



CARDSTON COUNTY

Workforce Report

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Executive Summary

Cardston County's 2021 profile is shaped by a labour market that looks steady in its broad measures but distinctive in how work is organized and where it is concentrated. Labour force participation edged up only slightly to 68.1%, while the employment rate held unchanged at 65.1%, suggesting little overall movement between 2016 and 2021. Employment remained the largest labour force category, with 1,625 residents working, 795 outside the labour force, and 75 unemployed. Within employment itself, permanent positions were the clear norm, far outweighing casual, seasonal, short term, or fixed-term arrangements. At the same time, the county's workforce was not defined by a single mode of work: most people still worked at a usual workplace, but working from home rose strongly over the five years, and no fixed workplace also increased.

Beneath that stability, the county shows a mixed work-activity pattern and a narrow economic base. Full-year, full-time work was the largest work-activity group, but only slightly ahead of part-year or part-time work and those who did not work, leaving the adult population fairly evenly spread across these categories. The sharpest shift was the rise in residents who did not work, while part-year and part-time work declined and full-year, full-time work increased modestly. Industry and occupation data point to a local economy centered on agriculture. In the resident labour force, agriculture, forestry, fishing and hunting was the largest industry in 2021, and in 2025 it remained by far the largest employment sector. The same concentration appears in occupations, where natural resources, agriculture and related production became the largest group and recorded the strongest growth over five years. Other sectors and occupations were present, but the overall picture is one in which agriculture carries much of the county's employment weight.

The county's education profile complements that picture by showing broad completion at the secondary level and a larger presence of non-university credentials than advanced degrees. High school completion was the most common outcome, and more residents held a diploma or equivalent than had no formal credential. College, trades, and bachelor's qualifications were also part of the profile, while master's and doctoral attainment remained limited despite some growth. Cardston County therefore appears as a place with stable labour market engagement, a workforce anchored in permanent employment, and an economy whose defining feature is its strong concentration in agriculture.

Place of Work Status

In Cardston County, usual workplace was the largest work location in 2021 at 830 people, up 1.2% from 2016. Working at home rose to 570, while no fixed workplace reached 235 and worked outside Canada fell to zero.

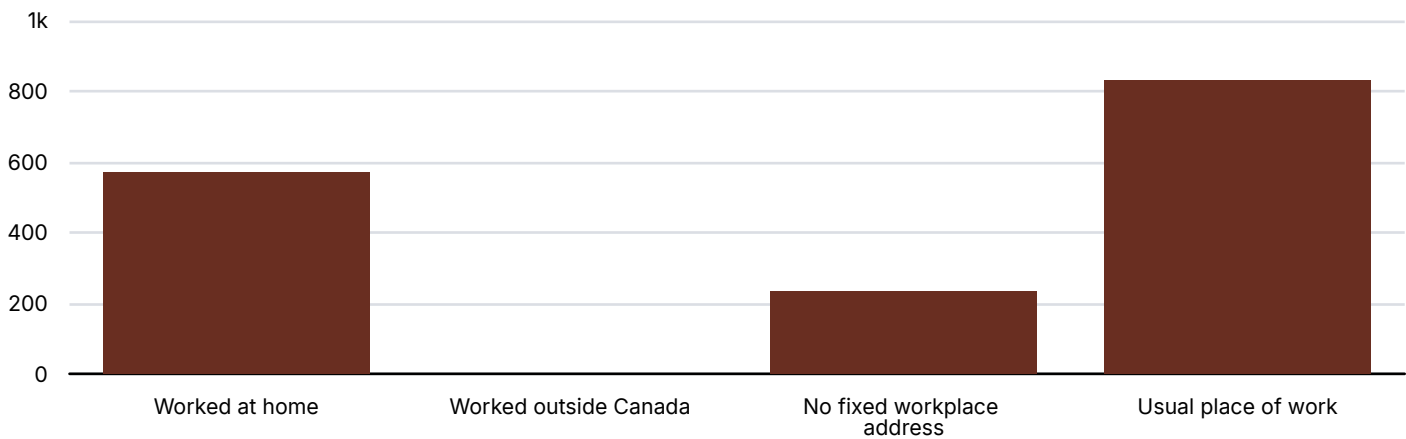
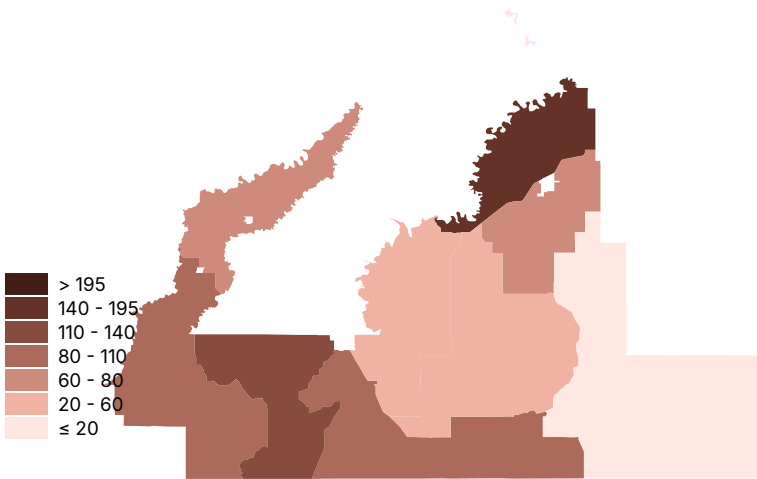


Figure 1.1: Shows whether people work from home, at a usual workplace, or at no fixed workplace. It helps indicate how work is organized across locations. (Cardston County, 2021)¹

In 2021, Cardston County’s employed labour force aged 15 years and over was split across three main work arrangements, with the usual place of work remaining the largest category. About 830 people worked at a usual workplace, compared with 570 who worked at home and 235 who had no fixed workplace address. No one reported working outside Canada. The five-year changes suggest different momentum across the categories. Working at home rose by 25.3%, while no fixed workplace increased by 6.8% and usual place of work edged up 1.2%. The pattern points to growth in home-based work alongside a smaller increase in more mobile work arrangements.



In Cardston County, most employed residents aged 15 and over worked at a usual workplace in 2021, with 830 people in that category. Another 570 people worked at home, while 235 had no fixed workplace address. Only 0 people worked outside Canada. The pattern points to a workforce split across fixed-site, home-based, and mobile work.

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

High School Completion

Cardston County’s largest education group in 2021 was residents with a high school diploma or equivalent, numbering 2,150 people. Those without any certificate, diploma or degree totalled 350, a much smaller group.

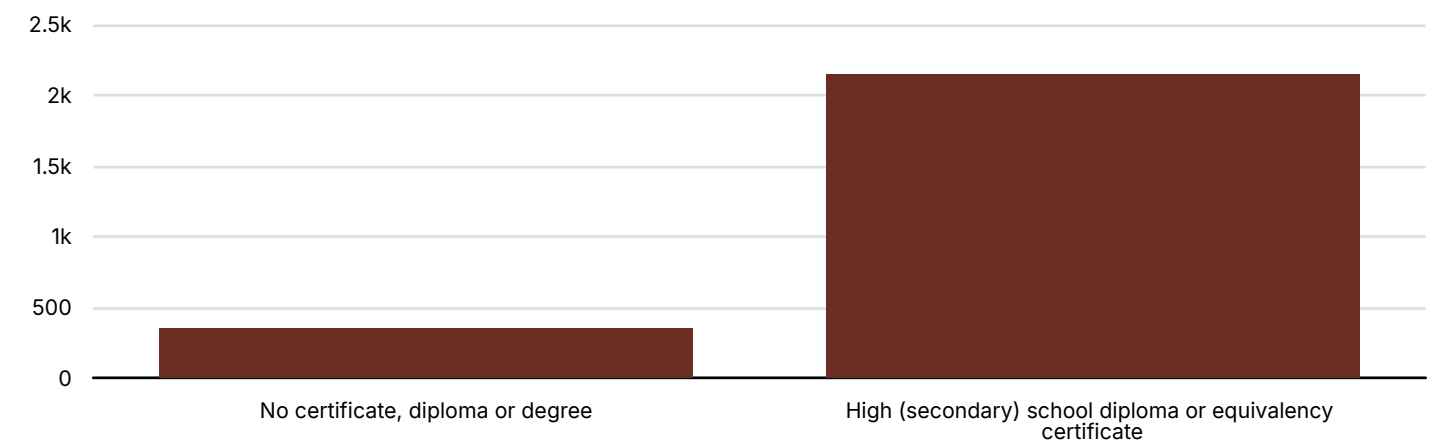


Figure 2.1: Shows whether residents have completed high school or an equivalent credential. It helps indicate a basic foundation for workforce participation and further study. (Cardston County, 2021)¹

In Cardston County, the 2021 high school completion profile shows more residents aged 15 and over with a secondary credential than without one. Among people in private households, 2,150 had a high school diploma or equivalency certificate, while 350 had no certificate, diploma or degree. The gap between the two groups is clear in the census profile. The credentialed group outnumbered those without a completed credential by 1,800 people. For this aspect, the main pattern is stability at a basic educational level, with completion clearly the larger category. This suggests that high school completion is the more common educational outcome in the county, though a smaller group still remains without a formal credential.

