



PINCHER CREEK NO. 9

Workforce Report

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Executive Summary

Pincher Creek No. 9 presents a labour market that remains firmly rooted in work, but with signs of softer engagement than a decade earlier. In 2021, employment was by far the largest labour force status, well ahead of unemployment, and most workers were in permanent positions rather than fixed-term or casual roles. At the same time, both the participation rate and the employment rate had moved down steadily since 2011, indicating that a smaller share of residents was active in the labour market than in the past. Work arrangements also show a community balancing established patterns with more flexible ones: a usual workplace remained the dominant setting, but working from home had become a substantial part of the local employment picture.

The structure of work itself appears mixed rather than concentrated in a single pattern. Residents were spread fairly evenly across full-year full-time work, part-year or part-time work, and not working, with the largest group only slightly ahead of the others. Over five years, the number who did not work rose sharply, while full-year full-time work increased and part-year or part-time work declined, pointing to a changing balance in how employment is experienced locally. Industry and occupation data reinforce the area's rural base. Agriculture, forestry, fishing and hunting remained the largest industry in the resident labour force, and natural resources and agriculture-related occupations were the largest occupational group, alongside a strong presence in trades, transport and equipment operation. At the same time, growth in professional, scientific and technical services and other service-oriented fields suggests a broader employment mix than a purely primary-sector profile.

Education adds a more stable note to the overall picture. High school completion was common, with far more residents holding a secondary credential than having no certificate, diploma or degree. The largest highest-attainment groups were high school and college credentials, with bachelor's degrees also forming a meaningful share. Most education categories grew over five years, although trades credentials edged down. The result is a community with a solid educational baseline, a workforce still anchored in employment and permanent jobs, and an economy that combines longstanding agricultural strength with gradual diversification, even as labour market participation has eased over time.

Place of Work Status

Usual workplace was the largest category in Pincher Creek No. 9 in 2021, at 795 people, up 0.6% from 2016. Worked at home rose to 550, while no fixed workplace reached 185.

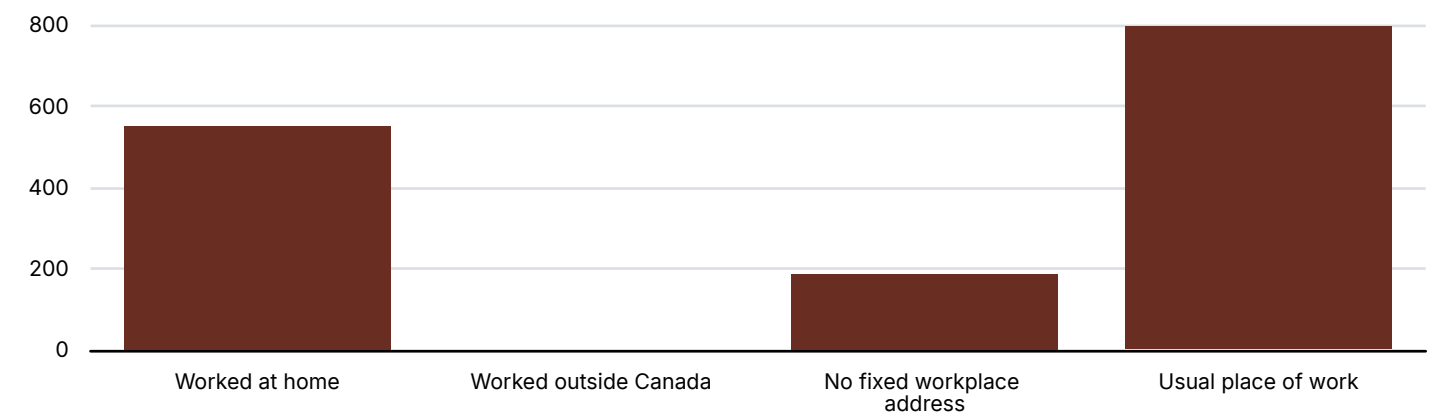


Figure 1.1: Shows whether people work from home, at a usual workplace, or at no fixed workplace. It helps indicate how work is organized across locations. (Pincher Creek No. 9, 2021)¹

In 2021, work patterns in Pincher Creek No. 9 were centered on a usual place of work, with 795 people in that category. Another 550 people worked at home, while 185 had no fixed workplace address. Very few worked outside Canada, at 0. The 5-year change shows modest growth in home-based work, at 10%, and a larger increase for no fixed workplace addresses, at 15.6%, while usual place of work was essentially unchanged at 0.6%. These figures suggest a stable mix with some gradual shift toward more flexible arrangements.

In 2021, work in Pincher Creek No. 9 was split between a usual workplace and home-based arrangements for employed residents aged 15 and over. Most people worked at a usual place of work, 795 people, while 550 worked at home and 185 had no fixed workplace address. No one reported working outside Canada. The mix suggests a location where conventional workplaces still dominate, but remote work is also a substantial part of the labour force. Within that pattern, home-based work is large enough to shape how employment is organized locally.

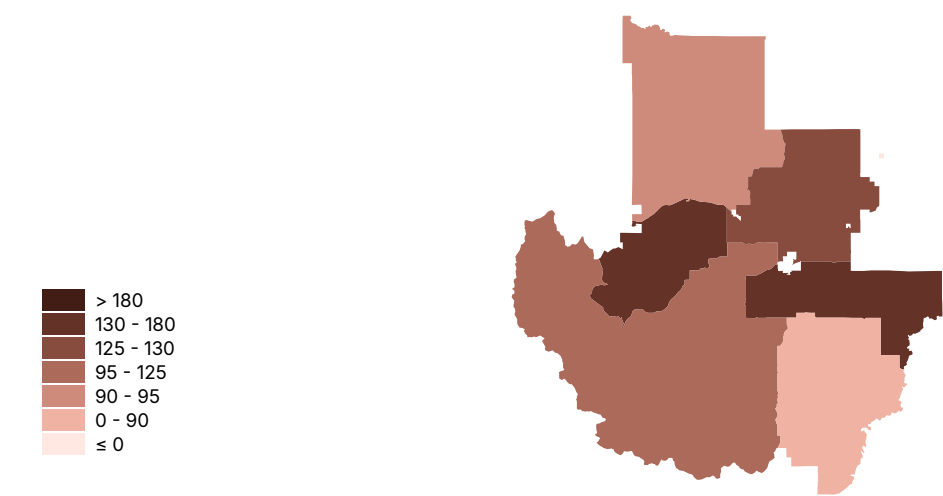


Figure 1.2: Distribution of Largest Group: Place Of Work Status - Usual place of work (Pincher Creek No. 9)¹

High School Completion

In Pincher Creek No. 9, the largest education group in 2021 had a high school diploma or equivalent, with 2,080 people. Another 425 people had no certificate, diploma or degree.

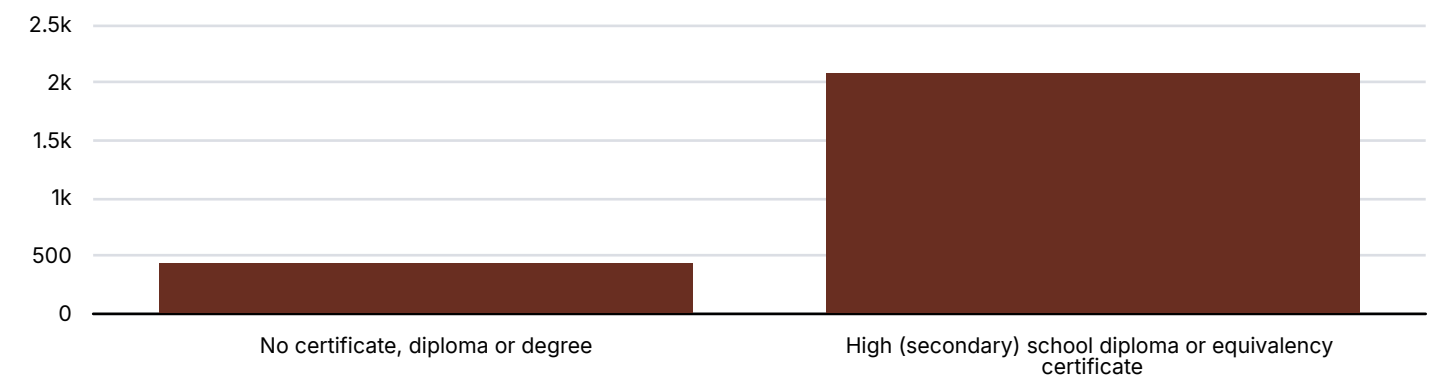


Figure 2.1: Shows whether residents have completed high school or an equivalent credential. It helps indicate a basic foundation for workforce participation and further study. (Pincher Creek No. 9, 2021)¹

In Pincher Creek No. 9, high school completion data for 2021 shows a clear split between residents with and without a secondary credential among people age 15 and over in private households. There were 2,080 residents with a high school diploma or equivalency certificate, compared with 425 who had no certificate, diploma or degree. That means the completed-high-school group was much larger than the group without a credential, with roughly five times as many people in the former category. The figures point to a population where secondary completion is common, while a smaller share remains without formal schooling credentials.

