

ALBERTA
SOUTHWEST

HILL SPRING

Workforce Report

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Executive Summary

Hill Spring presents a picture of a small community with modest educational attainment alongside a narrow and weakening labour market profile. In 2021, more residents aged 15 and over had completed high school than had no credential, and the broader education mix leaned toward college, trades, and other non-university qualifications rather than graduate study. College or other non-university certificates and diplomas formed the largest education group, while bachelor's degrees also increased over the previous five years. The overall profile is therefore more credentialed at the secondary and practical post-secondary levels than at either the lowest or highest ends of the education spectrum.

That educational base sits beside a labour market that was limited in scale and less engaged than in earlier census periods. Labour force participation fell steadily from 2011 to 2021, reaching 34.6%, while the employment rate also moved down over the decade to 30.8%. In 2021, 80 residents were not in the labour force, compared with 40 who were employed and none recorded as unemployed. Work activity showed the same uneven pattern: the largest group did not work during the reference period, full-year full-time work declined, and part-year or part-time work increased. Place of work was still centered on a usual workplace, but that category fell sharply over five years while working from home remained a visible secondary pattern. Where job type was recorded, all counted workers were in permanent positions, with no fixed-term or casual work captured.

Employment and labour force activity were also highly concentrated. Public administration stood out in the resident labour force, while business, finance and administration occupations formed the largest occupational group. At the same time, many industries and occupations recorded no workers at all, pointing to very limited sectoral and occupational spread. More recent employment by sector showed agriculture, forestry, fishing and hunting as the largest employer, followed by public administration and health care and social assistance. Taken as a whole, Hill Spring appears as a small, credentialed community with a thin employment base, low labour market participation, and work patterns concentrated in a small number of roles and sectors.

Place of Work Status

Hill Spring’s usual place of work remained the largest group in 2021 at 25 people, though it fell 44.4% from 45 in 2016. Worked at home rose to 10 people, while the other two categories stayed at zero.

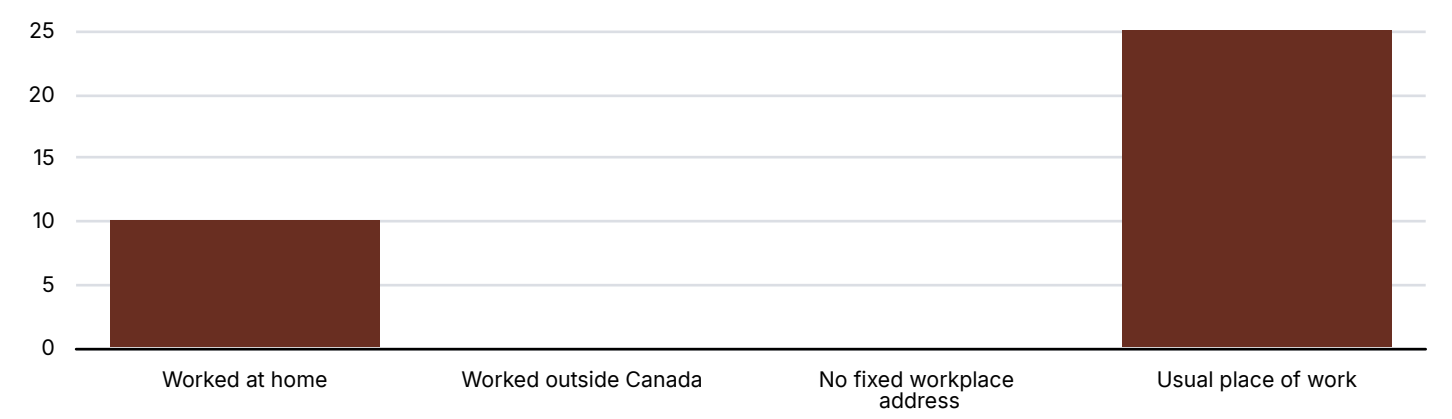


Figure 1.1: Shows whether people work from home, at a usual workplace, or at no fixed workplace. It helps indicate how work is organized across locations. (Hill Spring, 2021)¹

In Hill Spring, the 2021 picture of place of work shows most employed residents with a usual workplace, while a smaller group worked at home. Of the employed labour force aged 15 years and over, 25 people reported a usual place of work and 10 worked at home. No one reported working outside Canada or having no fixed workplace address. The usual workplace count was also down 44.4% over five years, pointing to a notable shift in where work is carried out.

In Hill Spring, work was split mainly between a usual workplace and home in 2021, within the employed labour force aged 15 and over. Twenty-five people reported a usual place of work, while 10 worked at home. No one was recorded as having no fixed workplace address or as working outside Canada. The five-year change for usual workplace work was -44.4%, pointing to a notable decline in that category, while the home-based share remained a smaller but visible part of the local pattern.



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

High School Completion

Hill Spring’s largest education group in 2021 was residents with a high school diploma or equivalency certificate, at 105 people. Those without any certificate, diploma, or degree numbered 20, far fewer.

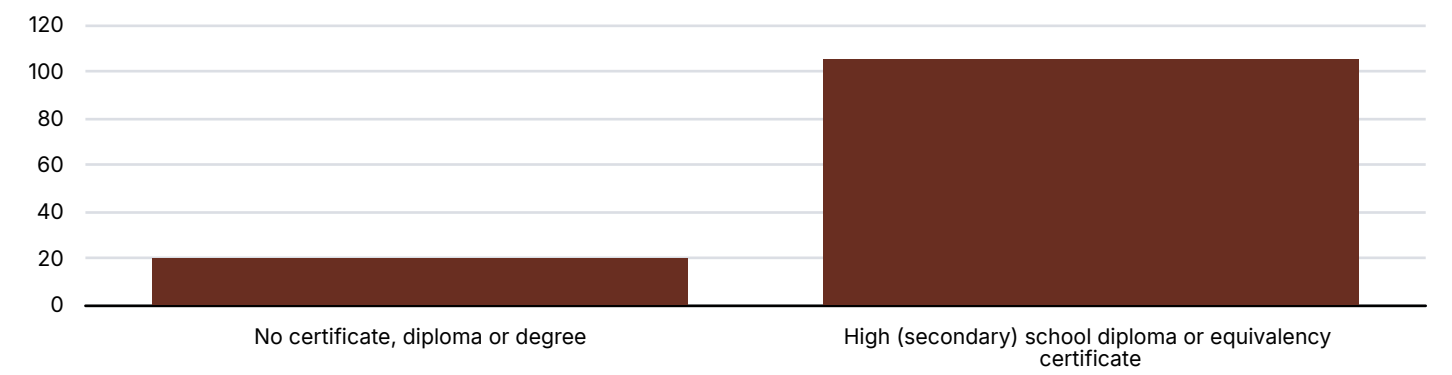


Figure 2.1: Shows whether residents have completed high school or an equivalent credential. It helps indicate a basic foundation for workforce participation and further study. (Hill Spring, 2021)¹

In Hill Spring, high school completion among residents age 15 and over in private households is shown in the 2021 census data through two reported categories. A total of 105 people had a high school diploma or equivalency certificate, while 20 people had no certificate, diploma, or degree. That places the completed high school group well above the no-credential group in the available data. The figures suggest that, among the reported categories, completion is the more common outcome. No other education categories are provided here, so the broader pattern cannot be described further without adding assumptions.

In Hill Spring, high school completion was concentrated among residents aged 15 and over in private households in 2021. The census profile shows 105 people with a high school diploma or equivalency certificate, compared with 20 people with no certificate, diploma or degree. Based on these figures, the community's profile skews toward completed secondary education, while a smaller group remains without formal credentials.

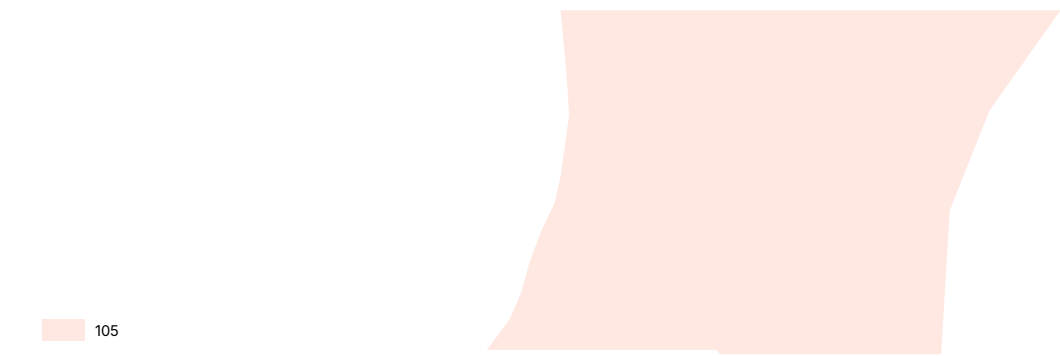


Figure 2.2: Distribution of Largest Group: Education Credential Ca - High (secondary) school diploma or equivalency certificate (Hill Spring)¹

Labour Force Participation Rate

Hill Spring’s labour force participation rate fell to 34.6% in 2021, down from 42.9% in 2016 and 44.8% in 2011, a 19.4% five-year decline and 10.2-point drop since 2011.

