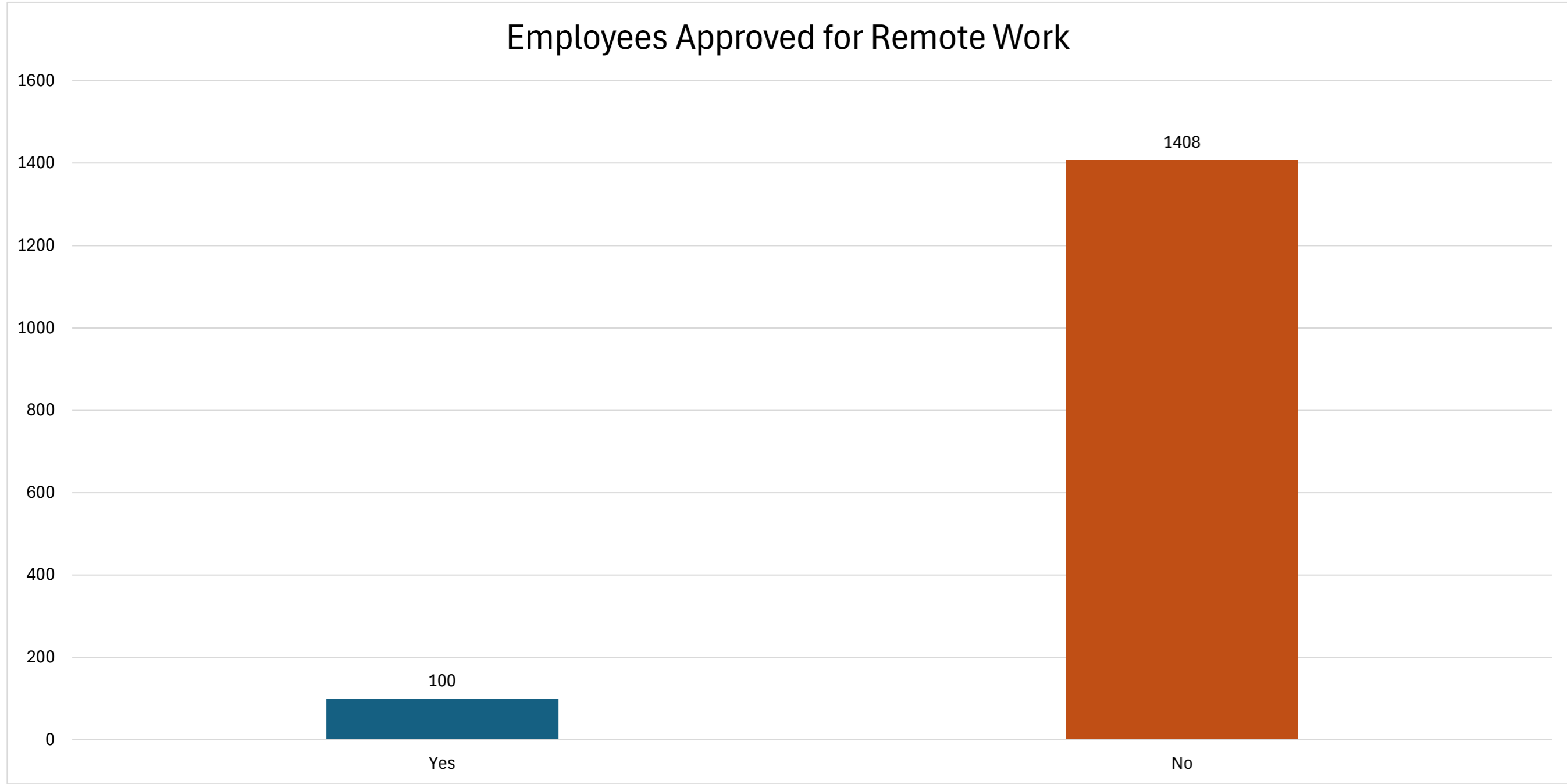
