour force, and 230 unemployed. Employment was the largest category, but the gap with those outside the labour force was modest. The small unemployed count suggests limited slack relative to the total population aged 15 and over.

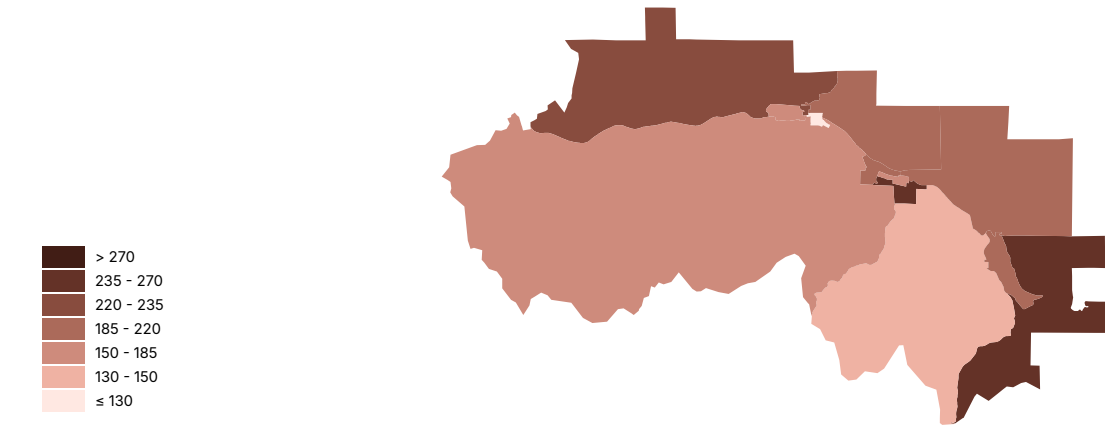


Figure 12.2: Distribution of Largest Group: Labour Force Status - Employed (Crowsnest Pass)¹

Resident Labour Force

Crowsnest Pass’s labour force remained concentrated in mining, quarrying, and oil and gas extraction, with 515 people in 2021. Health care and social assistance had 385, while educational services rose to 185 from 95 in 2016.

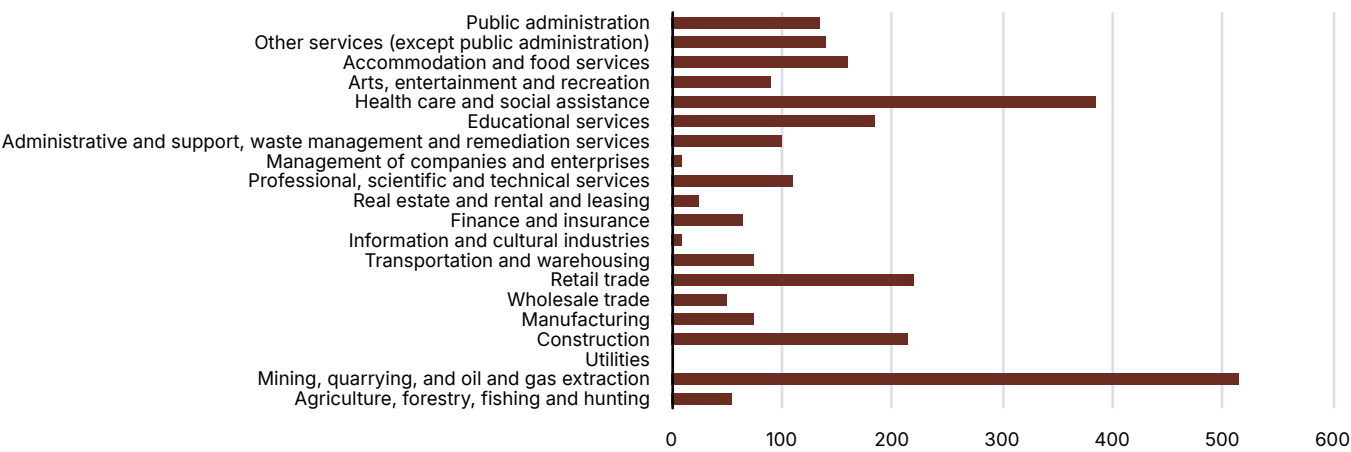
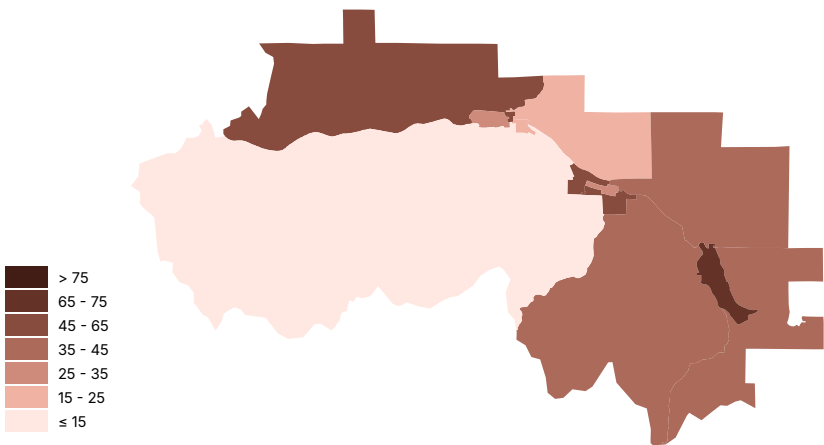