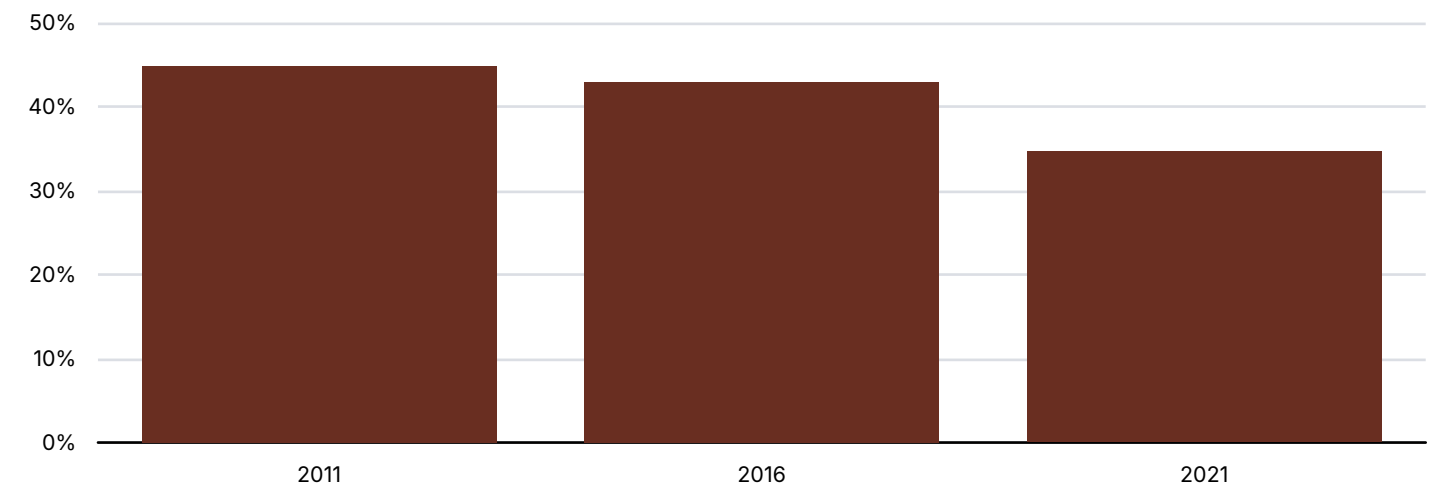
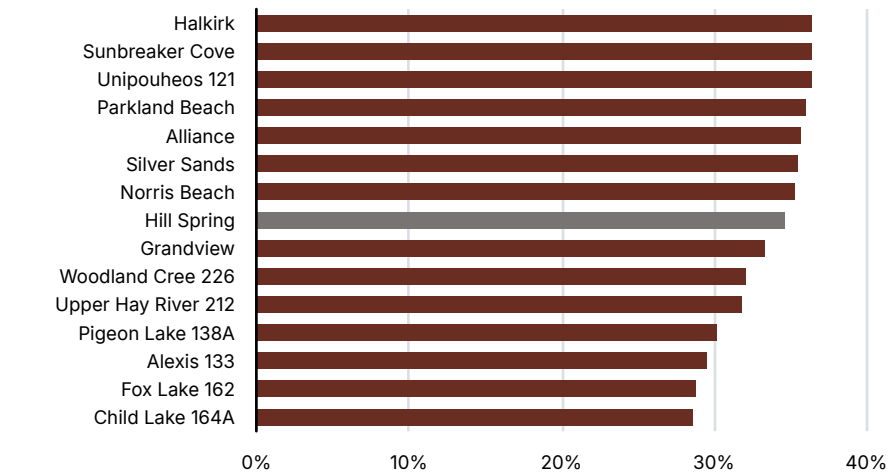


Figure 3.1: Shows the share of the working-age population that is employed or actively looking for work. It helps indicate the level of labour market engagement. (Hill Spring, 2011-2021)¹

Hill Spring’s labour force participation rate has moved lower across the available Census years, showing a clear decline in labour market engagement among the total population. The rate was 44.8% in 2011, slipped to 42.9% in 2016, and then fell more sharply to 34.6% in 2021. The recent change is the most pronounced. From 2016 to 2021, the rate dropped by 19.35%, far larger than the 4.24% decline recorded in the earlier five-year period. That leaves the 2021 figure about 10.2 percentage points below 2011. The pattern is steady rather than volatile, with the sharper late decline standing out.



Hill Spring’s labour force participation rate has fallen steadily over the last decade, pointing to weaker labour market engagement among the total population. It was 44.8% in 2011, 42.9% in 2016, and 34.6% in 2021. That 2021 level is below several nearby places, including Nanton at 64.2%, Claresholm at 52.6%, and Fort Macleod at 55.2%. Compared with the regional group, Hill Spring sits at the lower end of the range. The pattern is one of decline rather than stability, with the sharpest drop occurring between 2016 and 2021.

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

Labour Force Status

In Hill Spring, 80 people were not in the labour force in 2021, the largest group. That was up from 75 in 2016, while employed residents fell from 45 to 40 and unemployment dropped to zero.

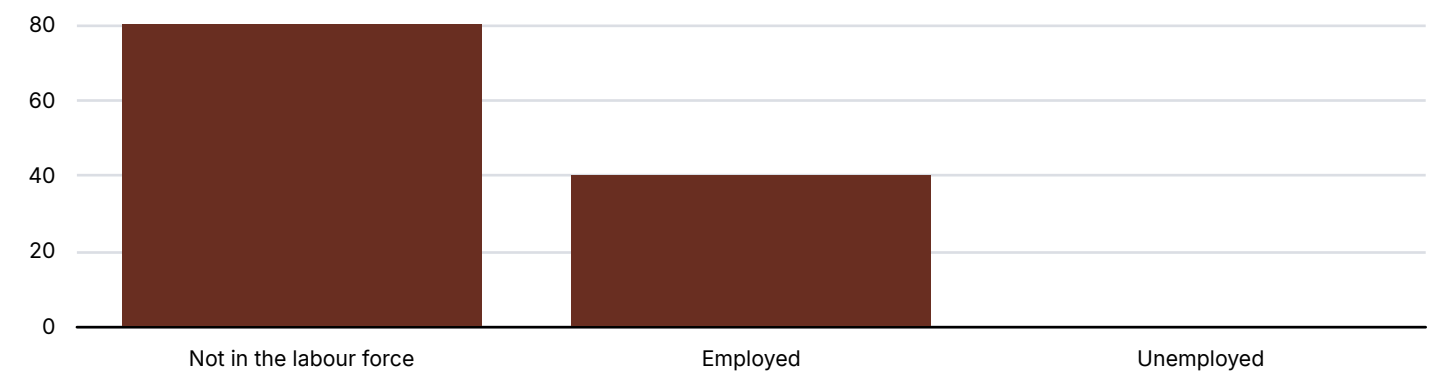


Figure 4.1: Shows whether residents are employed, unemployed, or not in the labour force. It helps indicate how people are participating in the labour market. (Hill Spring, 2021)¹

In Hill Spring, the 2021 labour force profile for the population aged 15 years and over was led by people not in the labour force. That group numbered 80 people, compared with 40 employed residents and no one recorded as unemployed. The pattern suggests limited labour force participation relative to the number of people outside it, with employment present but smaller in scale. Because the dataset provides only this one year, it shows the local status mix in 2021 rather than a change over time.

In Hill Spring, labour force status in 2021 showed more residents outside the labour force than in it, within the population aged 15 years and over. Eighty people were not in the labour force, compared with 40 employed and none unemployed. At the descendant dissemination area level, the same pattern appears: 80 not in the labour force, 40 employed, and 0 unemployed, with employed down 11.1% over five years. The profile suggests a small local labour market presence relative to the number of residents not participating, while unemployment remained absent in the data provided.