In 2021, Pincher Creek No. 9 showed a strong tilt toward high school completion among residents aged 15 and over in private households. Of 2,505 people, 2,080 had a high school diploma or equivalent, while 425 had no certificate, diploma or degree. That means 83.0% had completed high school, compared with 17.0% who had not. The pattern was similar across nearby dissemination areas, where diploma counts generally exceeded those without credentials. This points to a largely completed secondary-education profile, with a smaller group still outside that baseline. Source: Statistics Canada, Census Profile.

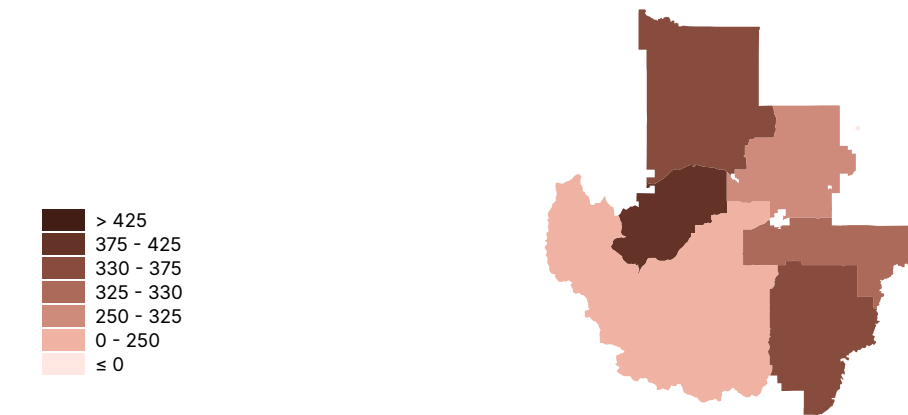


Figure 2.2: Distribution of Largest Group: Education Credential Ca - High (secondary) school diploma or equivalency certificate (Pincher Creek No. 9)¹

Labour Force Participation Rate

Pincher Creek No. 9's labour force participation rate was 65.8% in 2021, down from 69.9% in 2016 and 73.6% in 2011. The five-year decline was 5.9%, after a 5.0% drop earlier.

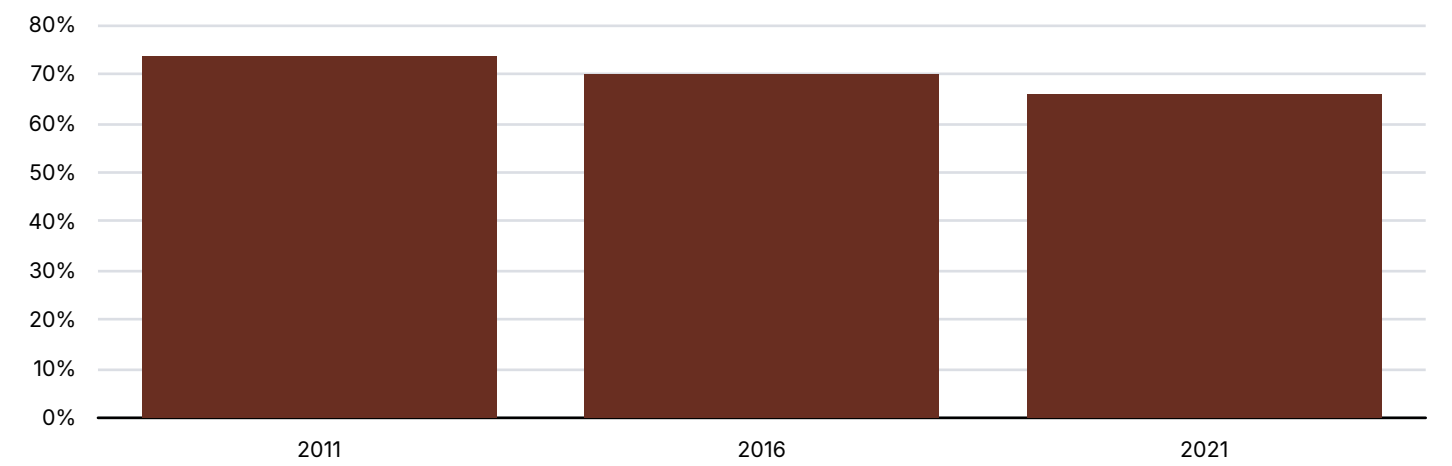
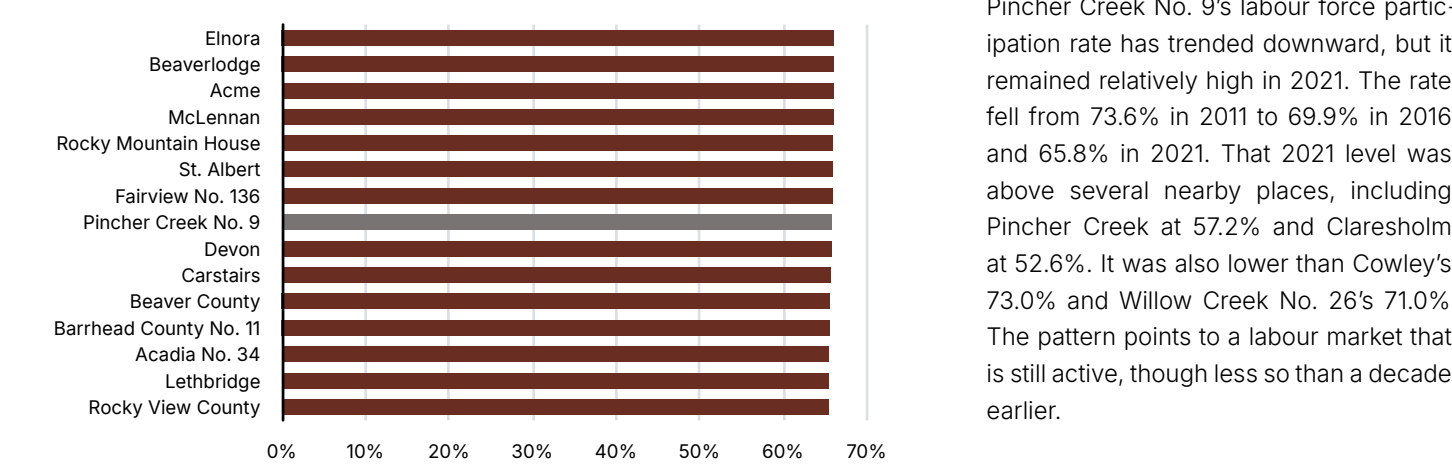


Figure 3.1: Shows the share of the working-age population that is employed or actively looking for work. It helps indicate the level of labour market engagement. (Pincher Creek No. 9, 2011-2021)¹

Pincher Creek No. 9's labour force participation rate has trended downward over the past decade. In 2011, 73.6% of the working-age population was either employed or looking for work. By 2016, the rate had eased to 69.9%, a decline of 5.0% over five years. It fell further to 65.8% in 2021, down another 5.9% from 2016. The pattern is steady rather than abrupt, with each census showing a lower participation rate than the one before. In practical terms, the data point to a gradually smaller share of residents engaged in the labour market over time.



Pincher Creek No. 9's labour force participation rate has trended downward, but it remained relatively high in 2021. The rate fell from 73.6% in 2011 to 69.9% in 2016 and 65.8% in 2021. That 2021 level was above several nearby places, including Pincher Creek at 57.2% and Claresholm at 52.6%. It was also lower than Cowley's 73.0% and Willow Creek No. 26's 71.0%. The pattern points to a labour market that is still active, though less so than a decade earlier.

Figure 3.2: Comparison of Labour Force Participation Rate with other locations (Pincher Creek No. 9, 2021)¹

Labour Force Status

Employed residents remained the largest group in Pincher Creek No. 9 at 1,540 in 2021, up from 1,455 in 2016. The not in the labour force group rose to 860, while unemployed reached 110.

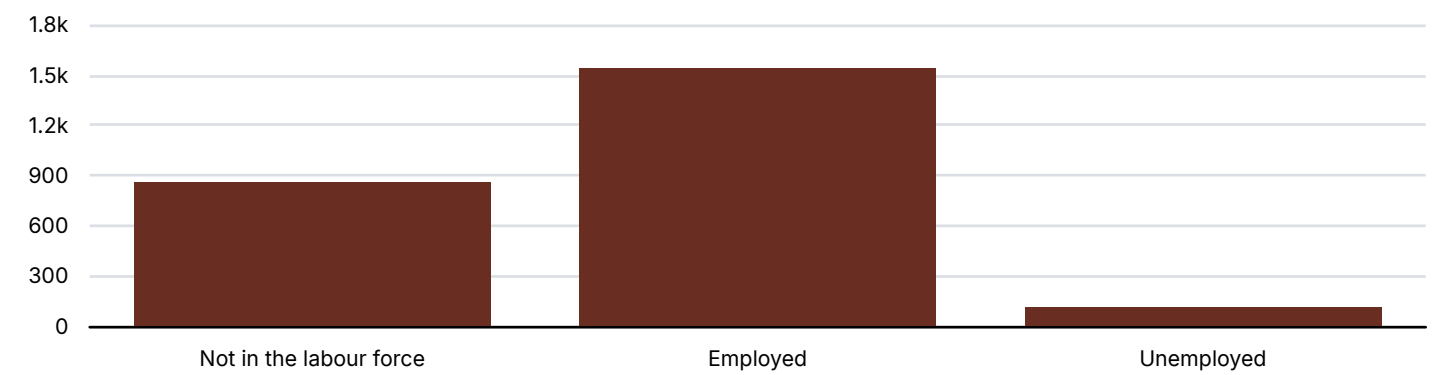


Figure 4.1: Shows whether residents are employed, unemployed, or not in the labour force. It helps indicate how people are participating in the labour market. (Pincher Creek No. 9, 2021)¹

In 2021, labour force status in Pincher Creek No. 9 showed a clear concentration in employment among residents aged 15 and over. There were 1,540 employed people, compared with 860 not in the labour force and 110 unemployed. That mix means employment accounted for the largest share of the three categories, while unemployment was the smallest. The pattern suggests a labour market profile with more residents working than either seeking work or outside the labour force, with employment clearly the main status reported.