Figure 13.1: Shows the number of residents who are in the labour force. It helps indicate the size of the locally available workforce. (Crowsnest Pass, 2021)¹

In 2021, Crowsnest Pass had a resident labour force spread across a mix of industries, with the largest counts in mining, quarrying, and oil and gas extraction at 515 people, health care and social assistance at 385, and retail trade at 220. Several sectors were smaller, including education services at 185 and accommodation and food services at 160, while utilities and management of companies and enterprises each had 10 people. Five-year changes were mixed, with strong gains in educational services and agriculture, but declines in retail trade and accommodation and food services.



In 2021, Crowsnest Pass had a labour force of 15 and over that was concentrated in a few sectors, led by mining, quarrying, and oil and gas extraction at 515 people. Health care and social assistance followed at 385, while retail trade and construction were also sizable at 220 and 215. Education grew 94.7% over five years, while utilities fell to zero.

Figure 13.2: Distribution of Largest Group: Industry Sector - Mining, quarrying, and oil and gas extraction (Crowsnest Pass)¹

Employment by Sector

Health care and social assistance was the largest sector in Crowsnest Pass in 2025, with 978 people, up 26.2% from 2024 and 336.6% from 2020. Public administration followed at 365.

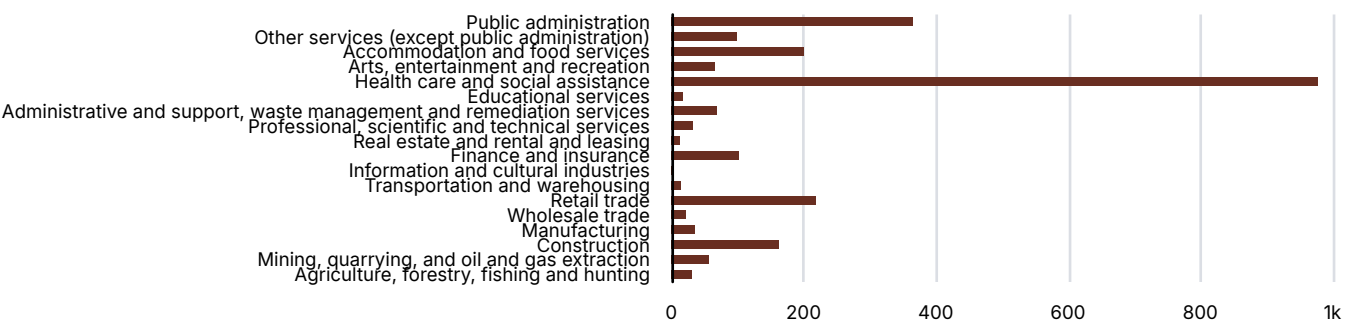


Figure 14.1: Shows how employment is distributed across industry sectors. It helps indicate which sectors account for the largest share of local jobs. (Crowsnest Pass, 2025)²

In Crowsnest Pass, employment in 2025 was concentrated in a few sectors, led by health care and social assistance. Public administration, retail trade, and construction also accounted for substantial numbers of jobs, while several smaller sectors remained limited in size. Health care and social assistance employed 978 people, far ahead of public administration at 365 and retail trade at 219. Construction followed with 162, and accommodation and food services had 201. The strongest recent gains were in health care, up 26.2% in one year and 336.6% over five years, while finance and insurance also grew. By contrast, agriculture, information, and real estate all declined over five years, showing a mixed employment pattern across sectors.

In Crowsnest Pass, employment for people aged 15 and over is concentrated in a few sectors, with health care and social assistance clearly standing out. In 2025, that sector accounted for 978 people, far above public administration at 365 and retail trade at 219. Construction followed at 162, while accommodation and food services had 201 and finance and insurance 102. The mix suggests a local job base anchored by care and public services, with smaller but notable retail and construction activity.

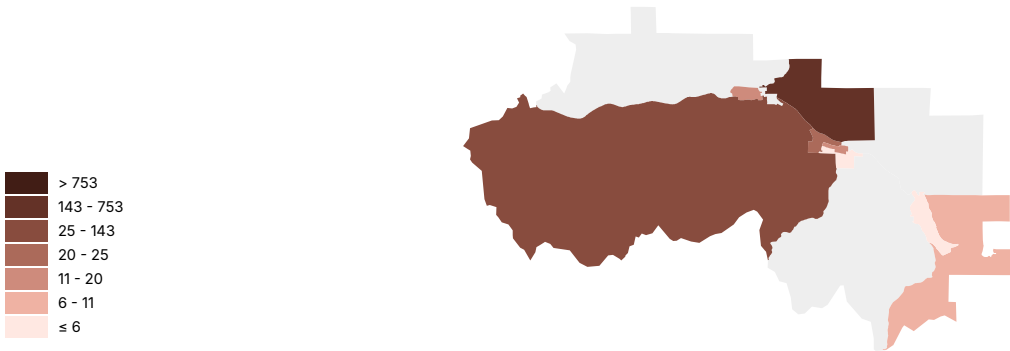


Figure 14.2: Distribution of Largest Group: Naics - Health care and social assistance (Crowsnest Pass)²

Employed Residents by Occupation

Trades, transport and equipment operators and related occupations remained the largest group in Crowsnest Pass in 2021 at 815 people, up 20.7% over five years. Legislative and senior management occupations fell to 30, down 87.5%.