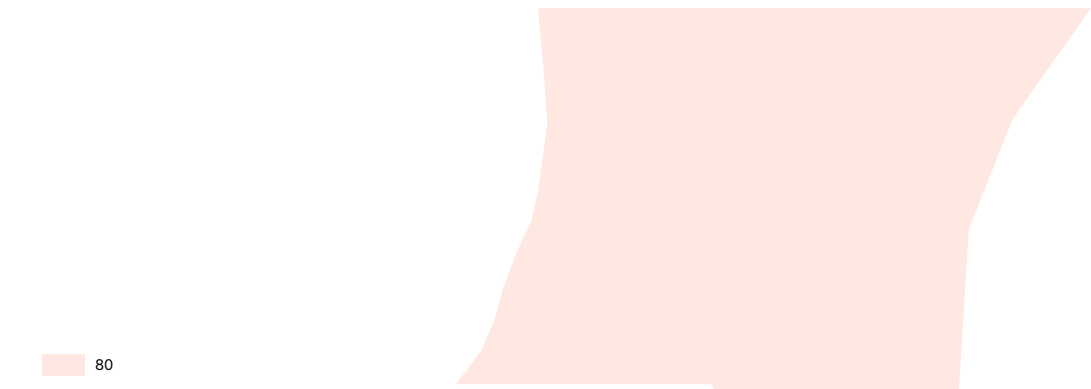


Figure 4.2: Distribution of Largest Group: Labour Force Status - Not in the labour force (Hill Spring)¹

Highest Education Level

In Hill Spring, college, CEGEP or other non-university certificates or diplomas were the largest group in 2021 at 40 people, while bachelor’s degrees rose to 25, up 150% from 2016.

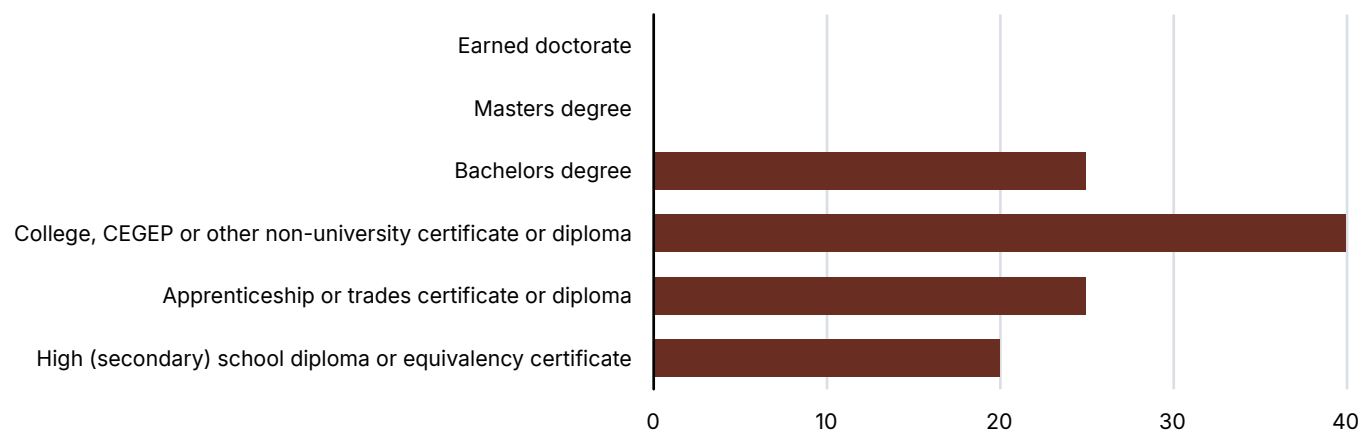


Figure 5.1: Shows the highest level of education completed by residents. It helps indicate the overall educational profile of the population. (Hill Spring, 2021)¹

In 2021, Hill Spring’s education profile in the population aged 15 and over was centered on post-secondary credentials, with 40 people holding a college, CEGEP or other non-university certificate or diploma. Apprenticeship or trades certificates and bachelor’s degrees each accounted for 25 people, while 20 people reported a high school diploma or equivalency. Change over five years was strongest at the post-secondary level. The college, CEGEP or other non-university certificate or diploma category doubled, rising 100%, and bachelor’s degrees increased 150%. High school credentials grew by 33.3%. No one was recorded with a master’s degree or earned doctorate. The pattern points to a small population with limited but rising educational attainment in the 2021 census.

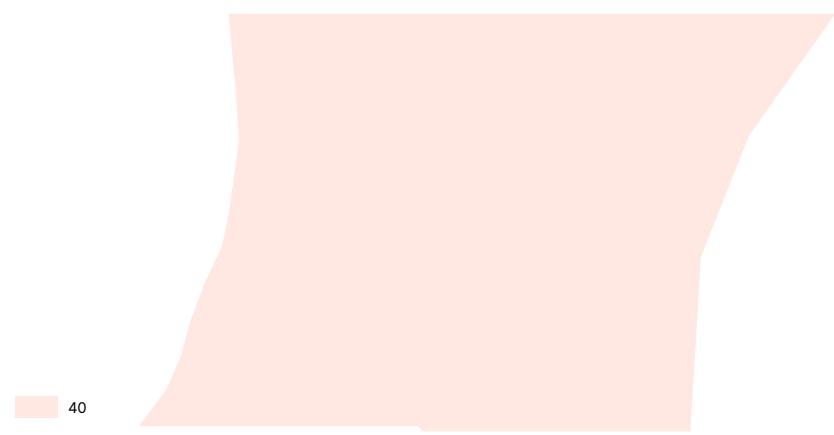


Figure 5.2: Distribution of Largest Group: Education Credential Ca - College, CEGEP or other non-university certificate or diploma (Hill Spring)¹

In 2021, Hill Spring’s education profile for residents age 15 and over was concentrated at the certificate and diploma levels. The largest group held a college, CEGEP or other non-university certificate or diploma, at 40 people. Apprenticeship or trades certificates and bachelor’s degrees each accounted for 25 people, while 20 people had a high school diploma or equivalency. No residents were recorded with a master’s degree or earned doctorate. This mix suggests a profile centered on practical and postsecondary qualifications rather than graduate-level attainment.

Work Activity

In Hill Spring, did not work remained the largest group at 70 people in 2021, down 17.65% from 2016. Worked part year and/or part time rose to 35, while full-year full-time fell to 20.

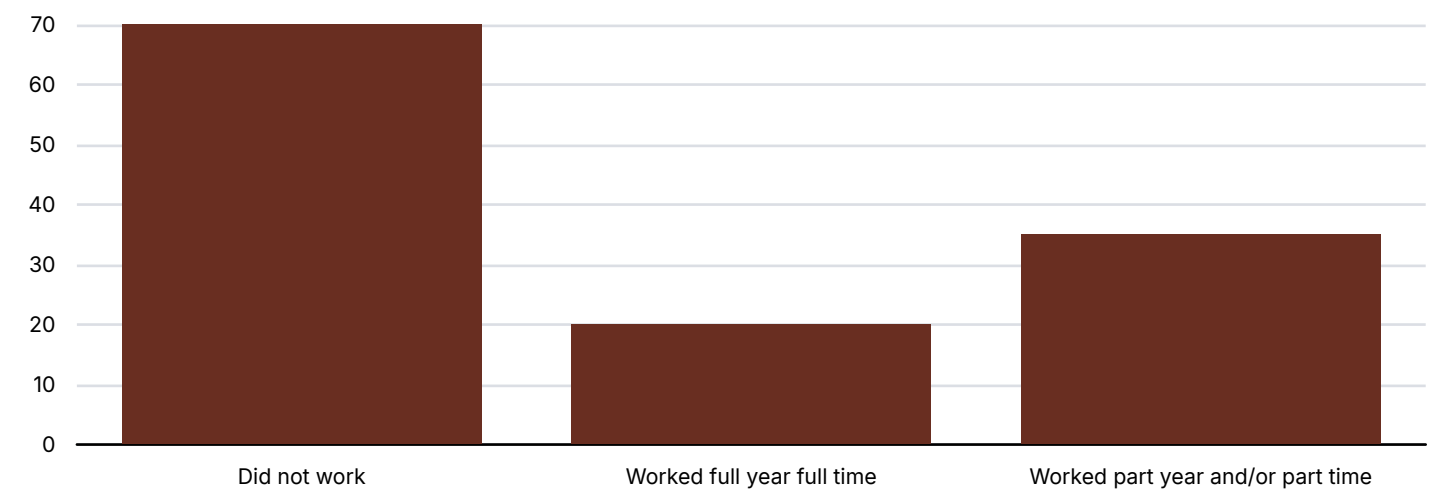


Figure 6.1: Shows the amount of work activity people had during the reference period. It helps indicate attachment to work over the year, not just at a single point in time. (Hill Spring, 2021)¹

In Hill Spring, work activity in 2021 shows a mixed pattern among residents aged 15 years and over. The largest group did not work during the reference period, while smaller shares had some attachment to employment. A total of 70 people did not work, 35 worked part year and/or part time, and 20 worked full year full time. The 5-year change shows different directions across these categories: did not work fell by 17.6%, full-year full-time work declined by 33.3%, and part-year and/or part-time work rose by 40.0%. The contrast suggests that recent work activity was more uneven than concentrated in stable full-time employment.