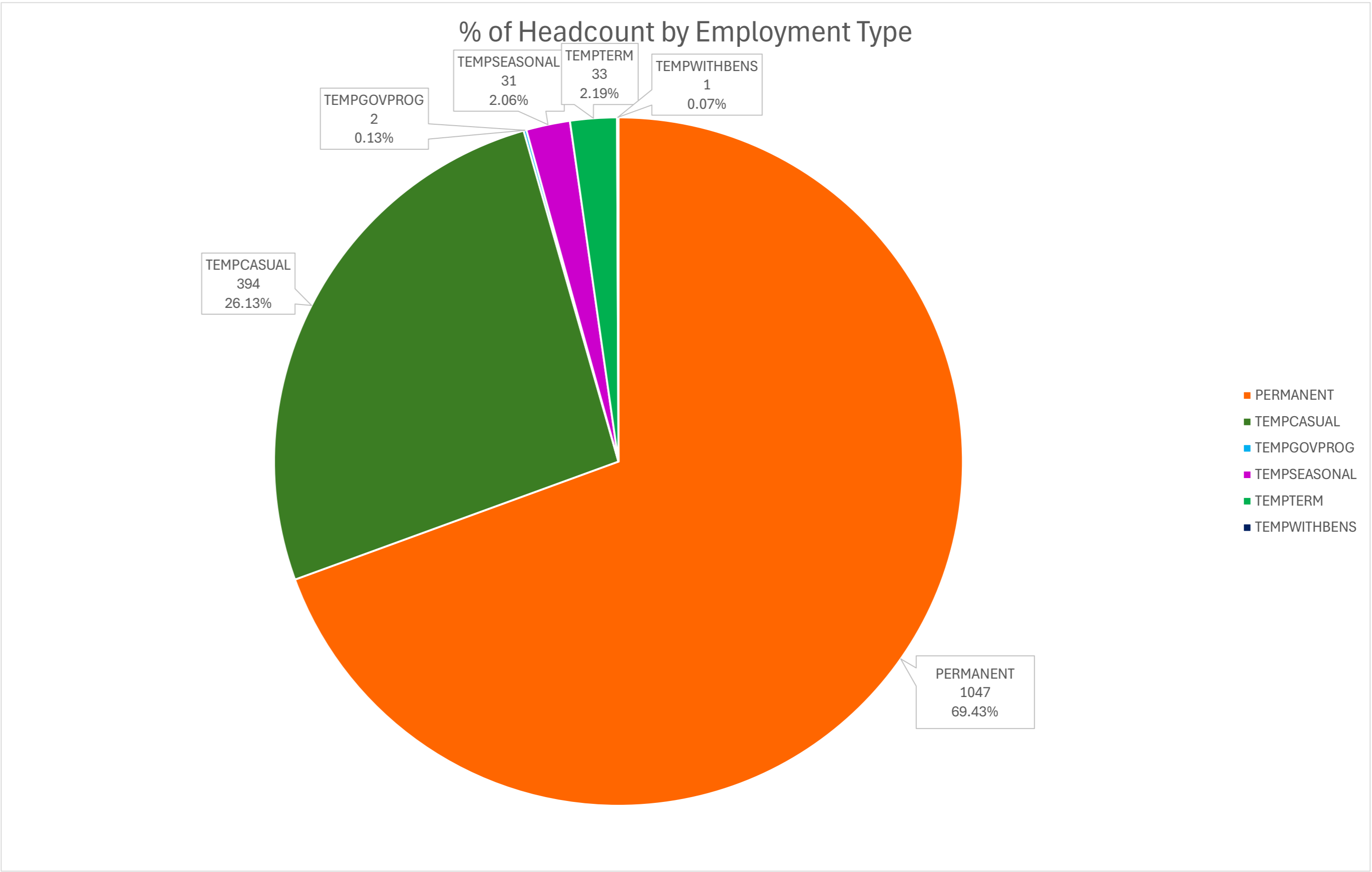