In 2021, Pincher Creek No. 9 had a labour force profile shaped by employment, with 1,540 residents employed out of a population aged 15 and over. Another 860 were not in the labour force, while 110 were unemployed. That puts employment at 61.4% of the total, compared with 34.3% not in the labour force and 4.4% unemployed. The balance suggests a community where most adults were attached to work, but a sizable share remained outside the labour market. The figures provide a straightforward snapshot of participation, with employment clearly the largest category.

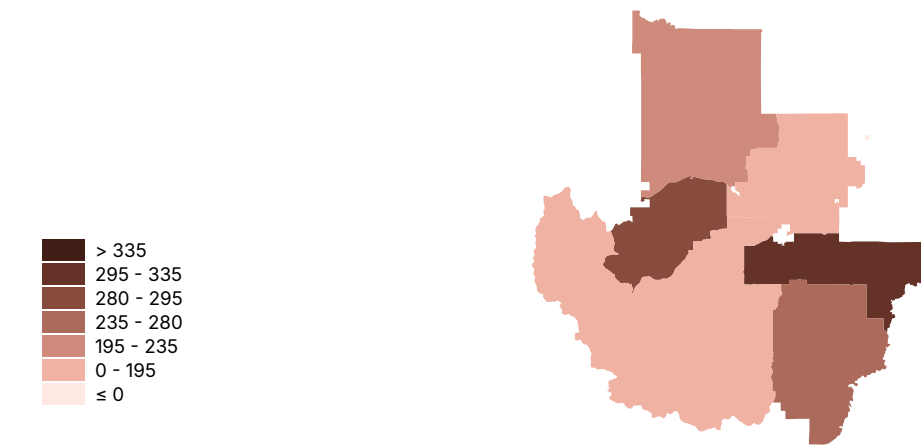


Figure 4.2: Distribution of Largest Group: Labour Force Status - Employed (Pincher Creek No. 9)¹

Highest Education Level

Pincher Creek No. 9’s largest education group in 2021 was high school graduates at 750 people, up 108.3% from 2016. College credentials followed at 630, while bachelor’s degrees reached 345.

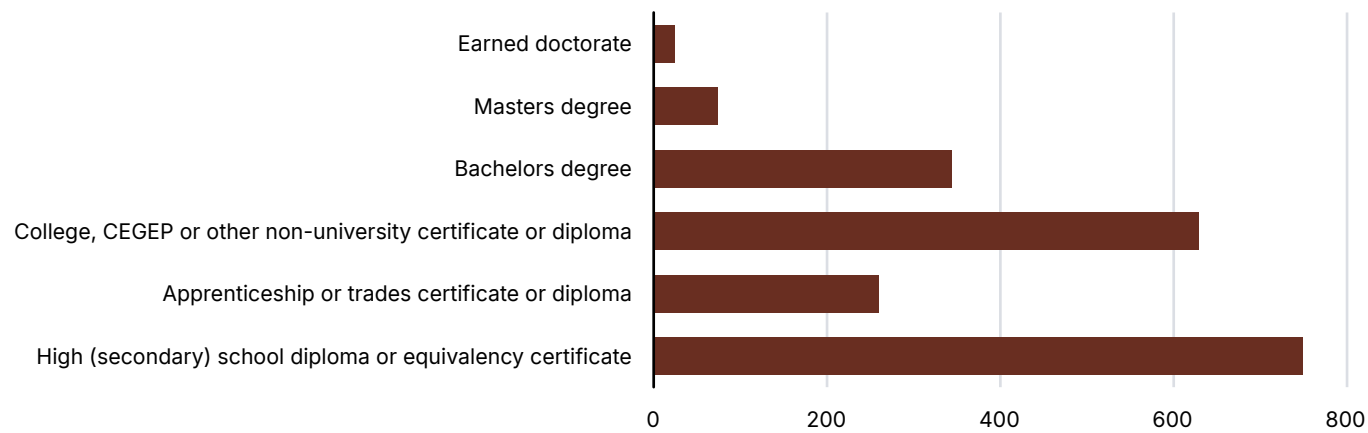


Figure 5.1: Shows the highest level of education completed by residents. It helps indicate the overall educational profile of the population. (Pincher Creek No. 9, 2021)¹

In 2021, the education profile of Pincher Creek No. 9 was centered on secondary, college, and postsecondary credentials among residents aged 15 and over in private households. The largest group had a high school diploma or equivalency certificate, at 750 people. College, CEGEP, or other non-university certificates followed at 630, while 345 people held a bachelor’s degree. The 5-year changes point to broad growth in most categories. High school credentials rose 108.3%, college-level credentials increased 65.8%, and bachelor’s degrees grew 46.8%. Masters degrees, though smaller in number, climbed 87.5% to 75 people. Apprenticeship or trades certificates were the only listed category to decline, slipping 8.8% to 260.

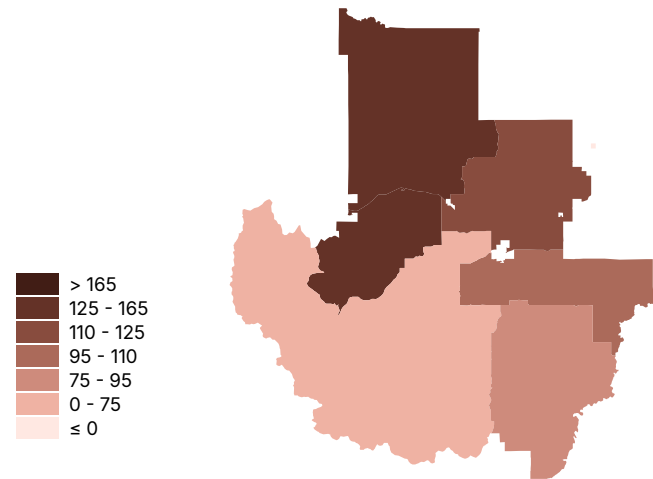


Figure 5.2: Distribution of Largest Group: Education Credential Ca - High (secondary) school diploma or equivalency certificate (Pincher Creek No. 9)¹

In 2021, Pincher Creek No. 9 had the largest number of residents whose highest credential was a high school diploma or equivalency certificate, at 750 people. College, CEGEP, or other non-university certificates followed at 630, while 345 people had a bachelor’s degree. Trades credentials accounted for 260 people, and graduate-level attainment was smaller, with 75 master’s degrees and 25 earned doctorates. Over five years, most categories increased, led by high school diplomas, college credentials, and master’s degrees.

Work Activity

In Pincher Creek No. 9, the largest work-activity group in 2021 was those who worked part year and/or part time, at 875 people, while the did not work group rose 51.4% to 810 people over five years.