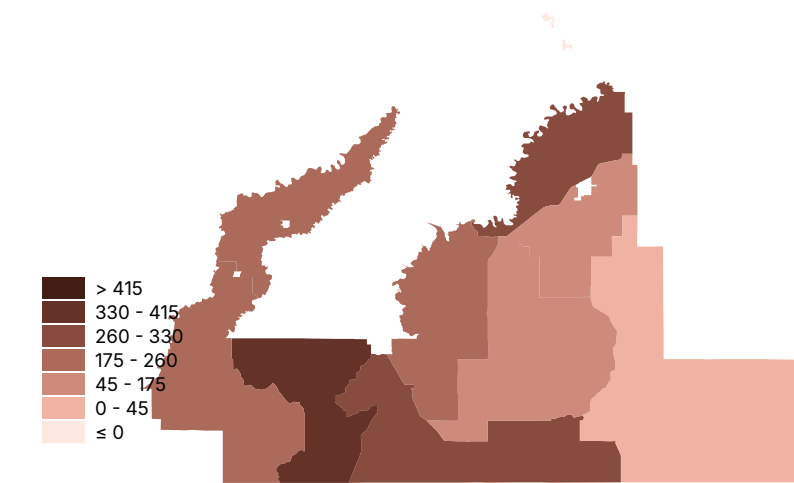


Figure 2.2: Distribution of Largest Group: Education Credential Ca - High (secondary) school diploma or equivalency certificate (Cardston County)¹

In 2021, Cardston County’s high school completion profile showed more residents aged 15 and over with a secondary credential than without one. There were 2,150 people with a high school diploma or equivalent, compared with 350 with no certificate, diploma or degree. Within the county, the largest descendant areas also had more residents with diplomas than without, including 415 versus 50 in one area and 330 versus 90 in another. The pattern suggests completion is the dominant educational outcome in the data provided.

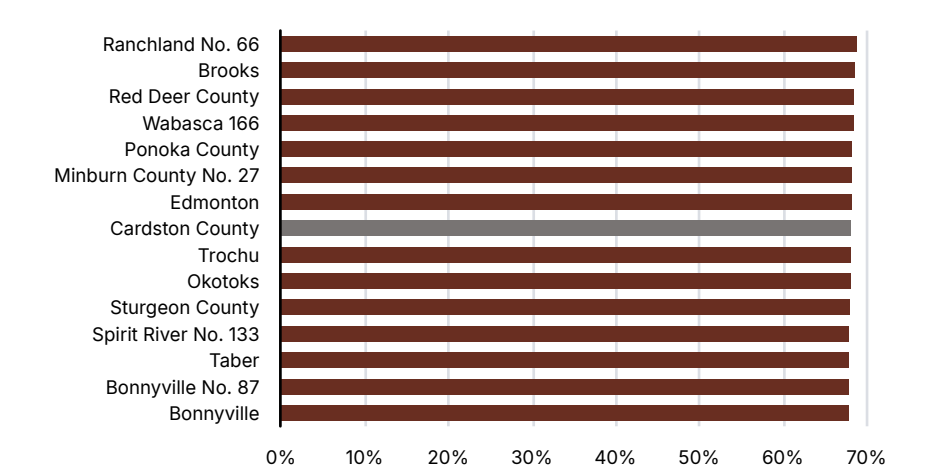
Labour Force Participation Rate

Cardston County's labour force participation rate was 68.1% in 2021, up slightly from 67.9% in 2016. The five-year change was 0.29%, showing little movement over the period.



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. (Cardston County, 2016-2021)¹

Cardston County's labour force participation rate was essentially stable between 2016 and 2021, edging up from 67.9% to 68.1%. The 0.3% five-year change points to a very small increase in labour market engagement over the period. With only these two census points available, the clearest story is continuity rather than movement. The rate remained just above two-thirds of the total population in both years, suggesting little shift in participation levels over time. That pattern leaves Cardston County looking steady, with no evidence in the data of a marked rise or decline.



Cardston County had a labour force participation rate of 68.1% in 2021, slightly above its 2016 level of 67.9%. That places it among the stronger rates in this local comparison set, though not at the very top. By contrast, nearby rates ranged widely, from 34.6% in Hill Spring to 73.0% in Cowley. Pincher Creek No. 9 was also high at 65.8%, while Cardston, at 54.5%, sat well below the county. The county's modest increase suggests stable labour market engagement. Source: Statistics Canada, Census Profile.

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

Labour Force Status

Cardston County's largest labour force group was employed residents, rising to 1,625 in 2021 from 1,510 in 2016. Not in the labour force increased to 795, while unemployed rose to 75.

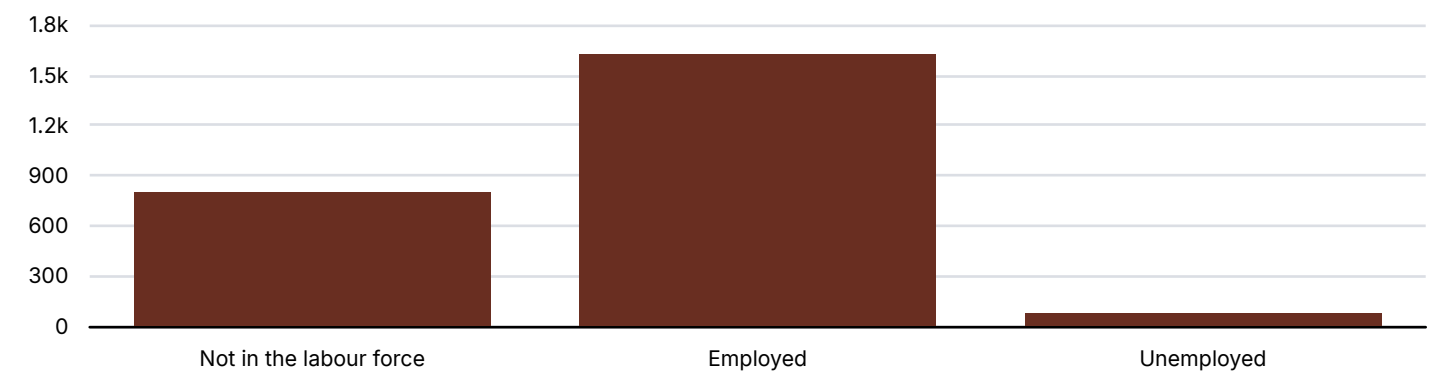


Figure 4.1: Shows whether residents are employed, unemployed, or not in the labour force. It helps indicate how people are participating in the labour market. (Cardston County, 2021)¹

In 2021, Cardston County's labour force status was led by employed residents, with 1,625 people recorded in work. A further 795 people were not in the labour force, while 75 were unemployed. The pattern is stable and clear: employment accounted for the largest group, and unemployment was small relative to the other categories. With no earlier year shown, the data gives a snapshot rather than a trend, but it still shows a labour market where most residents were either employed or outside the labour force.