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

Class of Worker

In Hill Spring, all workers counted were in permanent positions, with 15 people. Fixed-term and casual, seasonal or short-term positions each recorded 0 people in 2021.

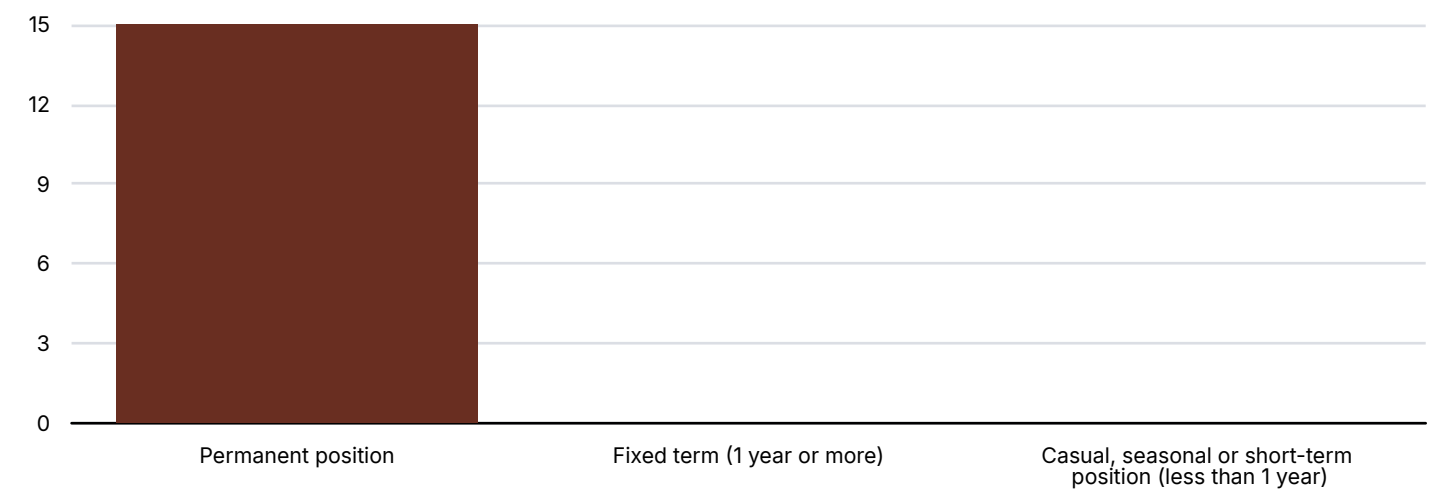


Figure 7.1: Shows whether workers are employees, self-employed, or unpaid family workers. It helps indicate the structure of work in the local economy. (Hill Spring, 2021)¹

In Hill Spring, the 2021 class of worker data for residents aged 15 and over shows a very narrow pattern. The only recorded workers in the table were in permanent positions, while no fixed-term or casual positions were reported. The count for permanent positions was 15 people. Fixed term positions of one year or more were 0, and casual, seasonal or short-term positions were also 0. With only one year shown, the dataset does not support a trend over time. This suggests a small local workforce profile in which permanent work is the only employment type captured here. No broader mix appears in the available figures.

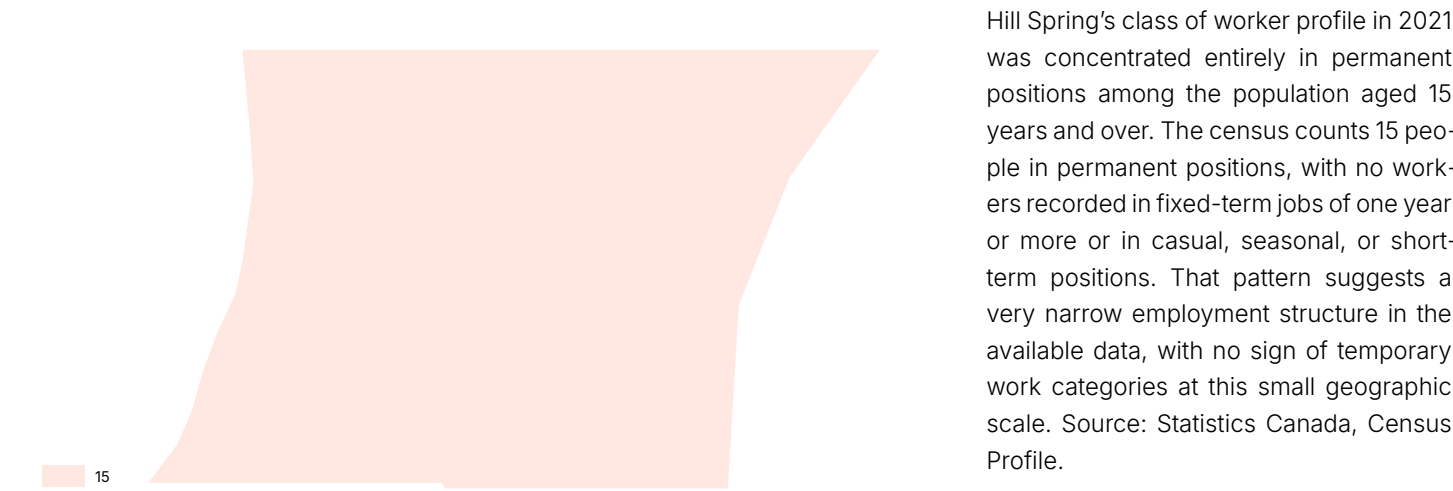


Figure 7.2: Distribution of Largest Group: Class Of Worker - Permanent position (Hill Spring)¹

Employment Rate

Hill Spring’s employment rate was 30.8% in 2021, down 4.1% from 2016 and 14.0 points from 2011. The decline slowed in the latest period after a larger earlier drop.

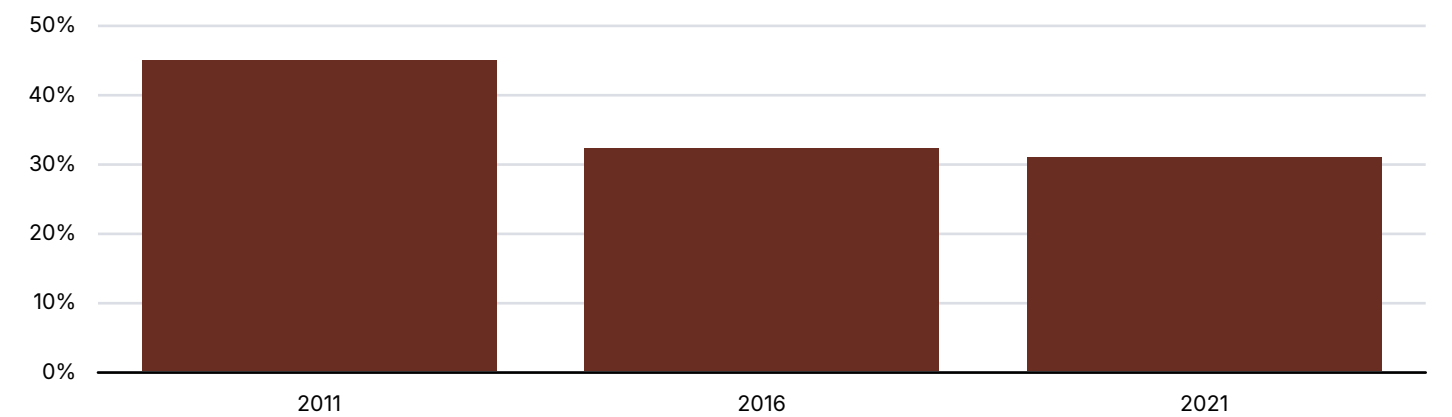


Figure 8.1: Shows the share of the working-age population that is employed. It helps indicate overall labour market health and how fully local talent is being used. (Hill Spring, 2011-2021)¹

Hill Spring’s employment rate has trended downward across the census periods shown, suggesting a smaller share of the working-age population was employed over time. In 2011, the rate was 44.8%, falling to 32.1% in 2016 and 30.8% in 2021. The sharpest drop came between 2011 and 2016, when the rate fell by 28.4%. The later decline was much smaller, at 4.0%, which points to a more gradual shift by 2021.

Hill Spring’s employment rate was 30.8% in 2021, well below most nearby places in the comparison set. It also slipped from 32.1% in 2016, after a much larger decline from 44.8% in 2011. Among the places listed, only Blood 148 and Peigan Timber Limit "B" were lower in 2021, at 31.3% and 0% respectively. Several neighbours were above 50%, including Cardston County at 65.1% and Willow Creek No. 26 at 68.7%. The pattern points to a relatively weak labour-market participation outcome in the local working-age population compared with much of the region.