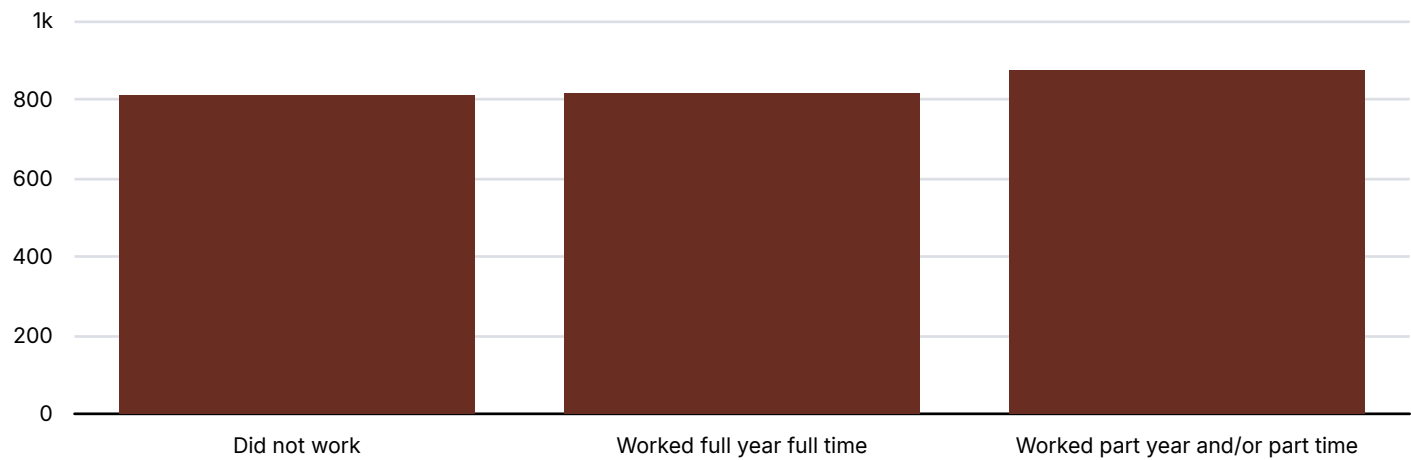
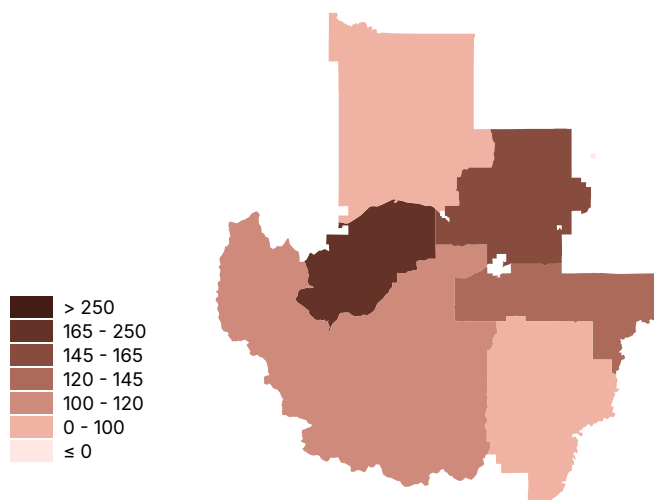


Figure 6.1: Shows the amount of work activity people had during the reference period. It helps indicate attachment to work over the year, not just at a single point in time. (Pincher Creek No. 9, 2021)¹

In Pincher Creek No. 9, work activity among people aged 15 and over in 2021 was split fairly evenly across three groups, with some clear movement over five years. The largest group was those who worked part year and/or part time, at 875 people, followed closely by those who worked full year full time, at 815. Another 810 people did not work. The longer-term changes point in different directions. Full-year full-time work rose 12.4% over five years, while those who did not work increased 51.4%. Part-year and/or part-time work fell 9.3%.



In 2021, work activity among residents age 15 and over in Pincher Creek No. 9 was fairly evenly spread across the three categories, with 875 people working part year and/or part time, 815 working full year full time, and 810 not working. The part-year and part-time group was the largest by a small margin. Over five years, not working rose 51.4%, full-year full-time work grew 12.4%, and part-year or part-time work declined 9.3%.

Figure 6.2: Distribution of Largest Group: Work Activity - Worked part year and/or part time (Pincher Creek No. 9)¹

Class of Worker

Permanent positions accounted for 770 workers in Pincher Creek No. 9 in 2021, exceeding casual, seasonal or short-term positions at 160 and fixed-term roles at 65 by a wide margin.

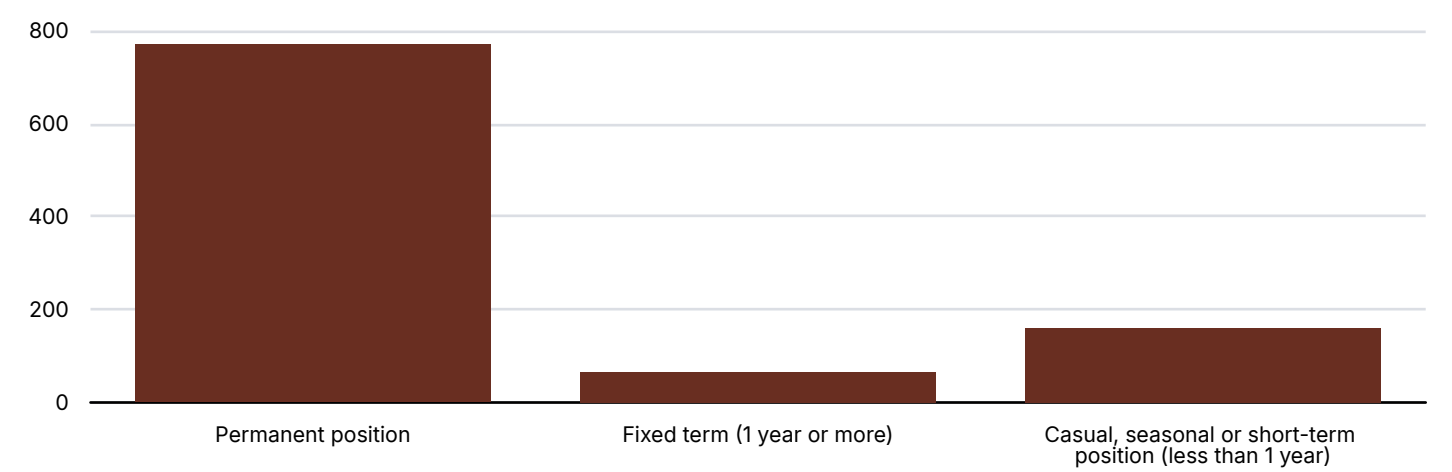
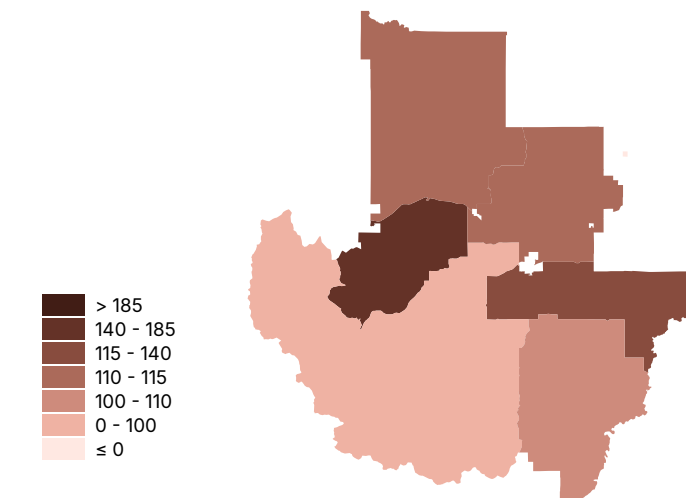


Figure 7.1: Shows whether workers are employees, self-employed, or unpaid family workers. It helps indicate the structure of work in the local economy. (Pincher Creek No. 9, 2021)¹

In 2021, the class of worker profile in Pincher Creek No. 9 was centered on permanent positions. Among residents age 15 and over, 770 people were in permanent positions, compared with 65 in fixed-term jobs of one year or more and 160 in casual, seasonal or short-term positions of less than one year. The pattern shows a clear lead for stable employment over temporary work. Fixed-term roles were the smallest category, while casual and seasonal jobs formed a larger, but still secondary, part of the workforce. This mix suggests a local employment structure dominated by ongoing jobs, with a noticeable contingent of shorter-term positions.



In Pincher Creek No. 9, most workers aged 15 and over held permanent positions in 2021. Permanent jobs accounted for 770 people, compared with 160 in casual, seasonal or short-term work and 65 in fixed-term positions. That pattern points to a workforce weighted toward stable employment, with smaller shares in temporary arrangements.

Figure 7.2: Distribution of Largest Group: Class Of Worker - Permanent position (Pincher Creek No. 9)¹

Employment Rate

Pincher Creek No. 9's employment rate was 61.6% in 2021, down 5.8% over five years. It fell from 68.1% in 2011 to 65.4% in 2016, then to 61.6% in 2021.

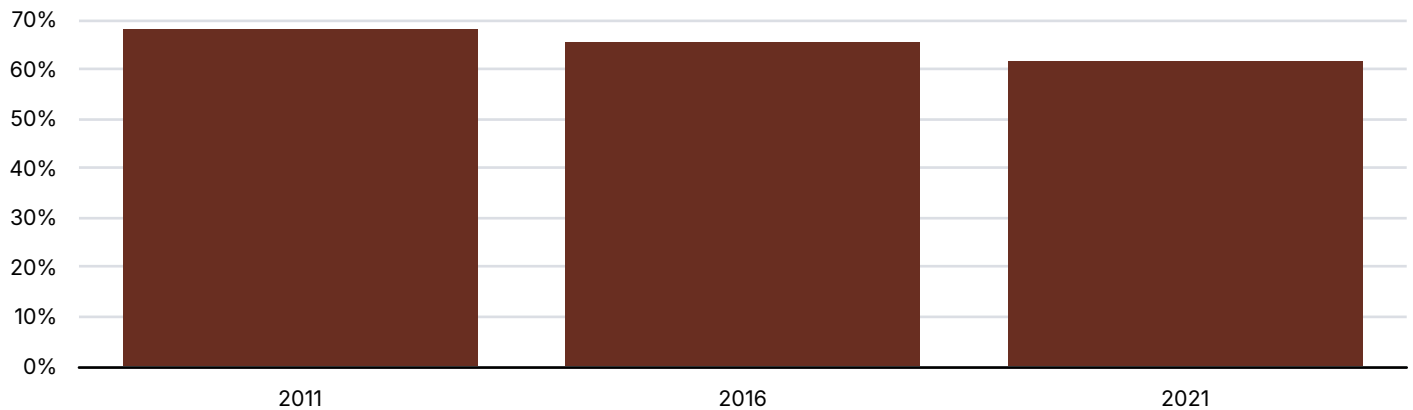


Figure 8.1: Shows the share of the working-age population that is employed. It helps indicate overall labour market health and how fully local talent is being used. (Pincher Creek No. 9, 2011-2021)¹

Pincher Creek No. 9's employment rate declined across the 2011 to 2021 period, showing a clear downward trend in the share of the labour force aged 15 and over that was employed. The rate was 68.1% in 2011, slipped to 65.4% in 2016, and reached 61.6% in 2021. The 5-year changes reinforce that pattern: -4.0% from 2011 to 2016 and -5.8% from 2016 to 2021. The larger recent drop suggests the decline accelerated in the later period.