In 2021, Cardston County's labour force status was dominated by employment, with 1,625 people employed out of a population aged 15 and over. Another 795 were not in the labour force, while 75 were unemployed. That mix means about 65.1% were employed, 31.9% were outside the labour force, and 3.0% were unemployed. The pattern is broad and fairly stable-looking rather than sharply tilted toward unemployment. Most residents were attached to the labour market through work, while a sizeable minority were not participating. Source: Statistics Canada, Census Profile

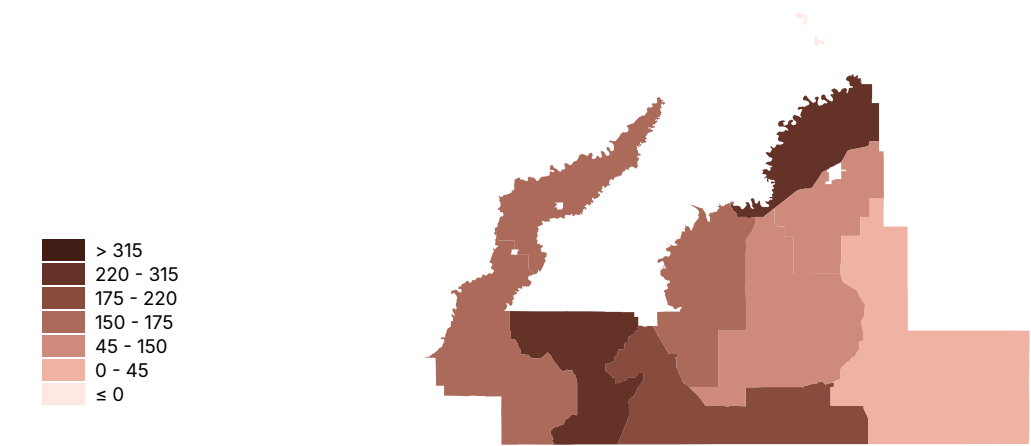


Figure 4.2: Distribution of Largest Group: Labour Force Status - Employed (Cardston County)¹

Highest Education Level

In Cardston County, the largest education group was high school graduates at 890 people in 2021, up 64.8% from 2016. College credentials rose to 545, and masters degrees more than doubled to 70.

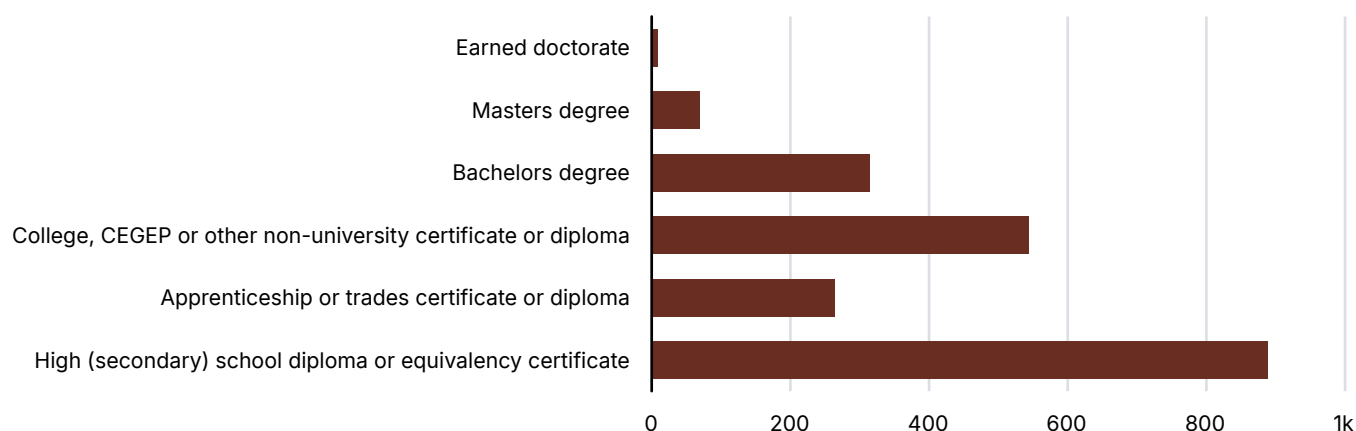
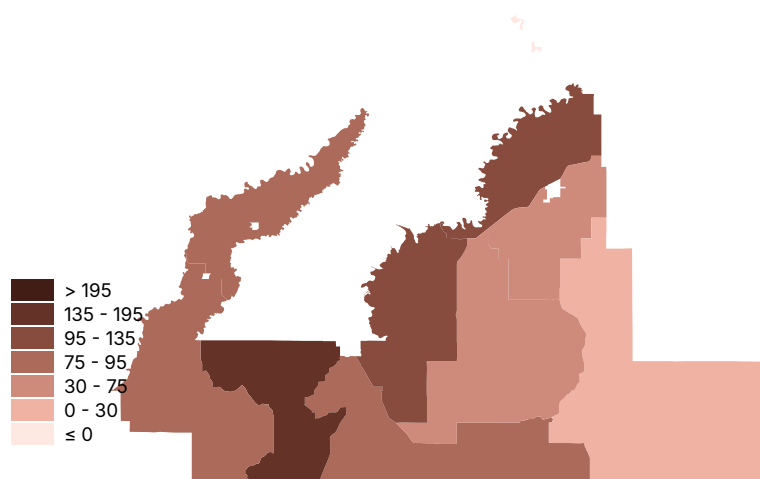


Figure 5.1: Shows the highest level of education completed by residents. It helps indicate the overall educational profile of the population. (Cardston County, 2021)¹

In 2021, Cardston County's population aged 15 years and over in private households showed a profile anchored by high school completion. The largest group had a high (secondary) school diploma or equivalency certificate, at 890 people. College, CEGEP or other non-university credentials followed with 545, while 315 residents held a bachelor's degree and 265 had an apprenticeship or trades certificate or diploma. Longer-term change was positive across most credential levels. The biggest increases were at the master's level, up 133.3% over five years, and for high school diplomas, up 64.8%. College credentials rose 58.0% and bachelor's degrees 21.1%, while apprenticeship credentials grew 10.4%. Earned doctorates remained at 10, with no five-year change.



Cardston County's educational profile in 2021 is centered on non-university credentials, with high school diplomas the largest category at 890 people. College or CEGEP certificates follow at 545, while 315 residents report a bachelor's degree. Advanced degrees are limited: 70 have a master's degree and 10 an earned doctorate. Several smaller areas also report zero in the highest categories.

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

Work Activity

Cardston County's largest work-activity group in 2021 was worked full year full time, at 875 people, up 4.2% from 2016. Did not work rose to 795, a 33.6% increase.

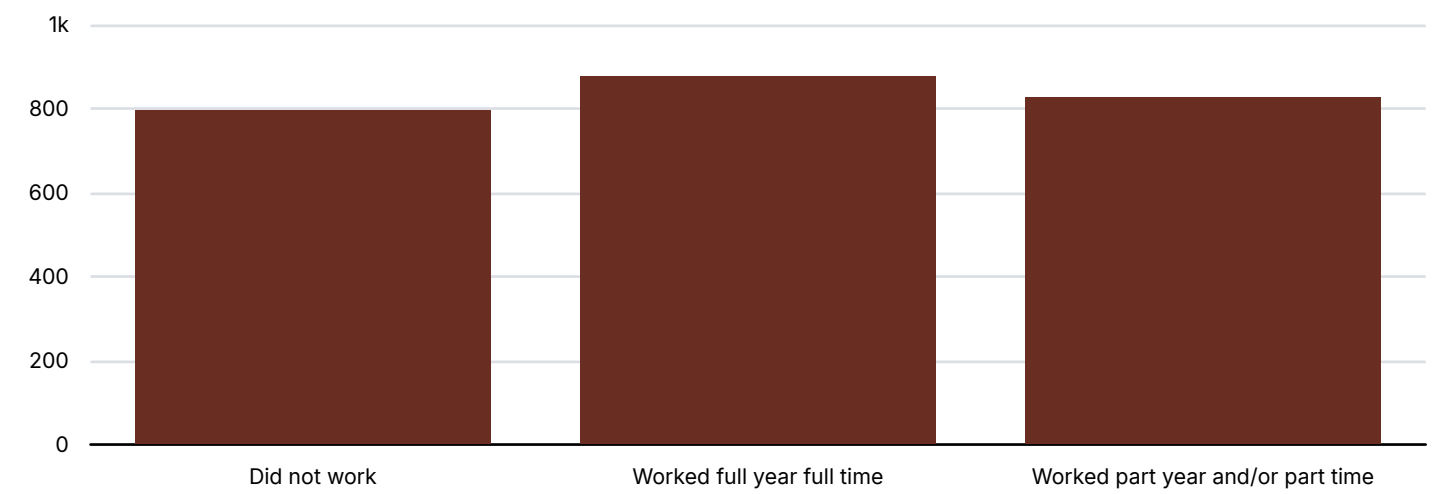
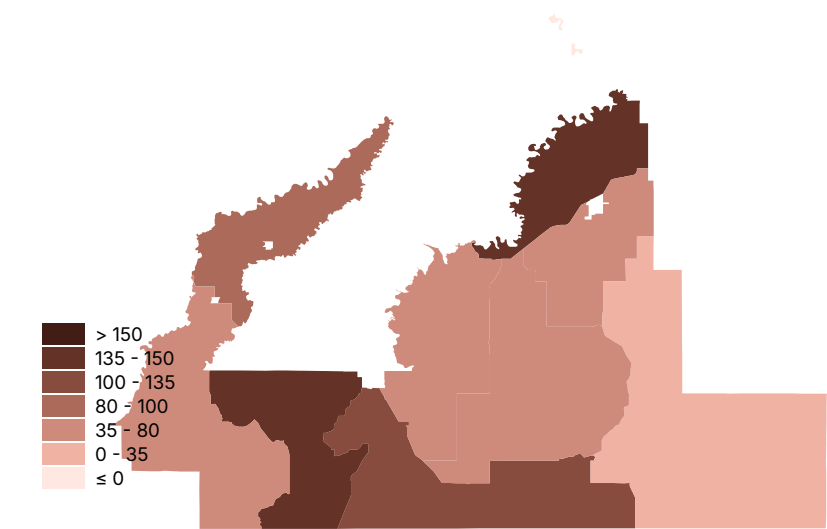