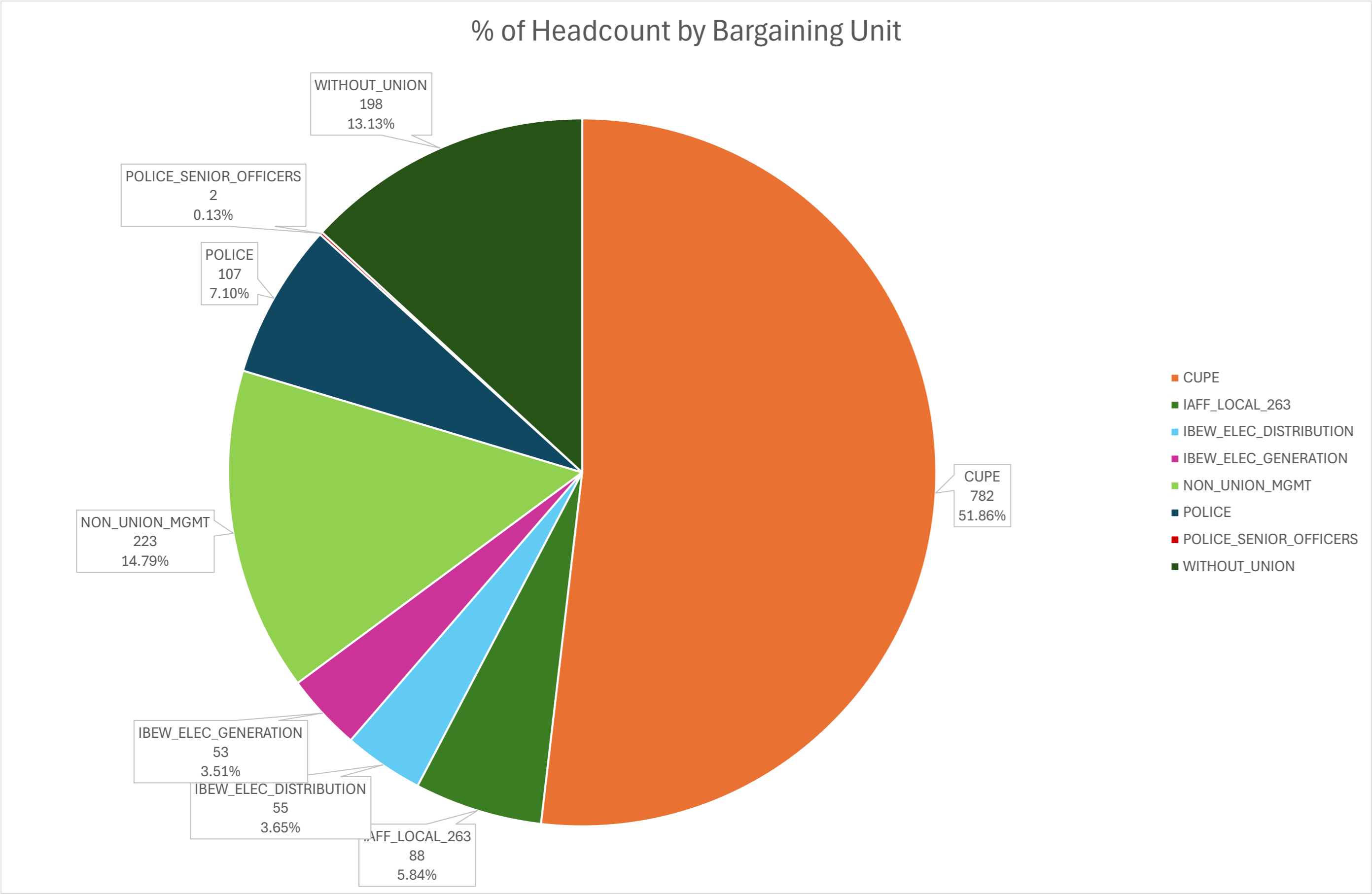