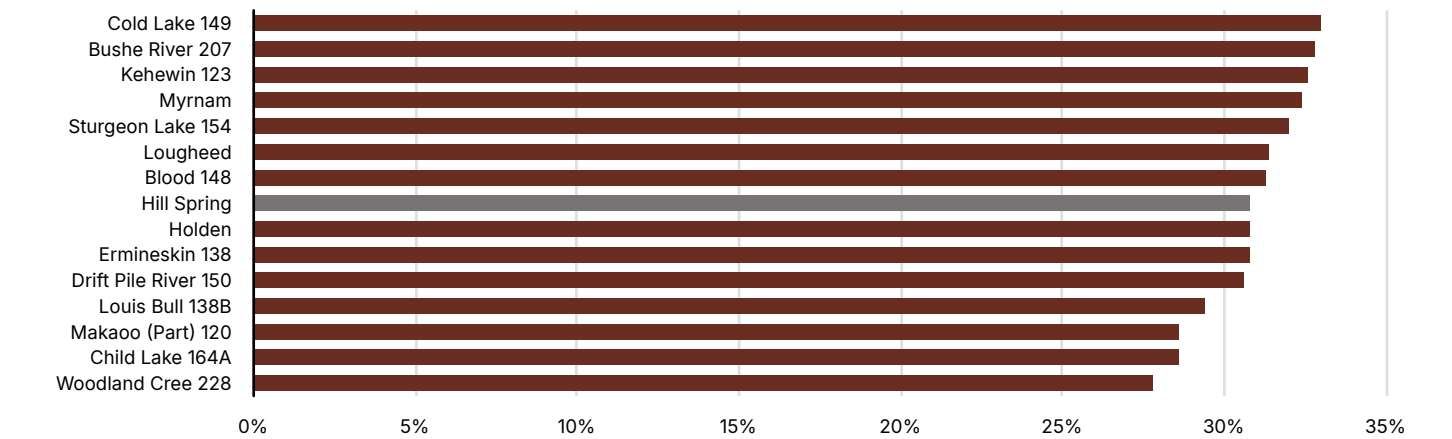


Figure 8.2: Comparison of Employment Rate with other locations (Hill Spring, 2021)¹

Work Activity

In Hill Spring, did not work remained the largest group at 70 people in 2021, down 17.65% from 2016. Worked part year and/or part time rose to 35, while full-year full-time fell to 20.

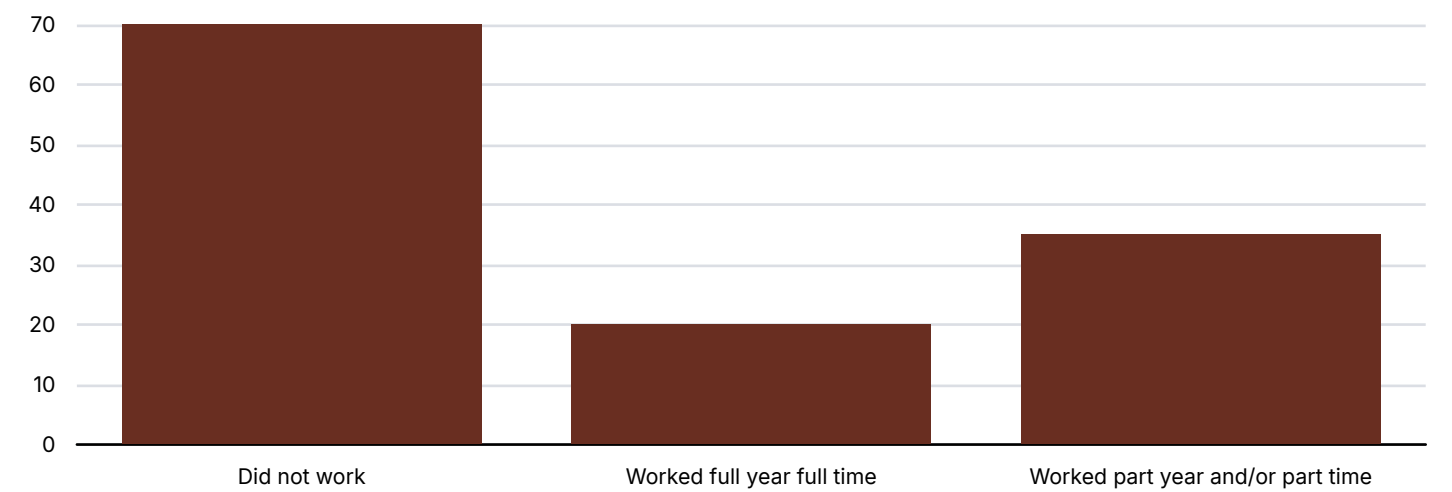


Figure 9.1: Shows the amount of work activity people had during the reference period. It helps indicate attachment to work over the year, not just at a single point in time. (Hill Spring, 2021)¹

In Hill Spring, work activity in 2021 shows a mixed pattern among residents aged 15 and over. The largest group did not work during the reference period, at 70 people, while 35 people worked part year and/or part time and 20 worked full year full time. The five-year changes point in different directions. The number who did not work fell by 17.6%, and full-year full-time work declined by 33.3%, while part-year and/or part-time work rose by 40%. Together, the figures suggest a shift toward more limited work attachment over the five-year period, even as some residents remained active in the labour market. Source: Statistics Canada, Census Profile.



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

Labour Force Participation Rate

Hill Spring’s labour force participation rate fell to 34.6% in 2021, down from 42.9% in 2016 and 44.8% in 2011, a 19.4% five-year decline and 10.2-point drop since 2011.

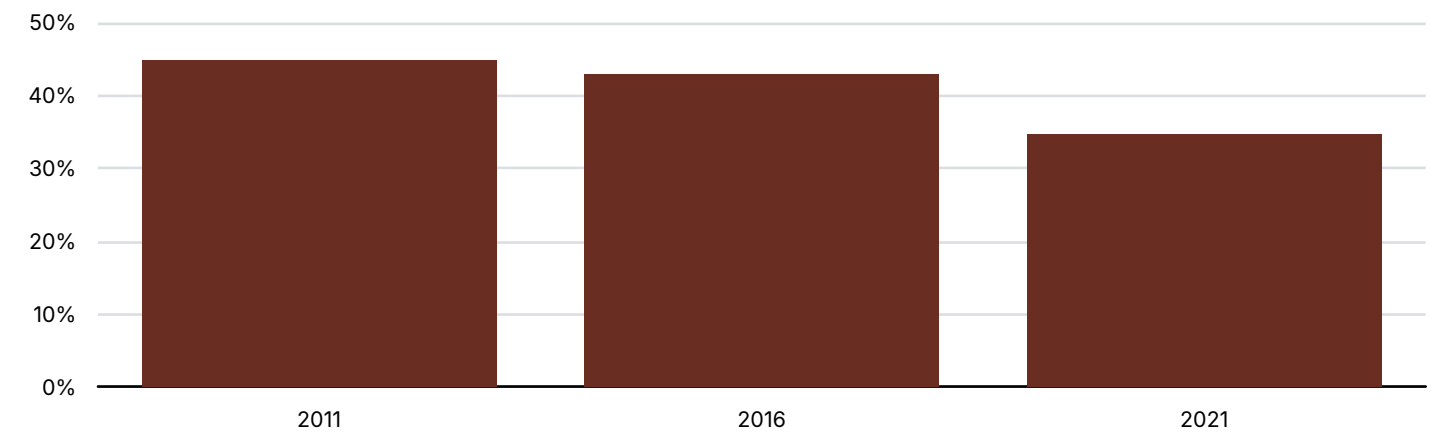


Figure 10.1: Shows the share of the working-age population that is employed or actively looking for work. It helps indicate the level of labour market engagement. (Hill Spring, 2011-2021)¹

Hill Spring’s labour force participation rate has fallen steadily across the three census years shown, pointing to a weaker level of labour market engagement over time. In 2011, the rate stood at 44.8%, then edged down to 42.9% in 2016 before dropping to 34.6% in 2021. The longer-term shift is clear: the 2021 figure is 19.4% below the 2016 level, after a smaller 4.2% decline in the earlier period. Taken together, the data show a sustained downward trend rather than a short-term fluctuation.

Hill Spring’s labour force participation rate was 34.6% in 2021, the lowest among the communities listed here and well below most nearby places. It had been 42.9% in 2016 and 44.8% in 2011, showing a steady decline over the decade. By comparison, Claresholm was 52.6% and Pincher Creek No. 9 was 65.8% in 2021, while Cowley reached 73.0%. The pattern points to relatively limited labour market engagement in Hill Spring, especially after the recent drop.