Figure 6.1: Shows the amount of work activity people had during the reference period. It helps indicate attachment to work over the year, not just at a single point in time. (Cardston County, 2021)¹

In Cardston County, work activity in 2021 was split across three main patterns among residents aged 15 and over, with no-work status the largest category. The county had 795 people who did not work, 875 who worked full year full time, and 825 who worked part year and/or part time. The 5-year change shows different directions: did not work rose 33.6%, full-year full-time work increased 4.2%, and part-year and/or part-time work fell 7.3%. That combination points to a workforce picture that changed unevenly over time. Source: Statistics Canada, Census Profile.



In 2021, work activity in Cardston County was split fairly evenly among residents aged 15 and over: 875 people worked full year full time, 825 worked part year and/or part time, and 795 did not work. Over five years, full-year full-time work rose 4.2%, while part-year or part-time work fell 7.3% and non-work increased 33.6%.

Figure 6.2: Distribution of Largest Group: Work Activity - Worked full year full time (Cardston County)¹

Class of Worker

Permanent positions were the largest class of worker in Cardston County in 2021, with 905 people. Casual, seasonal or short-term positions numbered 195, while fixed-term positions totaled 65.

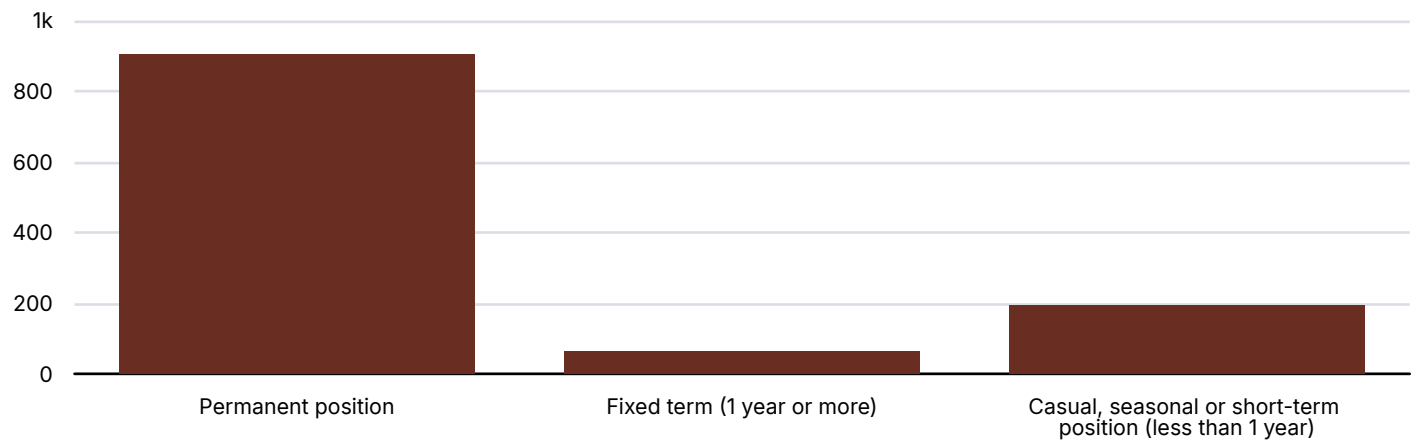
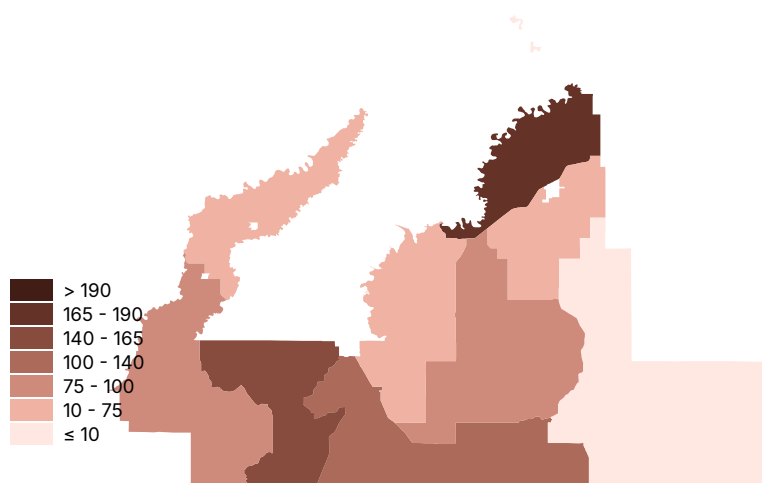


Figure 7.1: Shows whether workers are employees, self-employed, or unpaid family workers. It helps indicate the structure of work in the local economy. (Cardston County, 2021)¹

In Cardston County, the 2021 class of worker data shows a labour force dominated by permanent positions, with smaller shares in shorter-term arrangements. For residents age 15 and over, this provides a snapshot of employment structure rather than a time trend. Permanent positions accounted for 905 people, compared with 195 in casual, seasonal or short-term positions and 65 in fixed-term positions of one year or more. The permanent category was the clear majority. With no earlier year included, change over time cannot be assessed from this dataset. The pattern instead points to a workforce that is concentrated in more stable employment, while temporary work remains a smaller part of the local mix.



In Cardston County in 2021, most workers held permanent positions, with 905 people in that class of worker. Casual, seasonal or short-term jobs accounted for 195 people, while fixed-term positions of one year or more numbered 65. The pattern points to a workforce centered on stable employment, with smaller flexible segments.

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

Employment Rate

Cardston County's employment rate was 65.1% in 2021, unchanged from 2016. The five-year change was 0.0%, showing no movement in the share of the labour force aged 15 years and over that was employed.

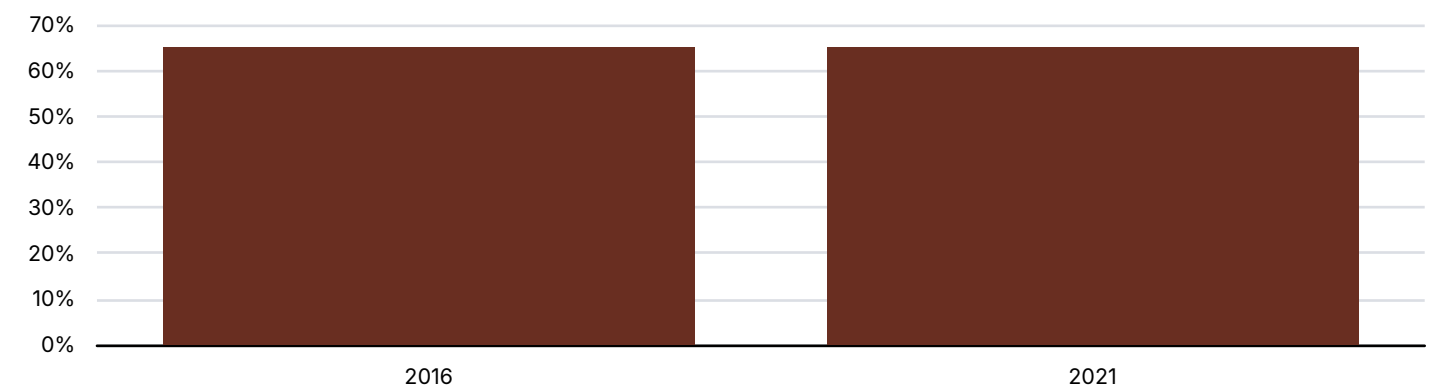


Figure 8.1: Shows the share of the working-age population that is employed. It helps indicate overall labour market health and how fully local talent is being used. (Cardston County, 2016-2021)¹

Cardston County's employment rate was stable over the period shown, with 65.1% of the labour force aged 15 years and over employed in both 2016 and 2021. That leaves the county with no measured change across the five-year span. The flat result suggests a steady labour market rather than a rising or falling one. With the rate unchanged at 65.1%, the data points to continuity in how much of the working-age population was employed during those census years.