Pincher Creek No. 9 had an employment rate of 61.6% in 2021, measured among the labour force aged 15 years and over. That was down from 65.4% in 2016 and 68.1% in 2011, showing a steady decline over the decade. Its 2021 rate sat slightly above Pincher Creek at 53.0% and Cardston County at 65.1%. The pattern places the area in the middle of the local comparison set, below some nearby jurisdictions but above others such as Claresholm at 47.2%. The data points to softer employment participation over time, with no sign of a recent rebound.

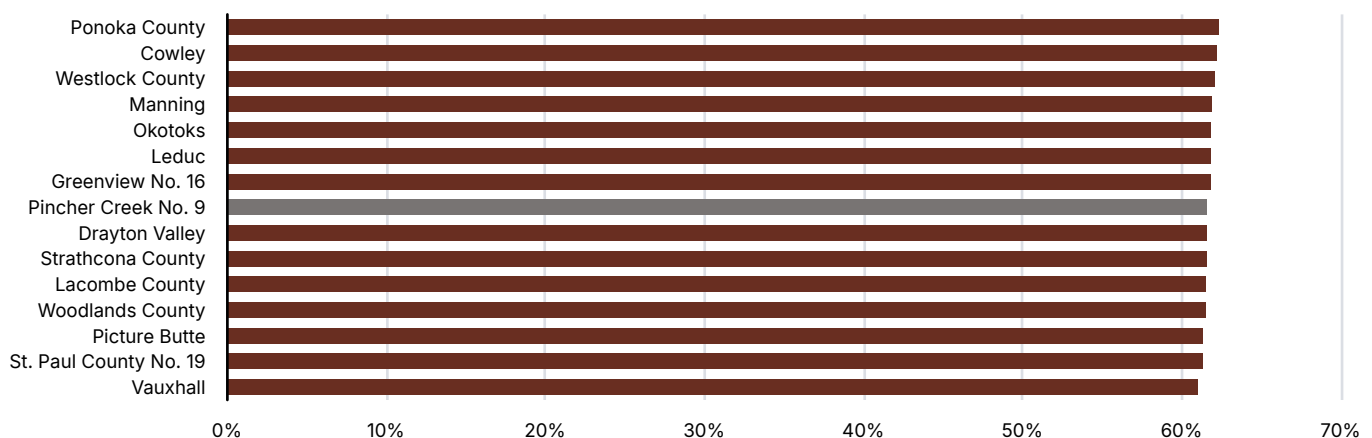


Figure 8.2: Comparison of Employment Rate with other locations (Pincher Creek No. 9, 2021)¹

Work Activity

In Pincher Creek No. 9, the largest work-activity group in 2021 was those who worked part year and/or part time, at 875 people, while the did not work group rose 51.4% to 810 people over five years.

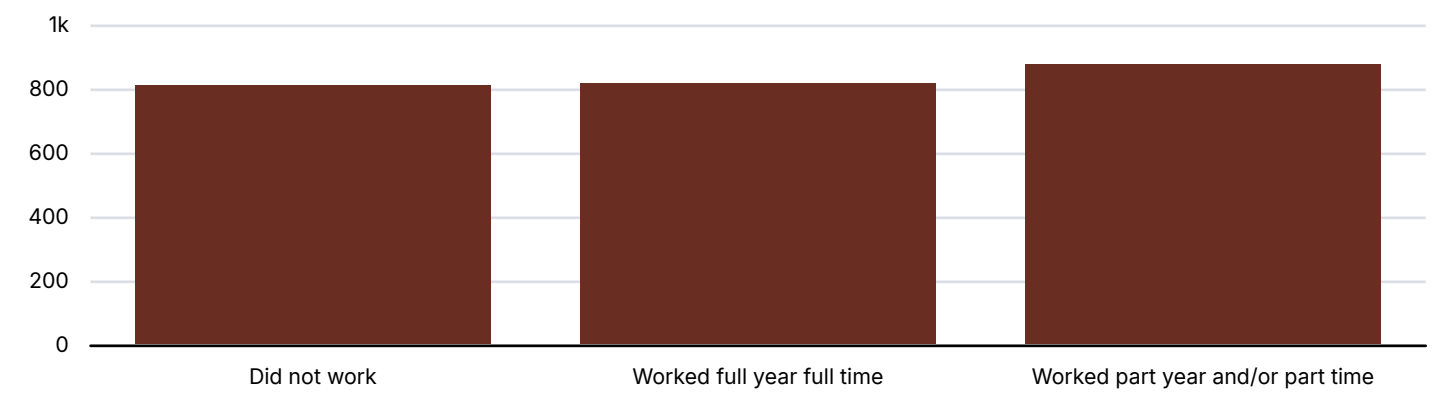


Figure 9.1: Shows the amount of work activity people had during the reference period. It helps indicate attachment to work over the year, not just at a single point in time. (Pincher Creek No. 9, 2021)¹

In 2021, work activity in Pincher Creek No. 9 showed a mixed pattern among residents aged 15 years and over. The largest group worked part year and/or part time, at 875 people, followed by 815 who worked full year full time and 810 who did not work. The 5-year changes point in different directions. Those who did not work increased by 51.4%, while full-year full-time work rose 12.4%. Part-year and/or part-time work fell 9.3%, suggesting a shift in the balance of work activity over the period.

In Pincher Creek No. 9, work activity among people aged 15 and over was mixed in 2021, with similar numbers in each category. The largest group was those who worked part year and/or part time, at 875 people, followed closely by 815 who worked full year full time and 810 who did not work. The five-year changes point to shifting patterns rather than a single direction: did not work rose 51.4%, full-year full-time work increased 12.4%, and part-year and/or part-time work fell 9.3%. Source: Statistics Canada, Census Profile.

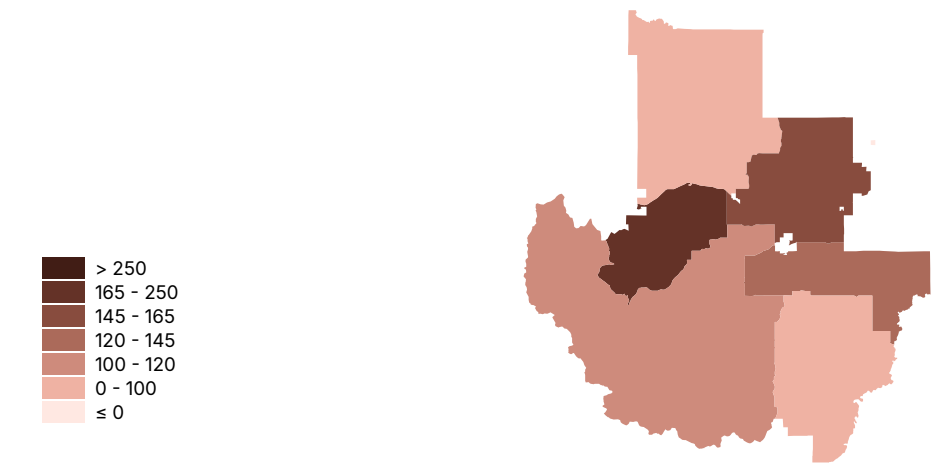


Figure 9.2: Distribution of Largest Group: Work Activity - Worked part year and/or part time (Pincher Creek No. 9)¹

Labour Force Participation Rate

Pincher Creek No. 9's labour force participation rate was 65.8% in 2021, down from 69.9% in 2016 and 73.6% in 2011. The five-year decline was 5.9%, after a 5.0% drop earlier.