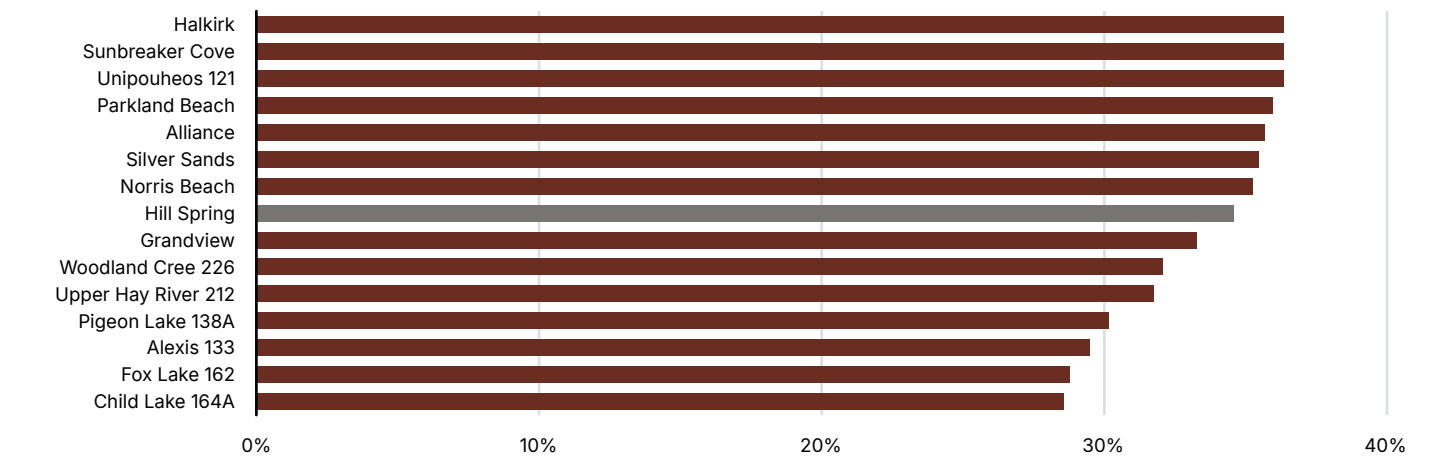


Figure 10.2: Comparison of Labour Force Participation Rate with other locations (Hill Spring, 2021)¹

Employment Rate

Hill Spring's employment rate was 30.8% in 2021, down 4.1% from 2016 and 14.0 points from 2011. The decline slowed in the latest period after a larger earlier drop.

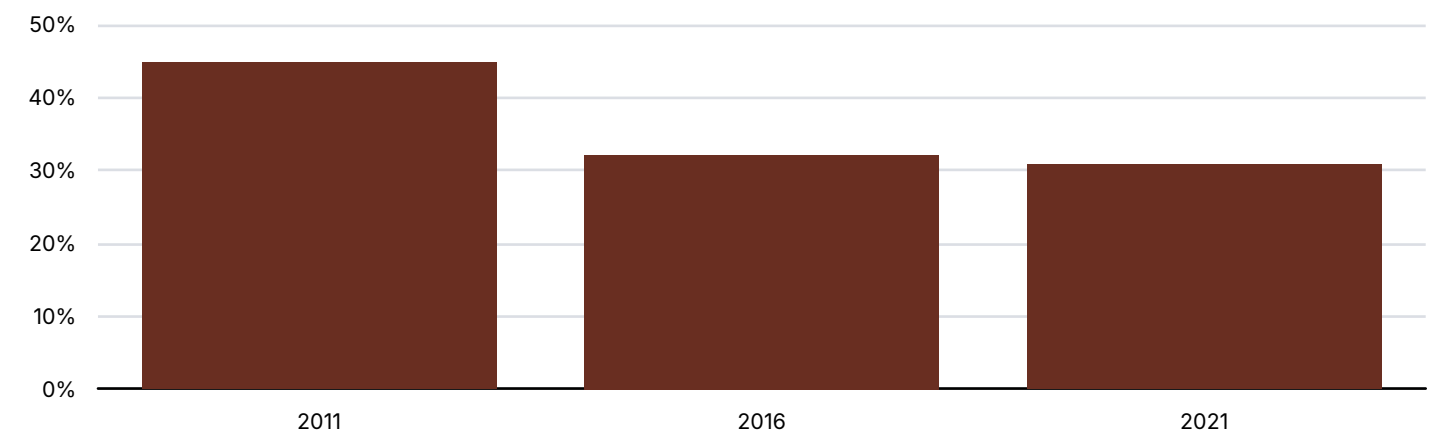


Figure 11.1: Shows the share of the working-age population that is employed. It helps indicate overall labour market health and how fully local talent is being used. (Hill Spring, 2011-2021)¹

Hill Spring's employment rate has trended downward over the past decade among the labour force aged 15 years and over. It was 44.8% in 2011, fell to 32.1% in 2016, and then eased further to 30.8% in 2021. The sharpest change came between 2011 and 2016, when the rate dropped by 28.4%. From 2016 to 2021, the decline was smaller, at 4.0%. The pattern shows a large earlier shift followed by a more modest recent decrease, leaving the 2021 rate well below the 2011 level.

Hill Spring's employment rate was 30.8% in 2021, which was below every comparable Alberta location shown except the two places with 0% reported. It also marked a slight decline from 32.1% in 2016 and a much larger drop from 44.8% in 2011. By comparison, nearby communities such as Pincher Creek No. 9, Cardston County and Willow Creek No. 26 were all above 60% in 2021, underscoring Hill Spring's relatively low level of employment among residents aged 15 and over.

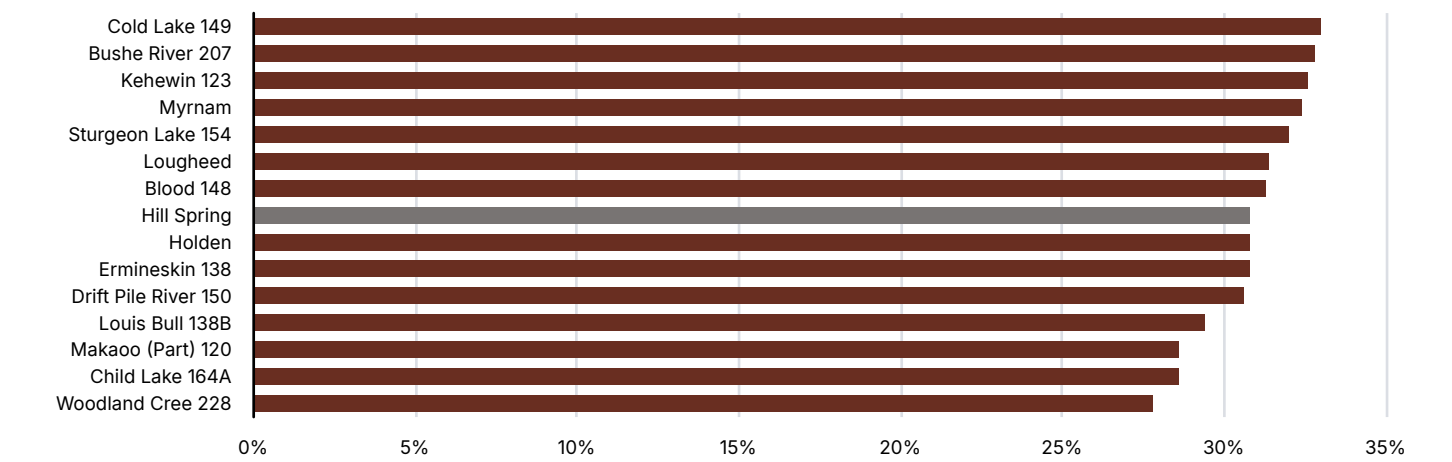


Figure 11.2: Comparison of Employment Rate with other locations (Hill Spring, 2021)¹

Labour Force Status

In Hill Spring, 80 people were not in the labour force in 2021, the largest group. That was up from 75 in 2016, while employed residents fell from 45 to 40 and unemployment dropped to zero.