Cardston County's employment rate was 65.1% in both 2016 and 2021, showing no change over the five-year period. Within the labour force aged 15 years and over, that places it among the stronger local rates in the comparison set, while still leaving room below the highest nearby values. In 2021, it was above Pincher Creek No. 9 at 61.6%, Cowley at 62.2%, and Cardston at 50.5%, but below Willow Creek No. 26 at 68.7% and Cowley's 2016 peak of 70.7%. The flat result suggests a stable employment share rather than recent movement.

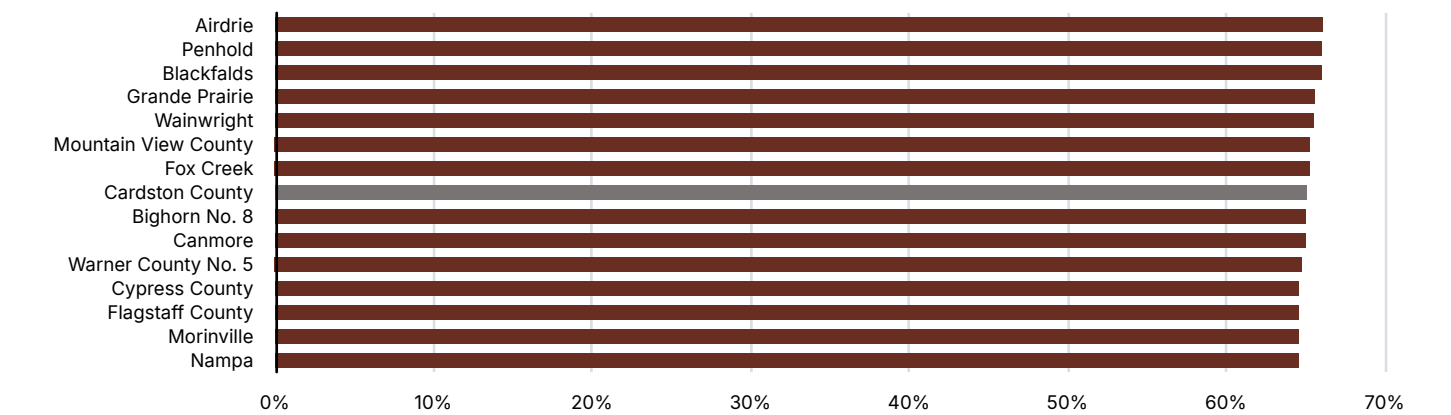


Figure 8.2: Comparison of Employment Rate with other locations (Cardston County, 2021)¹

Work Activity

Cardston County's largest work-activity group in 2021 was worked full year full time, at 875 people, up 4.2% from 2016. Did not work rose to 795, a 33.6% increase.

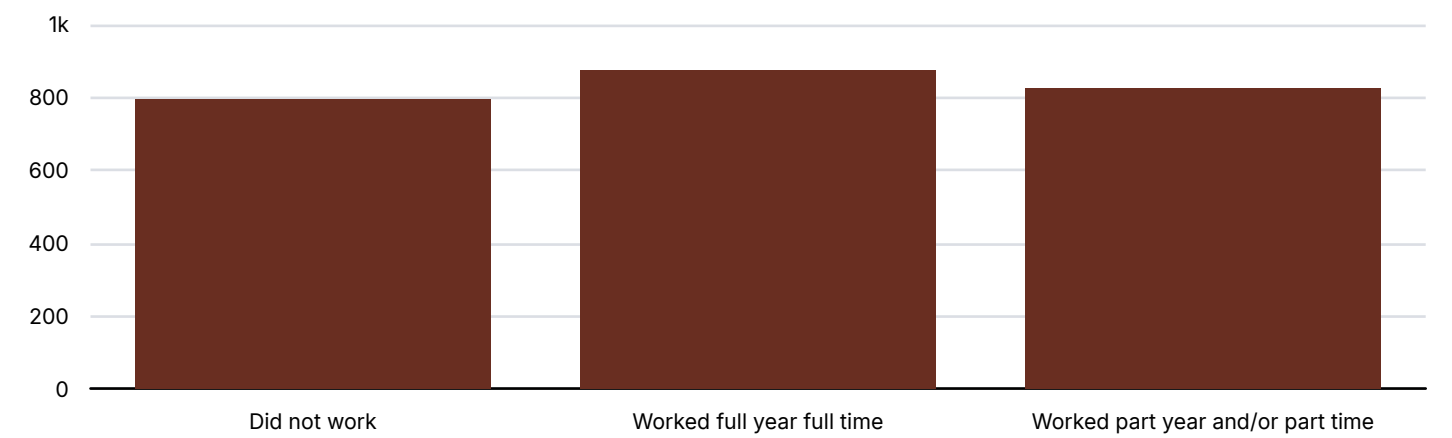


Figure 9.1: Shows the amount of work activity people had during the reference period. It helps indicate attachment to work over the year, not just at a single point in time. (Cardston County, 2021)¹

In 2021, work activity in Cardston County showed a mixed pattern for the population aged 15 years and over. The largest group did not work, at 795 people, up 33.6% over five years. Another 875 people worked full year full time, a 4.2% increase. By contrast, 825 people worked part year and/or part time, down 7.3%. The distribution suggests stable full-time attachment alongside a rising share outside work.

In Cardston County, work activity in 2021 was fairly evenly spread across the adult population, with 875 people working full year full time, 825 working part year and/or part time, and 795 not working. The 5-year changes point to a mixed pattern: full-year full-time work rose 4.2%, while part-year or part-time work fell 7.3%. The number not working increased 33.6%. That combination suggests stable core employment alongside a larger rise in non-working residents than in the other two groups.

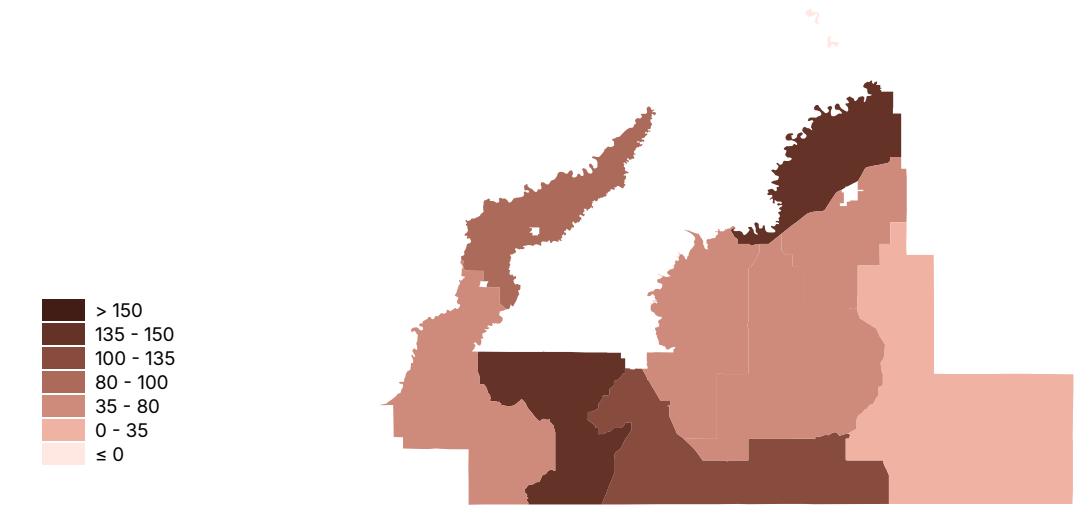


Figure 9.2: Distribution of Largest Group: Work Activity - Worked full year full time (Cardston County)¹