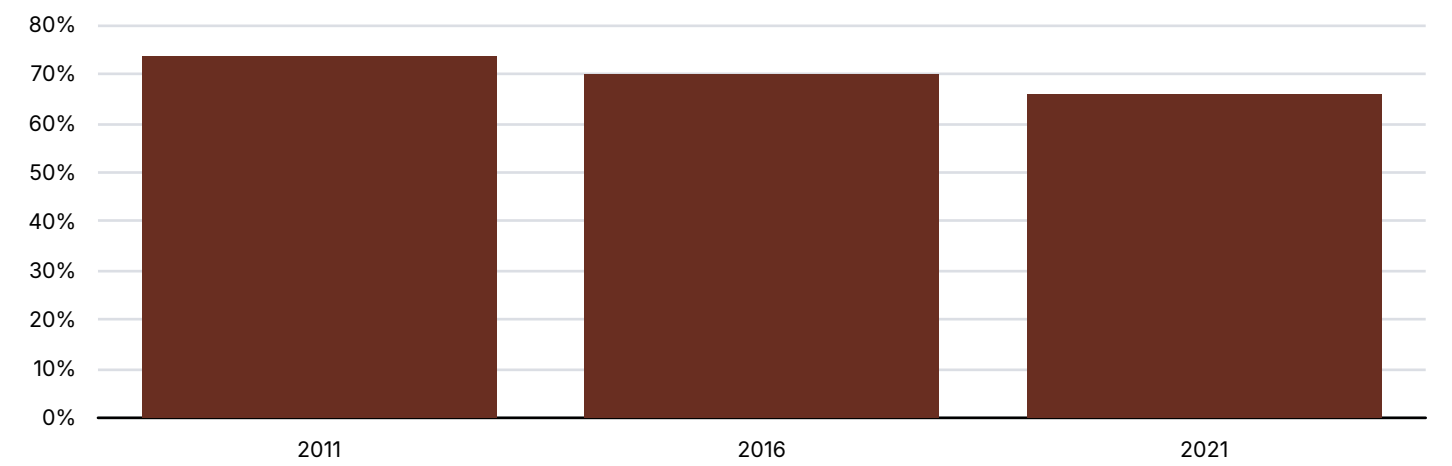
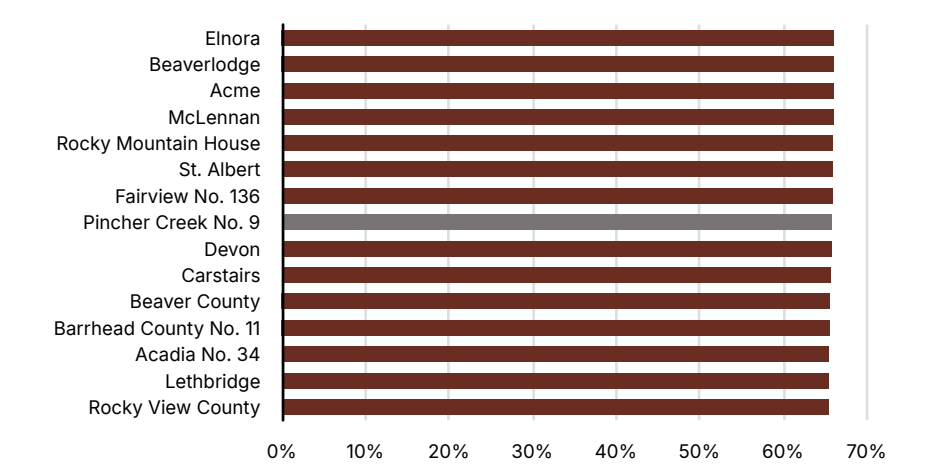


Figure 10.1: Shows the share of the working-age population that is employed or actively looking for work. It helps indicate the level of labour market engagement. (Pincher Creek No. 9, 2011-2021)¹

Pincher Creek No. 9 showed a clear decline in labour force participation over the 2011 to 2021 period. The rate fell from 73.6% in 2011 to 69.9% in 2016 and then to 65.8% in 2021, indicating a steady downward trend in the share of the working-age population that was employed or looking for work. The five-year changes reinforce that pattern. Between 2011 and 2016, participation dropped by 5.0%, followed by a further 5.9% decline over the next five years. Taken together, the figures point to weaker labour market engagement over time rather than a short-lived dip.



Pincher Creek No. 9 shows a steady decline in labour force participation among the total population from 73.6% in 2011 to 69.9% in 2016 and 65.8% in 2021. That 2021 rate sits above several nearby places, including Pincher Creek at 57.2% and Claresholm at 52.6%, but below Cowley at 73.0%. The drop over the decade is smaller than the steep falls seen in places such as Improvement District No. 4 Wapeton and Piikani 147. The pattern points to moderating labour market engagement, though it remains relatively strong in regional context.

Figure 10.2: Comparison of Labour Force Participation Rate with other locations (Pincher Creek No. 9, 2021)¹

Employment Rate

Pincher Creek No. 9's employment rate was 61.6% in 2021, down 5.8% over five years. It fell from 68.1% in 2011 to 65.4% in 2016, then to 61.6% in 2021.

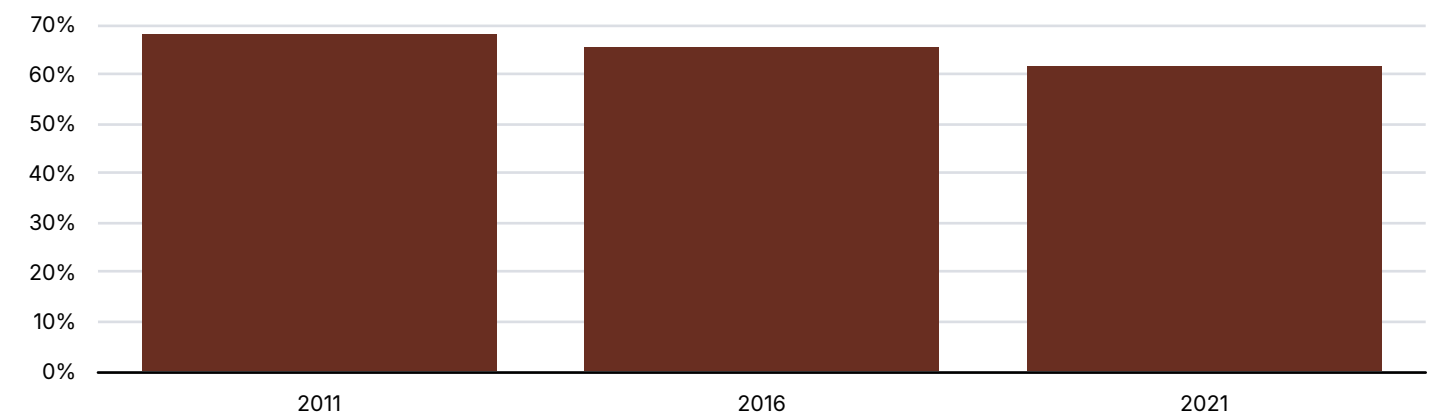


Figure 11.1: Shows the share of the working-age population that is employed. It helps indicate overall labour market health and how fully local talent is being used. (Pincher Creek No. 9, 2011-2021)¹

Pincher Creek No. 9's employment rate trended downward across the three census years shown, indicating a weaker share of the working-age population in employment over time. In 2011, the rate was 68.1% for the labour force aged 15 years and over. It fell to 65.4% in 2016, then to 61.6% in 2021. That marks a decline of 4.0% over 2011 to 2016 and 5.8% over 2016 to 2021. The later drop was larger than the earlier one, showing that the downward movement accelerated in the most recent period.

Pincher Creek No. 9 had an employment rate of 61.6% in 2021, down from 65.4% in 2016 and 68.1% in 2011 for the labour force aged 15 years and over. The pattern shows a steady decline over the decade. In regional terms, the 2021 rate sat above several nearby places, including Pincher Creek at 53.0%, Claresholm at 47.2%, and Fort Macleod at 51.5%, but below Willow Creek No. 26 at 68.7% and Cardston County at 65.1%. This places Pincher Creek No. 9 in the middle of the local range, with a weaker recent position than earlier years.

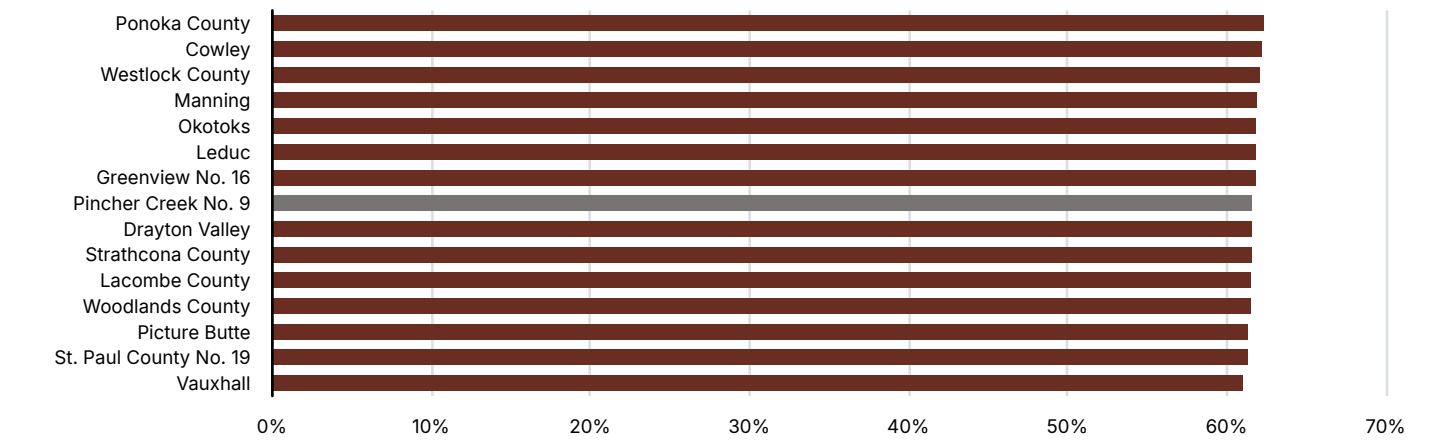


Figure 11.2: Comparison of Employment Rate with other locations (Pincher Creek No. 9, 2021)¹

Labour Force Status

Employed residents remained the largest group in Pincher Creek No. 9 at 1,540 in 2021, up from 1,455 in 2016. The not in the labour force group rose to 860, while unemployed reached 110.