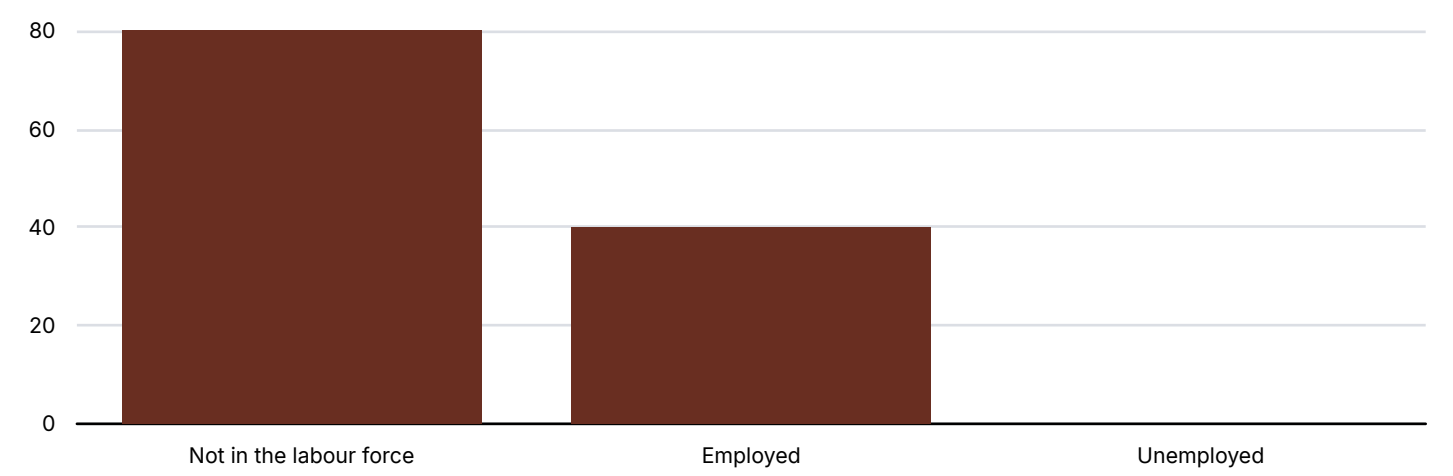
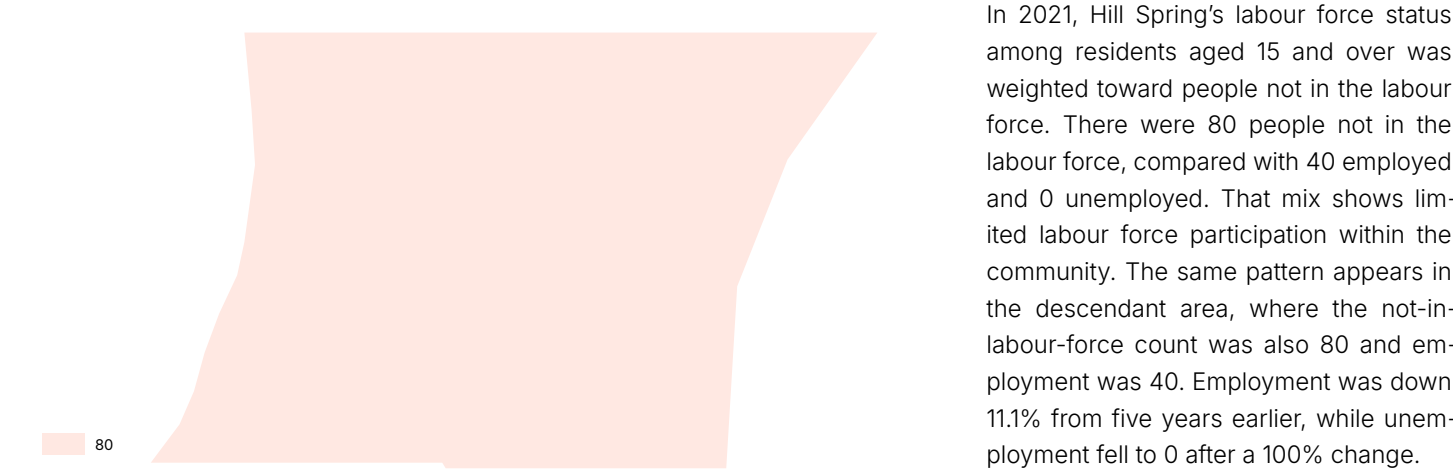


Figure 12.1: Shows whether residents are employed, unemployed, or not in the labour force. It helps indicate how people are participating in the labour market. (Hill Spring, 2021)¹

In 2021, Hill Spring’s labour force status profile for residents aged 15 years and over was weighted toward people not in the labour force. That group accounted for 80 people, compared with 40 employed residents and no unemployed residents recorded. The pattern leaves the community with a small employed share and no measured unemployment in the census count. With only one year shown, there is no time trend to describe, but the distribution is clearly uneven across the three categories. For this village in Alberta, the data point to limited labour force participation rather than a broad mix of working and job-seeking residents.



In 2021, Hill Spring’s labour force status among residents aged 15 and over was weighted toward people not in the labour force. There were 80 people not in the labour force, compared with 40 employed and 0 unemployed. That mix shows limited labour force participation within the community. The same pattern appears in the descendant area, where the not-in-labour-force count was also 80 and employment was 40. Employment was down 11.1% from five years earlier, while unemployment fell to 0 after a 100% change.

Figure 12.2: Distribution of Largest Group: Labour Force Status - Not in the labour force (Hill Spring)¹

Resident Labour Force

Hill Spring’s largest labour force group was public administration at 15 people in 2021, up 50% from 2016. Arts, entertainment and recreation held at 10 people, while health care and social assistance fell to zero.

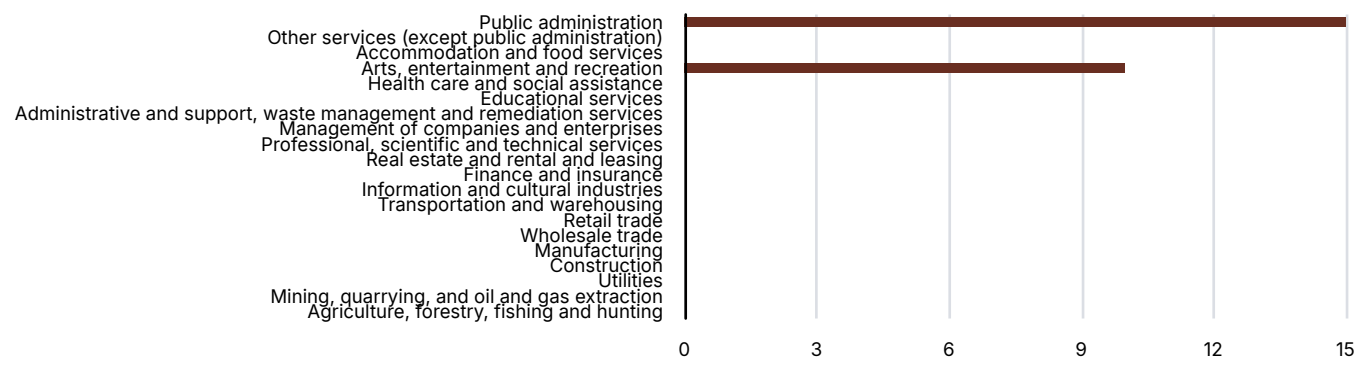


Figure 13.1: Shows the number of residents who are in the labour force. It helps indicate the size of the locally available workforce. (Hill Spring, 2021)¹

In 2021, Hill Spring’s resident labour force was narrowly concentrated in a few industries. Public administration accounted for 15 people and arts, entertainment and recreation for 10, while most other sectors were recorded at zero. The time trend was mixed: public administration increased 50% over five years, arts, entertainment and recreation was unchanged, and several sectors, including wholesale trade, transportation and warehousing, and health care and social assistance, fell to zero after previously being present. The pattern points to a small workforce with limited sectoral diversity.

Hill Spring’s resident labour force in 2021 was small and highly concentrated in two sectors within the labour force aged 15 and over. Public administration accounted for 15 people, while arts, entertainment and recreation had 10. The remaining sectors were recorded at zero, including wholesale trade, transportation and warehousing, and health care and social assistance. The descendant dissemination area shows the same pattern, suggesting very limited sectoral spread in the available labour force data.

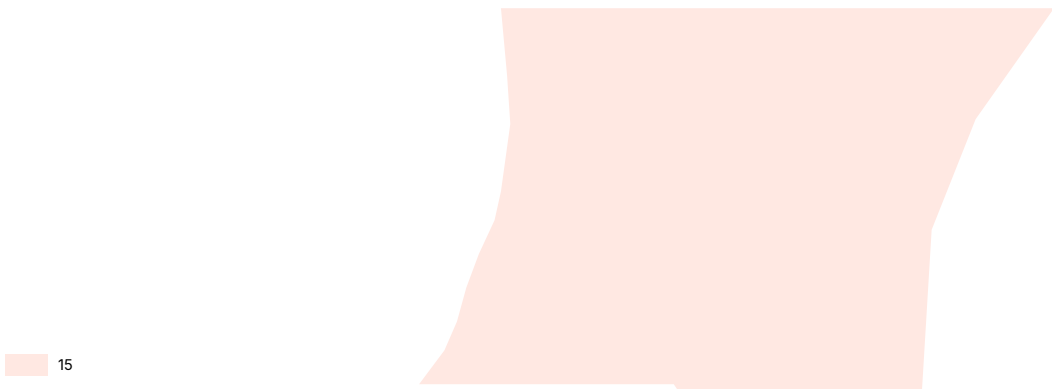


Figure 13.2: Distribution of Largest Group: Industry Sector - Public administration (Hill Spring)¹

Employment by Sector

Hill Spring’s employment remains concentrated in agriculture, forestry, fishing and hunting with 14 people in 2025. Public administration follows with 8, while health care and social assistance rose to 6 from 1 in 2024.