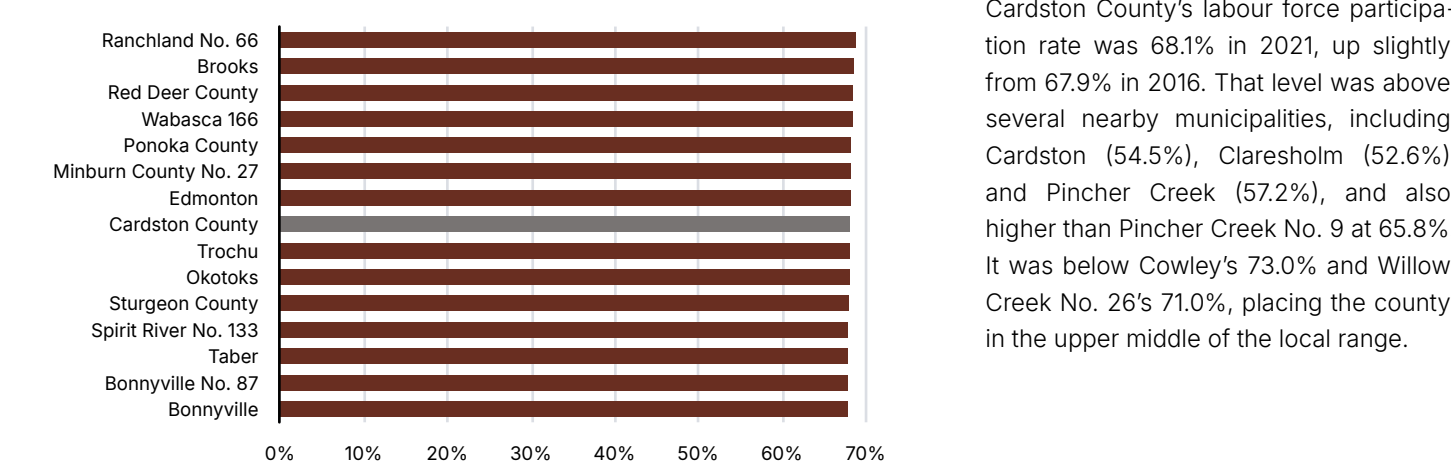
Labour Force Participation Rate

Cardston County's labour force participation rate was 68.1% in 2021, up slightly from 67.9% in 2016. The five-year change was 0.29%, showing little movement over the period.



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. (Cardston County, 2016-2021)¹

Cardston County's labour force participation rate was essentially stable between censuses, edging up from 67.9% in 2016 to 68.1% in 2021. That small gain of 0.3% over five years suggests a labour market participation level that remained steady rather than changing sharply. In 2021, just over two-thirds of the total population was employed or actively looking for work, placing the county at a fairly consistent level across the period. With only two time points available, the clearest pattern is continuity rather than volatility. The data points to a labour force that held its ground over the five-year span.



Cardston County's labour force participation rate was 68.1% in 2021, up slightly from 67.9% in 2016. That level was above several nearby municipalities, including Cardston (54.5%), Claresholm (52.6%) and Pincher Creek (57.2%), and also higher than Pincher Creek No. 9 at 65.8%. It was below Cowley's 73.0% and Willow Creek No. 26's 71.0%, placing the county in the upper middle of the local range.

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

Employment Rate

Cardston County's employment rate was 65.1% in 2021, unchanged from 2016. The five-year change was 0.0%, showing no movement in the share of the labour force aged 15 years and over that was employed.

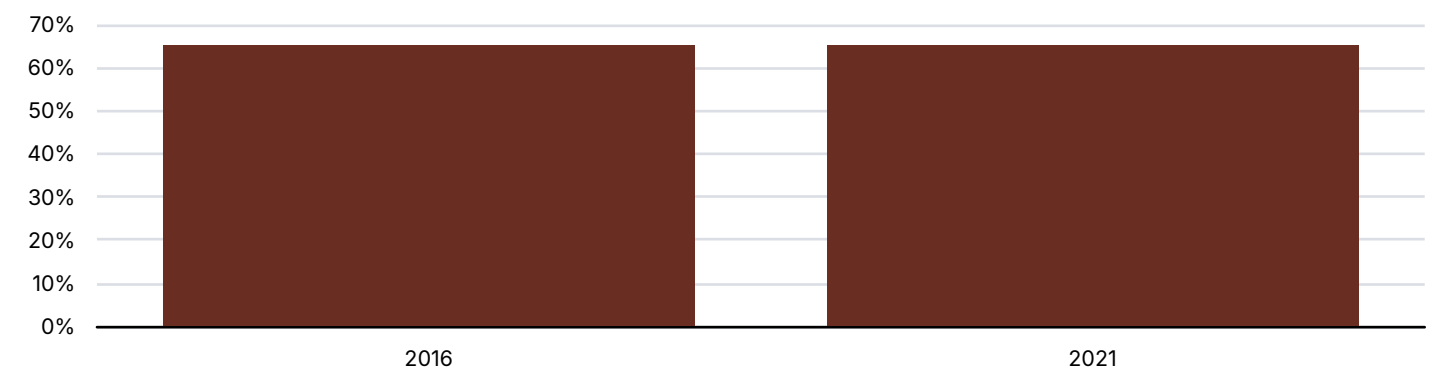


Figure 11.1: Shows the share of the working-age population that is employed. It helps indicate overall labour market health and how fully local talent is being used. (Cardston County, 2016-2021)¹

Cardston County's employment rate was 65.1% in both 2016 and 2021, showing no change over the five-year period. Within the labour force aged 15 years and over, the share of people employed remained steady rather than moving up or down. That flat trend suggests a labour market that was stable across the period covered by the data. With no change between censuses, the county's employment rate appears to have held its position without any short-term momentum in either direction.

Cardston County's employment rate for the labour force aged 15 years and over was 65.1% in both 2016 and 2021, showing no change over the five-year period. That level sits above several nearby comparators in 2021, including Cardston at 50.5%, Claresholm at 47.2%, and Glenwood at 48.7%. It also remains below some higher-rate areas, such as Willow Creek No. 26 at 68.7% and Improvement District No. 4 Waterton at 60.9% in 2021. The pattern points to a steady employment rate for Cardston County, with a mid-to-upper regional position rather than a standout increase or decline.

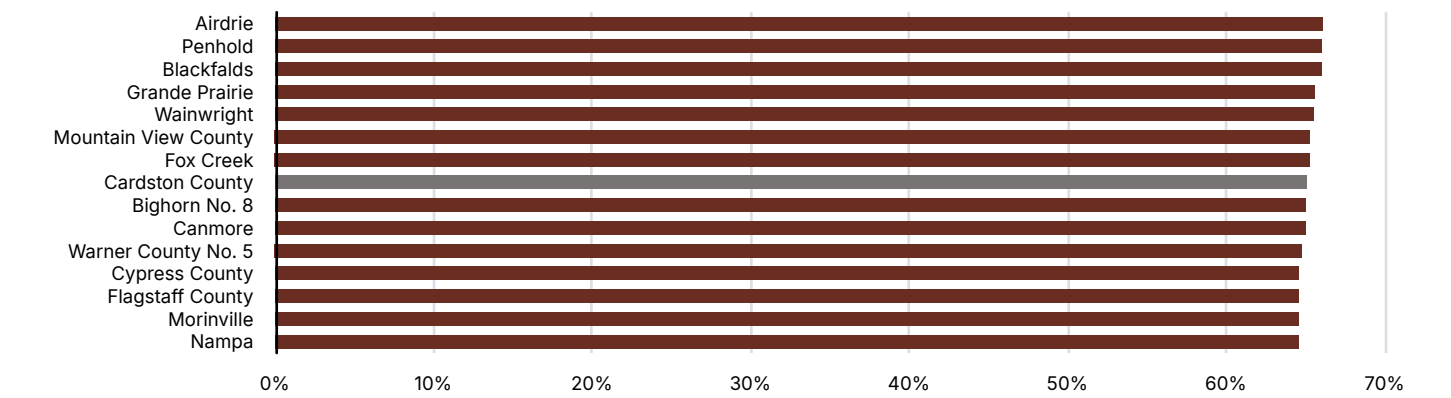


Figure 11.2: Comparison of Employment Rate with other locations (Cardston County, 2021)¹

Labour Force Status

Cardston County’s largest labour force group was employed residents, rising to 1,625 in 2021 from 1,510 in 2016. Not in the labour force increased to 795, while unemployed rose to 75.