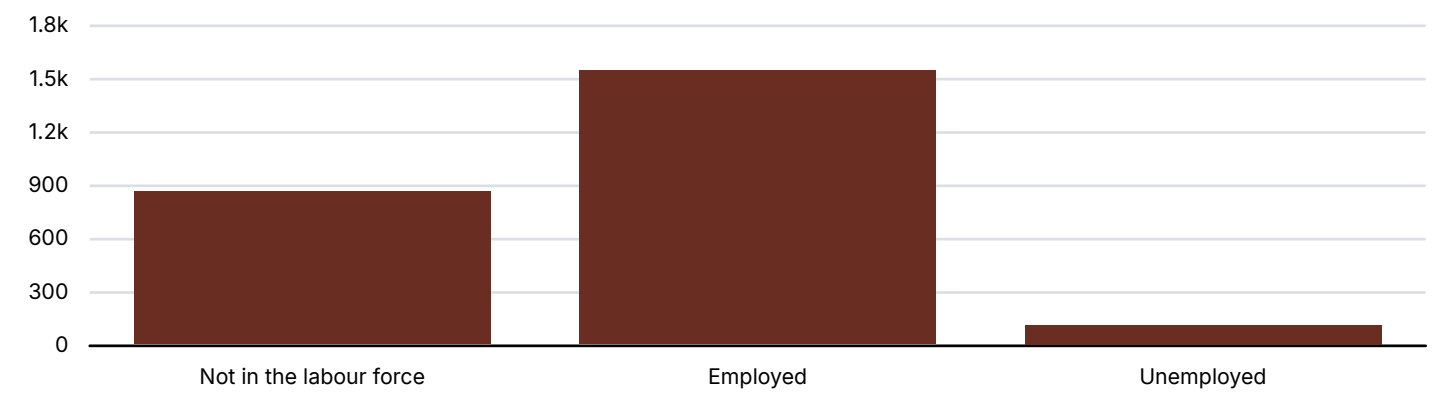


Figure 12.1: Shows whether residents are employed, unemployed, or not in the labour force. It helps indicate how people are participating in the labour market. (Pincher Creek No. 9, 2021)¹

In 2021, labour force status in Pincher Creek No. 9 was led by employed residents, with 1,540 people in work. Another 860 were not in the labour force, while 110 were unemployed. Taken together, the figures show a population aged 15 and over that was more attached to employment than to joblessness. The gap between employed and unemployed residents was wide, and those outside the labour force also formed a substantial group. With 2,510 people counted across the three categories, employment remained the largest segment.

In 2021, Pincher Creek No. 9’s labour force status was led by employed residents. Of people aged 15 and over, 1,540 were employed, 860 were not in the labour force, and 110 were unemployed. Employment clearly exceeded the other two categories combined except for the inactive group’s sizable count. That mix points to a community where participation was concentrated in employment, with a smaller unemployed group. The pattern is straightforward: most residents were working, while a substantial number were outside the labour force.

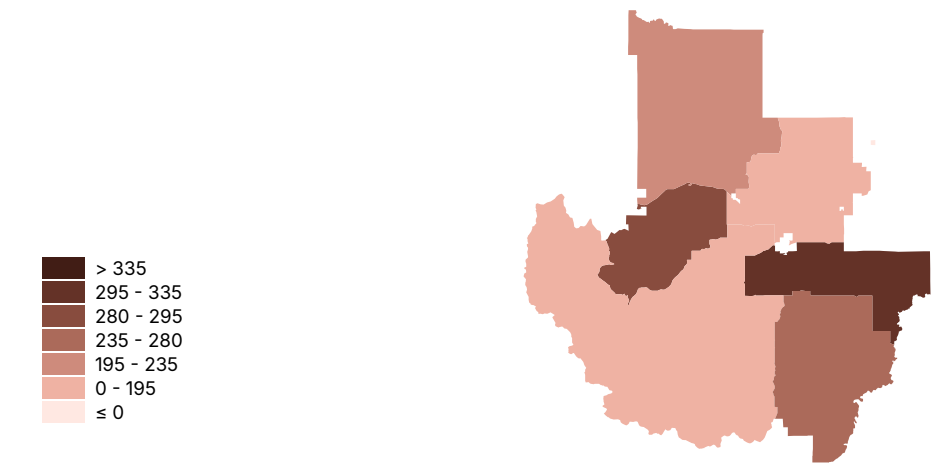


Figure 12.2: Distribution of Largest Group: Labour Force Status - Employed (Pincher Creek No. 9)¹

Resident Labour Force

Pincher Creek No. 9's resident labour force remained concentrated in agriculture, forestry, fishing and hunting at 400 people in 2021, down 12.1% from 2016. Professional, scientific and technical services rose to 150, up 130.8%.

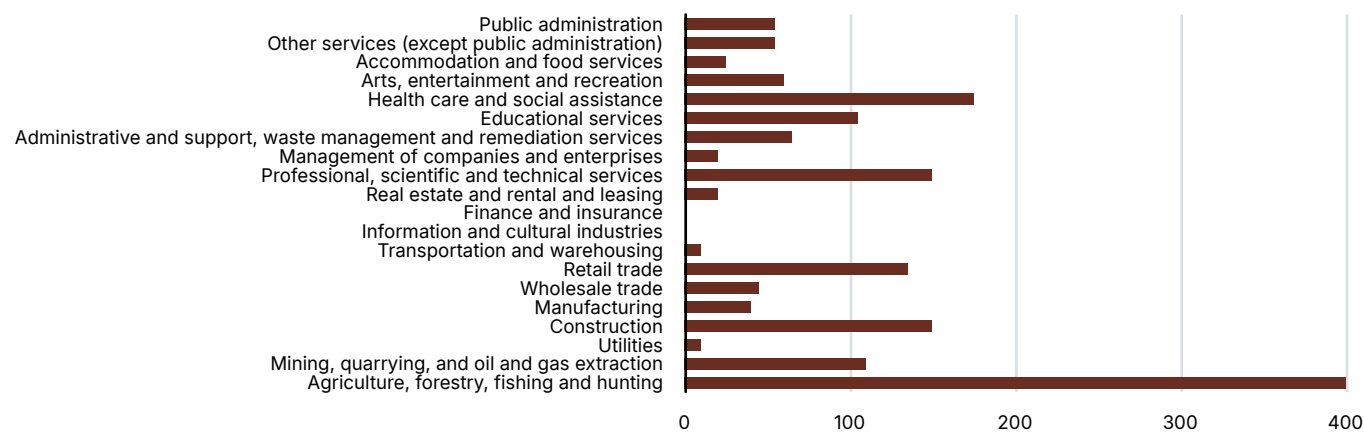


Figure 13.1: Shows the number of residents who are in the labour force. It helps indicate the size of the locally available workforce. (Pincher Creek No. 9, 2021)¹

Pincher Creek No. 9's resident labour force in 2021 was spread across a mix of industries, with the largest counts in agriculture, forestry, fishing and hunting, health care and social assistance, and professional, scientific and technical services. The labour force in these fields stood at 400, 175, and 150 people, respectively. Several sectors showed notable five-year shifts. Professional, scientific and technical services rose 130.8%, while educational services increased 61.5% and arts, entertainment and recreation grew 71.4%. By contrast, manufacturing fell 33.3%, public administration declined 31.3%, and transportation and warehousing dropped 71.4%. The pattern suggests a labour force with both established primary-sector strength and rising service-oriented roles.

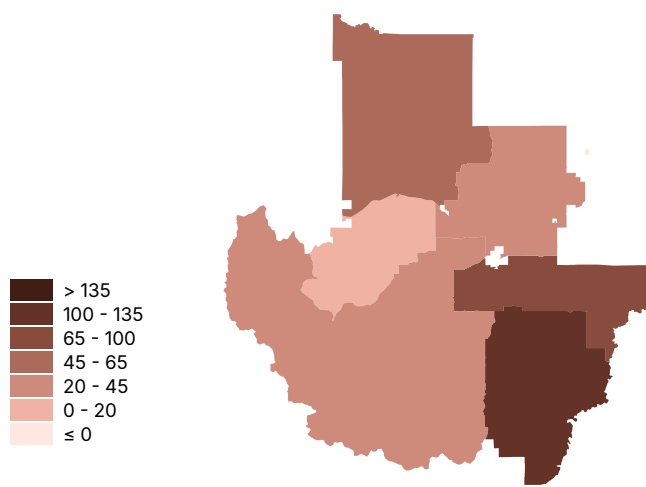


Figure 13.2: Distribution of Largest Group: Industry Sector - Agriculture, forestry, fishing and hunting (Pincher Creek No. 9)¹

In 2021, Pincher Creek No. 9's resident labour force was spread across a mixed set of industries, with agriculture, forestry, fishing and hunting the largest category at 400 people. Health care and social assistance followed at 175, while construction and professional, scientific and technical services each employed 150 residents. Retail trade added 135 and mining, quarrying, and oil and gas extraction 110. The pattern suggests a workforce with both rural and service-sector components, alongside sharper five-year shifts in some smaller sectors.