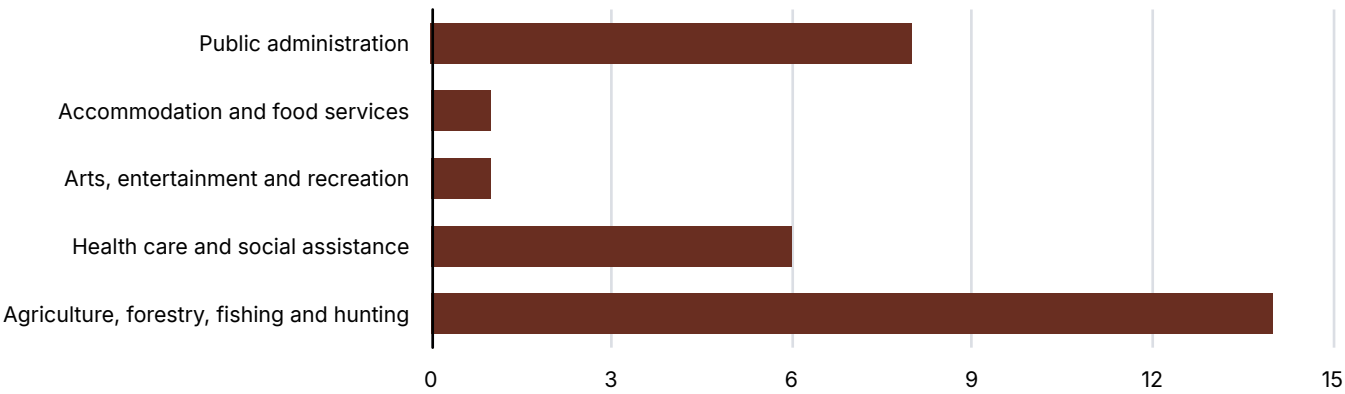


Figure 14.1: Shows how employment is distributed across industry sectors. It helps indicate which sectors account for the largest share of local jobs. (Hill Spring, 2025)²

In 2025, Hill Spring’s employment by sector was concentrated in agriculture, forestry, fishing and hunting, which accounted for 14 people. Public administration followed with 8, and health care and social assistance with 6. Arts, entertainment and recreation and accommodation and food services each had 1 worker. The only recorded change over the year was in health care and social assistance, which increased by 500%, while the other listed sectors were unchanged.

In 2025, Hill Spring’s employment mix for employees aged 15 years and over is concentrated in a few sectors. Agriculture, forestry, fishing and hunting is the largest listed employer with 14 people, followed by public administration with 8 and health care and social assistance with 6. Arts, entertainment and recreation and accommodation and food services each account for 1 job. The pattern suggests a small local labour market shaped most by primary industry and public services.

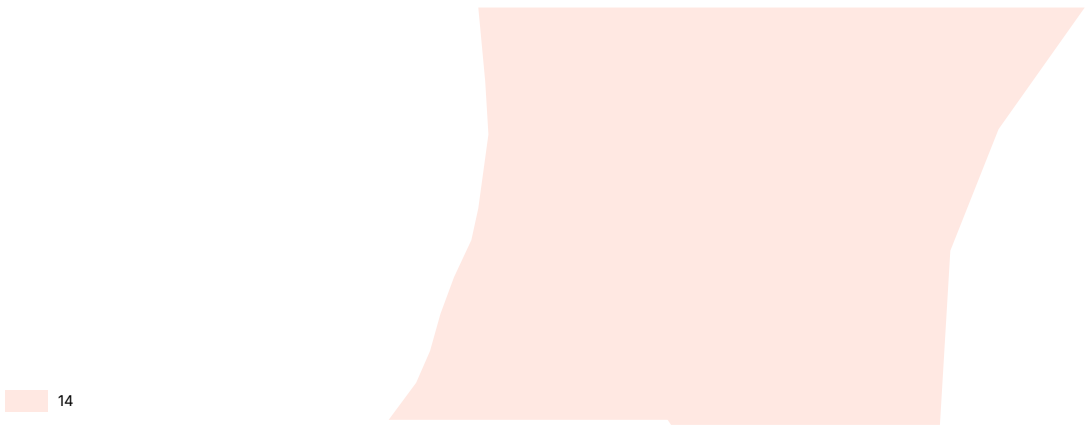


Figure 14.2: Distribution of Largest Group: Naics - Agriculture, forestry, fishing and hunting (Hill Spring)²

Employed Residents by Occupation

Business, finance and administration occupations were the largest group in Hill Spring in 2021, at 15 people, up 50% from 2016. Arts, culture, recreation and sport accounted for 10 people.

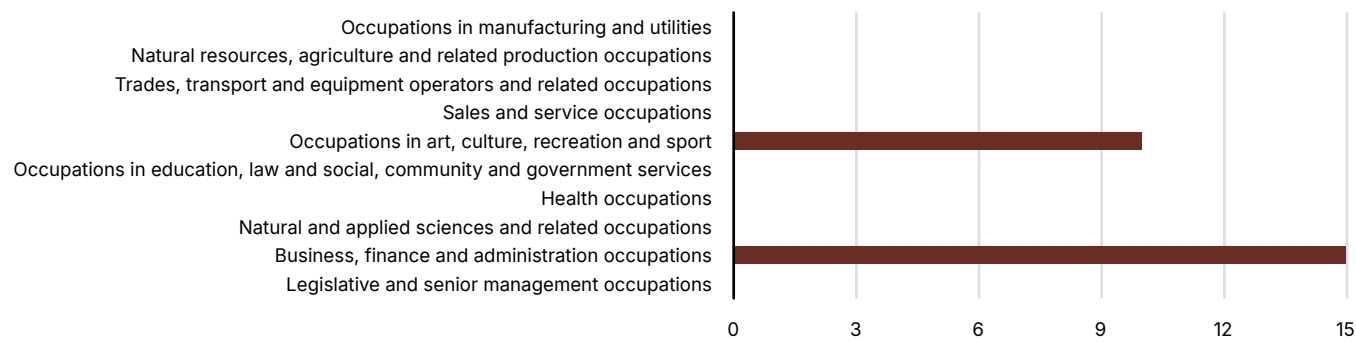


Figure 15.1: Shows the occupations held by employed residents. It helps indicate the community's skill mix and the kinds of work people do. (Hill Spring, 2021)¹

In 2021, Hill Spring's employed residents were concentrated in a few occupation groups, with 15 people in business, finance and administration occupations and 10 in art, culture, recreation and sport. Most other occupations recorded no employed residents, suggesting a very narrow occupational mix among the labour force aged 15 and over. The main movement in the data was in business, finance and administration occupations, which rose 50% over five years. Several groups fell to zero, including legislative and senior management, education and related services, sales and service, and trades, transport and equipment operators, each down 100%.

In Hill Spring, the employed resident labour force aged 15 and over was concentrated in a very small set of occupations in 2021. Business, finance and administration occupations accounted for 15 people, while occupations in art, culture, recreation and sport accounted for 10. Most other occupation groups were recorded at zero, including sales and service, trades, transport and equipment operators, and health occupations. The 5-year change shows growth in business, finance and administration, alongside declines to zero in several other groups.

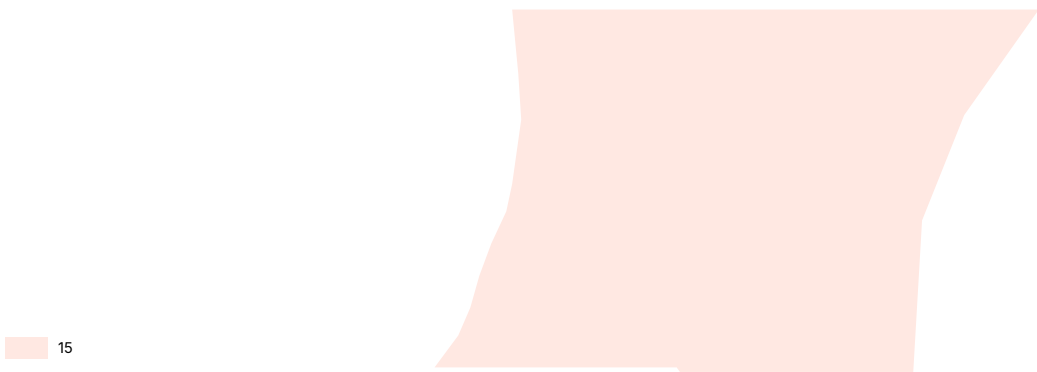


Figure 15.2: Distribution of Largest Group: Occupation - Business, finance and administration occupations (Hill Spring)¹

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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