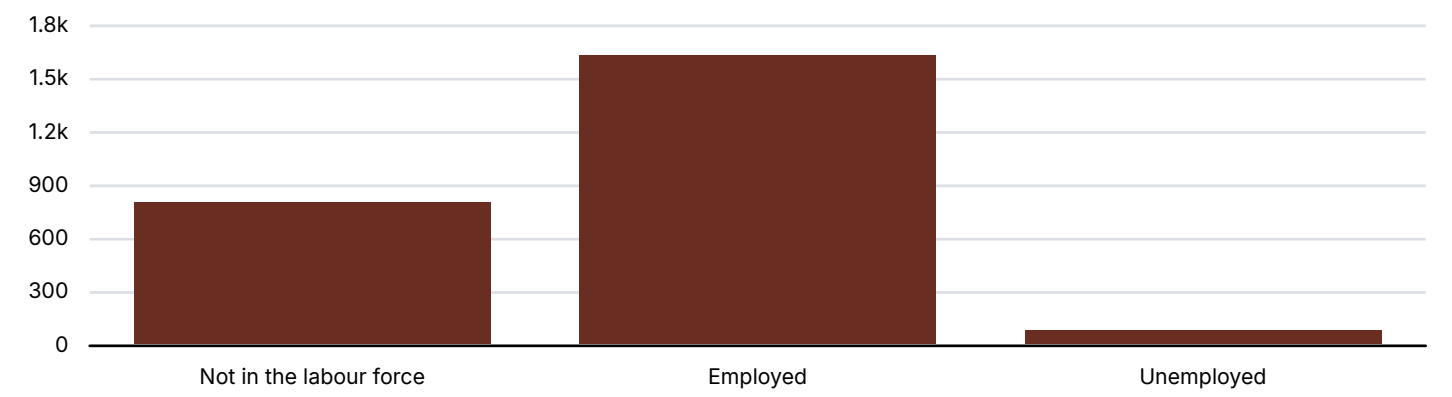


Figure 12.1: Shows whether residents are employed, unemployed, or not in the labour force. It helps indicate how people are participating in the labour market. (Cardston County, 2021)¹

In 2021, Cardston County’s labour force status among residents aged 15 and over was shaped by a clear employed majority. The county had 1,625 employed residents, 795 who were not in the labour force, and 75 unemployed. That means about 65.1% were employed, 31.9% were not in the labour force, and 3.0% were unemployed. The pattern suggests a workforce profile dominated by employment, with a smaller but substantial share outside the labour force and a very small unemployed group.

In 2021, Cardston County’s labour force status for السكان aged 15 and over was led by employment. The county had 1,625 employed residents, compared with 795 not in the labour force and 75 unemployed. That mix suggests a labour market with a clear employed majority. The unemployed count was small relative to the other two groups, while nearly one-third of residents were outside the labour force. The pattern points to participation that is active but not universal. Source: Statistics Canada, Census Profile



Figure 12.2: Distribution of Largest Group: Labour Force Status - Employed (Cardston County)¹

Resident Labour Force

Cardston County's labour force remained led by agriculture, forestry, fishing and hunting, rising to 455 people in 2021, up 12.35% from 2016. Health care reached 230, while finance and insurance doubled to 50.

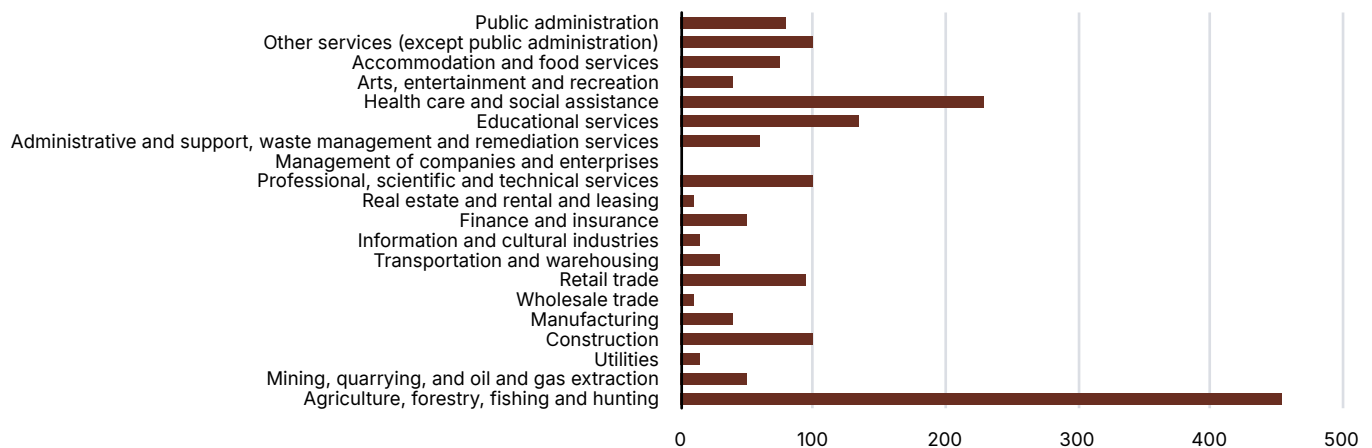


Figure 13.1: Shows the number of residents who are in the labour force. It helps indicate the size of the locally available workforce. (Cardston County, 2021)¹

In 2021, Cardston County's resident labour force was spread across a wide mix of industries, with agriculture, forestry, fishing and hunting the largest at 455 people. Health care and social assistance followed with 230, while educational services accounted for 135 and construction and professional services each for 100. Five-year change was uneven. Mining, quarrying, and oil and gas extraction rose 66.7%, finance and insurance doubled, and professional services also grew 66.7%. By contrast, wholesale trade fell 77.8%, real estate and rental and leasing dropped 60.0%, and construction declined 35.5%.

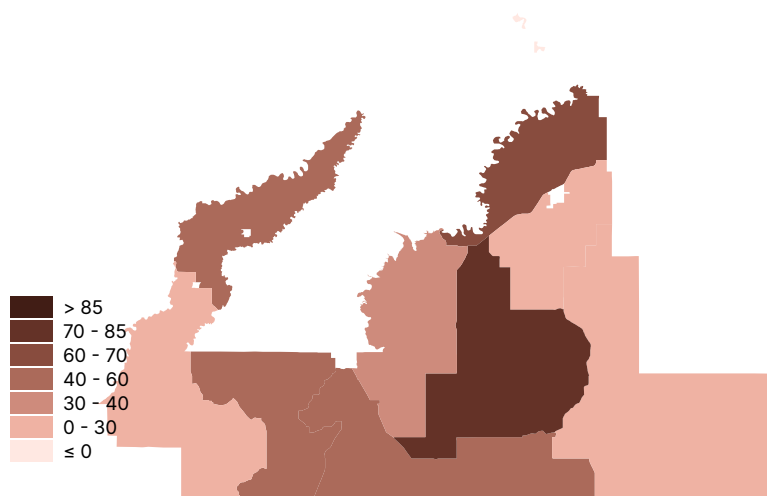


Figure 13.2: Distribution of Largest Group: Industry Sector - Agriculture, forestry, fishing and hunting (Cardston County)¹

Cardston County had a labour force of 455 people in agriculture, forestry, fishing and hunting in 2021, the largest single sector in the resident workforce. Health care and social assistance followed at 230, while educational services reached 135 and construction and professional, scientific and technical services were 100 each. Agriculture also rose 12.3% over five years, while several service sectors were mixed.

Employment by Sector

Cardston County's largest sector in 2025 was agriculture, forestry, fishing and hunting with 173 jobs, down 2.3% from 2024 but up 130.7% over five years. Retail trade followed at 23, while accommodation and food services reached 19.