Employment by Sector

Agriculture remained the largest employer in Pincher Creek No. 9 in 2025 with 50 people, despite a 28.6% one-year and 51.9% five-year decline. Manufacturing rose to 24, and educational services reached 6.

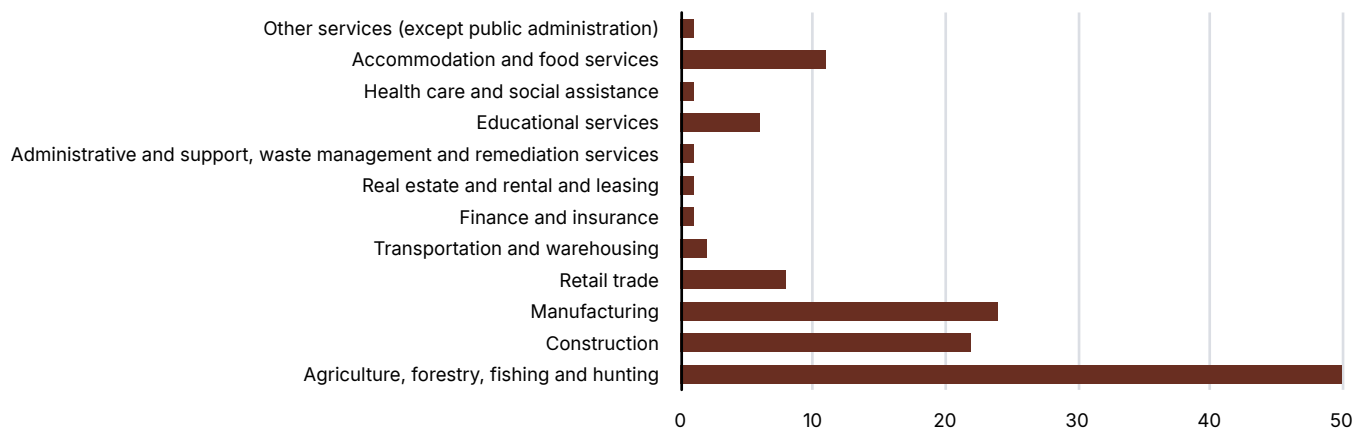
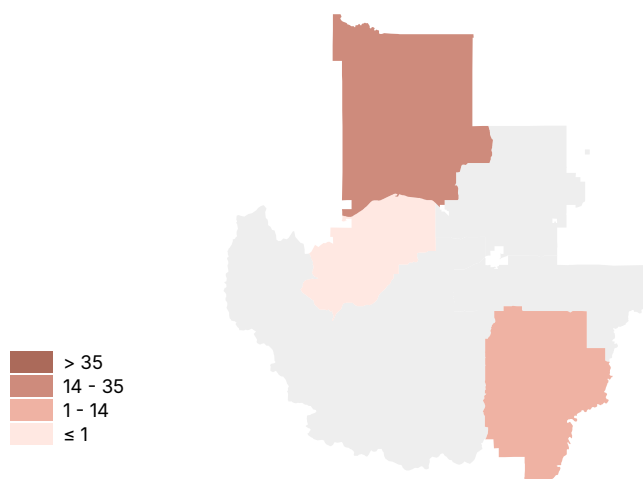


Figure 14.1: Shows how employment is distributed across industry sectors. It helps indicate which sectors account for the largest share of local jobs. (Pincher Creek No. 9, 2025)²

In Pincher Creek No. 9, employment in 2025 was concentrated in a few sectors, led by agriculture, forestry, fishing and hunting. The mix is small and uneven, with several industries contributing only one or two jobs. Agriculture accounted for 50 jobs, followed by manufacturing at 24 and construction at 22. Retail trade had 8, accommodation and food services 11, and educational services 6. Recent changes were mixed. Manufacturing rose 71.4% over the year, construction grew 37.5%, and educational services jumped 500%, while agriculture fell 28.6%. The picture is of a narrow local employment base with some sharp shifts in smaller sectors, especially outside agriculture.



In 2025, employment in Pincher Creek No. 9 was concentrated in agriculture, forestry, fishing and hunting, with 50 people, followed by manufacturing at 24 and construction at 22. Accommodation and food services also accounted for 11 jobs, while retail trade had 8 and educational services 6. The mix shows a narrow job base with a few sectors carrying most local employment.

Figure 14.2: Distribution of Largest Group: Naics - Agriculture, forestry, fishing and hunting (Pincher Creek No. 9)²

Employed Residents by Occupation

Pincher Creek No. 9’s employed residents were led by natural resources, agriculture and related production occupations in 2021 at 420 people, up 95.35% over five years, while legislative and senior management fell to 20, down 95.35%.

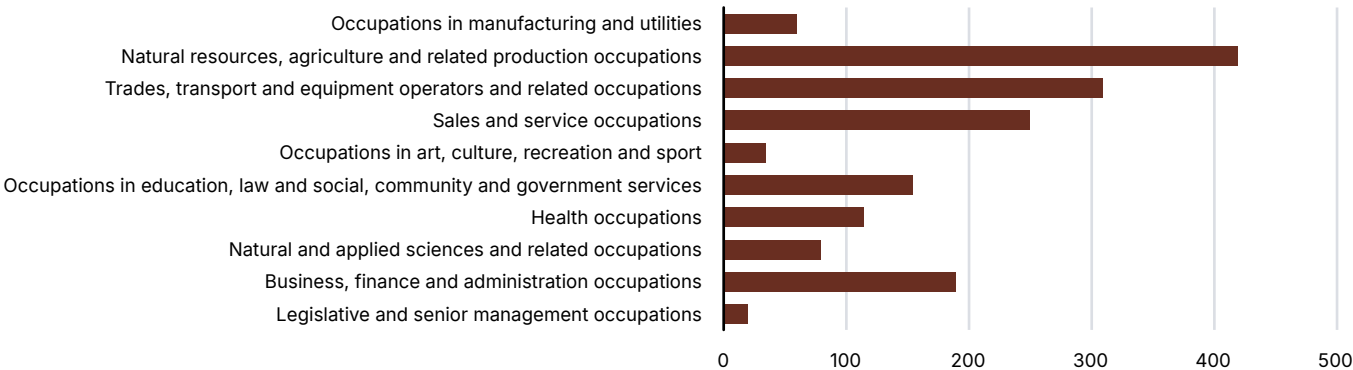


Figure 15.1: Shows the occupations held by employed residents. It helps indicate the community's skill mix and the kinds of work people do. (Pincher Creek No. 9, 2021)¹

In 2021, employed residents of Pincher Creek No. 9 were spread across a wide range of occupations, with the largest groups in natural resources, agriculture and related production jobs, at 420 people, and trades, transport and equipment operators, at 310. Sales and service followed with 250, while business, finance and administration accounted for 190. Five-year change was strongest in natural resources and agriculture, up 95.3%, and in sales and service, up 72.4%. Legislative and senior management fell 95.3%, while health occupations declined 8%.

Pincher Creek No. 9’s employed residents were concentrated in natural resources and trades in 2021, with 420 people in natural resources and 310 in trades, transport and equipment. Sales and service followed with 250, while business and administration accounted for 190 and education, law and social, community and government services for 155. Legislative and senior management was much smaller at 20, and manufacturing and utilities stood at 60.

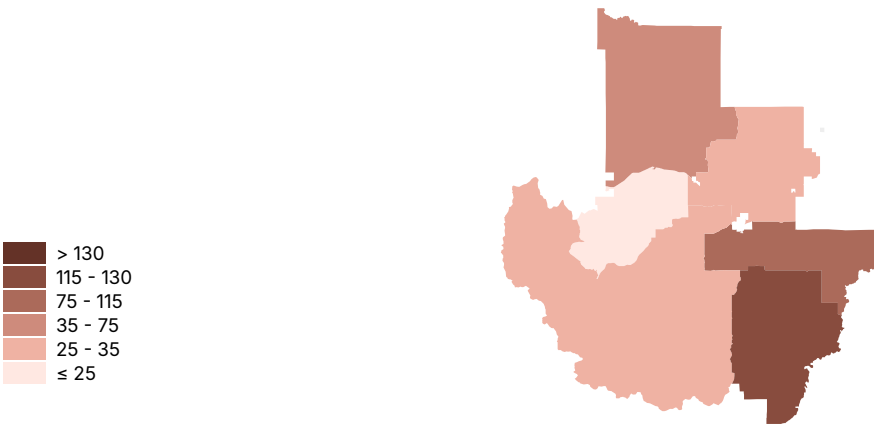


Figure 15.2: Distribution of Largest Group: Occupation - Natural resources, agriculture and related production occupations (Pincher Creek No. 9)¹

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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