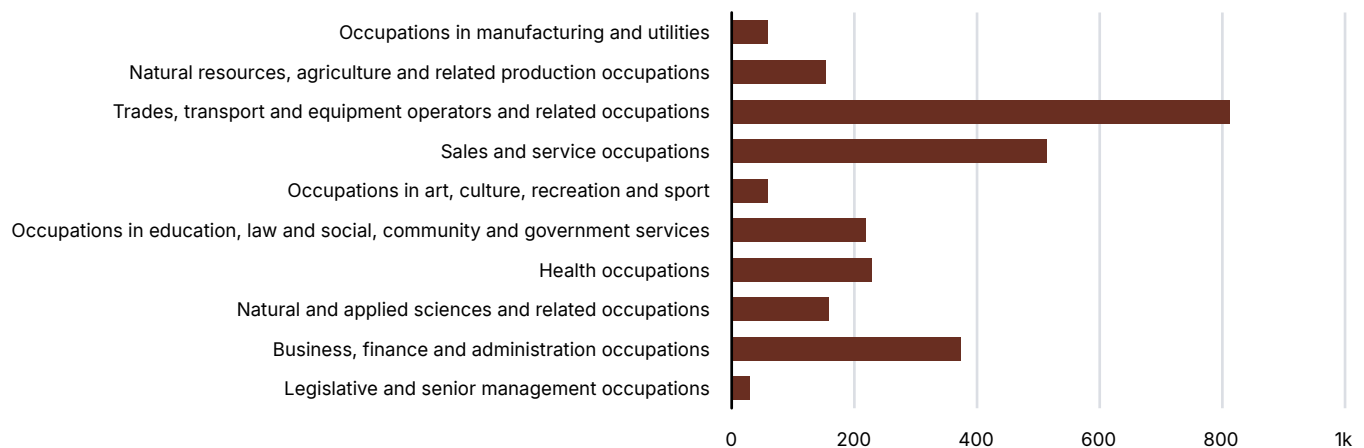
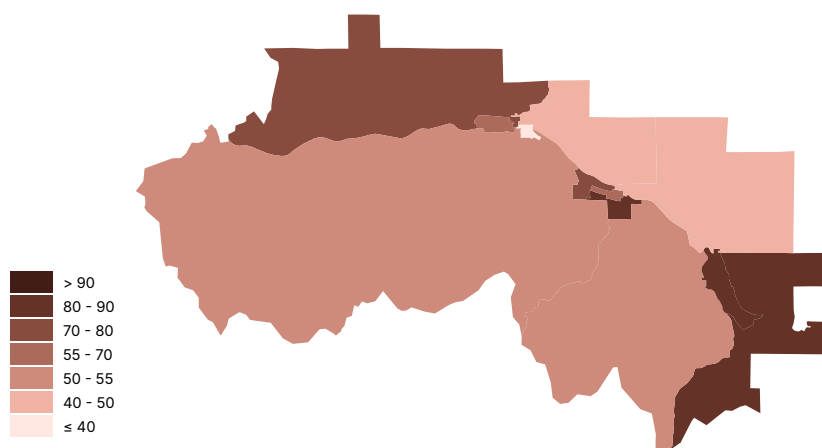


Figure 15.1: Shows the occupations held by employed residents. It helps indicate the community's skill mix and the kinds of work people do. (Crowsnest Pass, 2021)¹

In 2021, employed residents in Crowsnest Pass were concentrated in trades, transport and equipment operators and related occupations, with 815 people, making this the largest occupation group in the labour force aged 15 years and over. Sales and service occupations followed with 515, while business, finance and administration occupations accounted for 375. Over five years, trades rose 20.7% and business, finance and administration increased 33.9%, while sales and service fell 22.6%. This points to a shifting mix rather than a single stable pattern.



Crowsnest Pass's employed residents in 2021 were concentrated in trades, transport and equipment operator jobs, with 815 people, the largest occupation group in the local labour force aged 15 and over. Sales and service occupations followed at 515, while business, finance and administration accounted for 375 and health occupations for 230. The mix points to a workforce shaped more by technical and service roles than by management.

Figure 15.2: Distribution of Largest Group: Occupation - Trades, transport and equipment operators and related occupations (Crowsnest Pass)¹

Data Sources

1. Statistics Canada, Census Profile. Published in Dec 15, 2022.
2. Statistics Canada, Business Register; Localintel, Employment by Industry Estimates of Census Areas. Published in Mar 13, 2026.

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