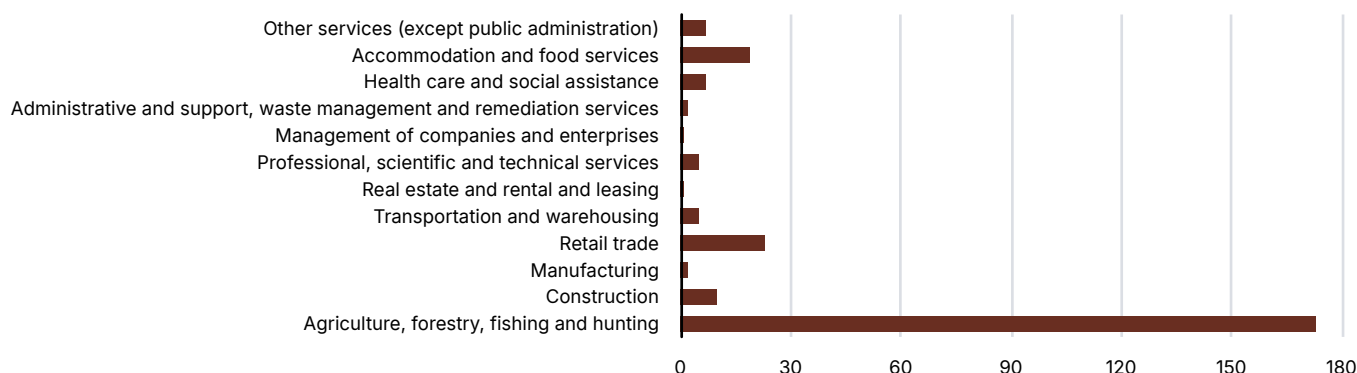


Figure 14.1: Shows how employment is distributed across industry sectors. It helps indicate which sectors account for the largest share of local jobs. (Cardston County, 2025)²

Cardston County's employment is concentrated in agriculture, forestry, fishing and hunting, which accounts for 173 people in 2025. Accommodation and food services is a distant second at 19, followed by retail trade at 23 and construction at 10. Recent changes are mixed. Agriculture slipped 2.3% over one year but remains far above other sectors, while accommodation and food services was unchanged and up 216.7% over five years. Retail trade fell 46.5% in a year, showing weaker momentum in a key local employer.

Cardston County's employment in 2025 was concentrated in a few sectors, led by agriculture, forestry, fishing and hunting. Within employees aged 15 and over, that sector had 173 people, far ahead of retail trade at 23 and accommodation and food services at 19. Smaller sectors included construction with 10 workers, health care and social assistance and other services with 7 each, and several fields at 1 to 5 workers. This pattern points to a narrow local employment base, with one sector carrying much of the county's job total.

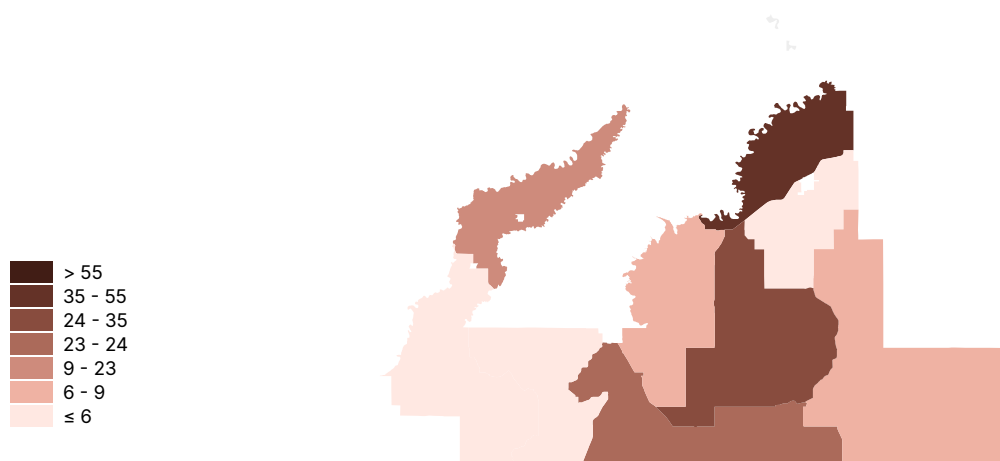


Figure 14.2: Distribution of Largest Group: Naics - Agriculture, forestry, fishing and hunting (Cardston County)²

Employed Residents by Occupation

Natural resources, agriculture and related production occupations became the largest group in Cardston County at 440 people in 2021, up 131.6% from 2016. Sales and service followed at 295, while trades stood at 245.

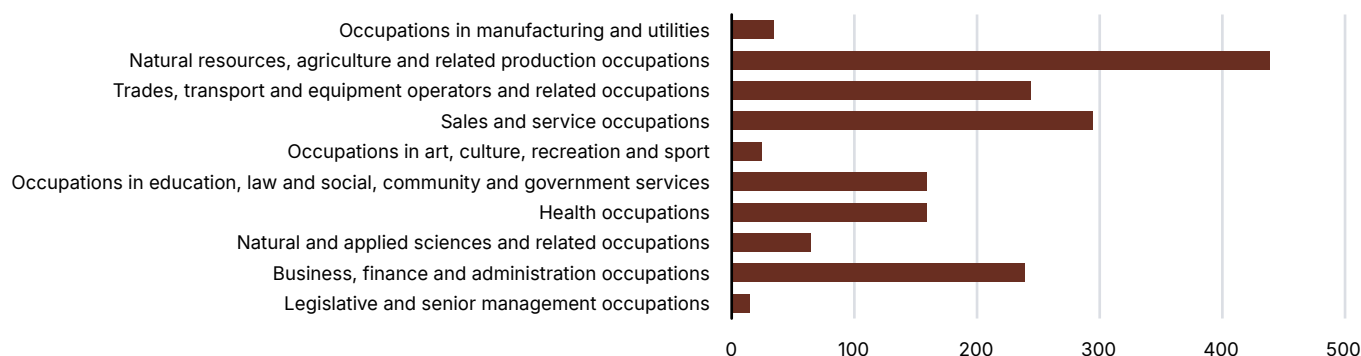


Figure 15.1: Shows the occupations held by employed residents. It helps indicate the community's skill mix and the kinds of work people do. (Cardston County, 2021)¹

In Cardston County, employed residents in 2021 were concentrated in a few occupation groups, with natural resources, agriculture and related production occupations leading at 440 people. Sales and service occupations followed at 295, while business, finance and administration accounted for 240 and trades, transport and equipment operators for 245. Health occupations and education, law and social, community and government services each employed 160 residents. The strongest 5-year growth was in natural resources and agriculture, up 131.6%, while legislative and senior management fell sharply.

Cardston County's employed residents in 2021 were concentrated in a few occupations, led by natural resources, agriculture and related production at 440 people. Sales and service accounted for 295, while business, finance and administration reached 240. Health occupations and education, law and social, community and government services each had 160 people, with trades, transport and equipment operators at 245. The sharpest five-year growth was in natural resources, agriculture and related production, up 131.6%, while legislative and senior management fell to 15.

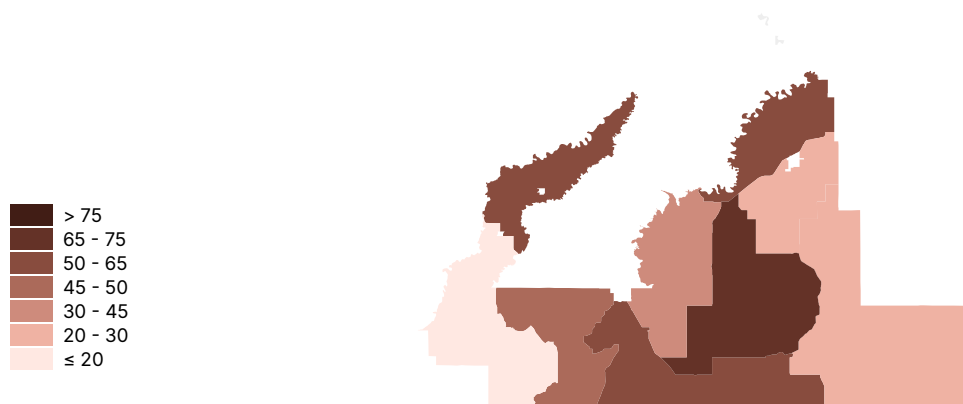


Figure 15.2: Distribution of Largest Group: Occupation - Natural resources, agriculture and related production occupations (Cardston County)¹

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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