City of Medicine Hat People Metrics

For the dates of January 1 2025 to September 30, 2025\*

\*Where the specific dates of January 1st, 2025 to September 30th ,2025 are unavailable, the first biweekly pay period of 2025 and September 30, 2025 are used



**Employment Type Definitions**

**Temporary Employee**  
- Generally, an employee hired to assist in peak work periods (including seasonal work) or to relieve for a permanent employee who is on an approved leave of absence, and is subject to layoff at the end of the assignment. If there is an end-date, see Temp-Term definition. The employee may or may not be eligible for benefits. If the employee is eligible for benefits, see Temp With Benefits definition.

**Temp With Benefits**  
-Generally, an employee hired to assist in peak work periods (including seasonal work) or to relieve for a permanent employee who is on an approved leave of absence, and is subject to layoff at the end of the assignment. The employee is eligible for benefits.

**Temp Term**  
- Generally, an employee hired to assist in peak work periods (including seasonal work) or to relieve for a permanent employee who is on an approved leave of absence, and is subject to layoff at the end of the assignment. There is an end-date to the employee's contract.

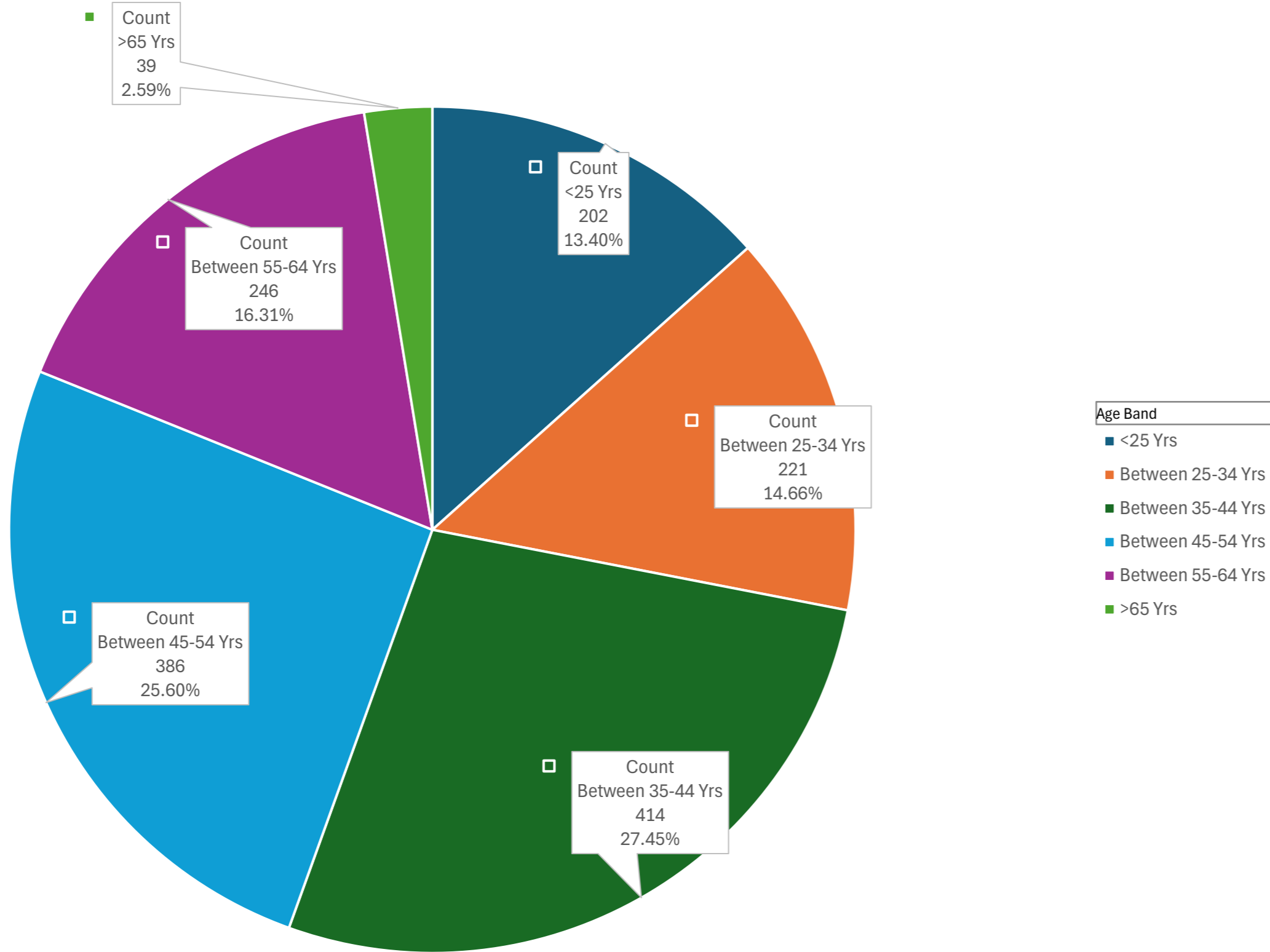
**Temp Seasonal**  
- Generally, an employee hired to assist in a seasonal capacity, and is subject to layoff at the end of the assignment.

**Temp Gov Prog**  
- Generally, an employee hired to assist in a seasonal capacity, and is subject to layoff at the end of the assignment. Funding for the position is provided by the provincial and/or federal government via government grants and programs.

**Temp Casual**  
- Generally, an employee hired to assist in peak work periods (including seasonal work), on a part-time or casual basis, and is subject to layoff at the end of the assignment.

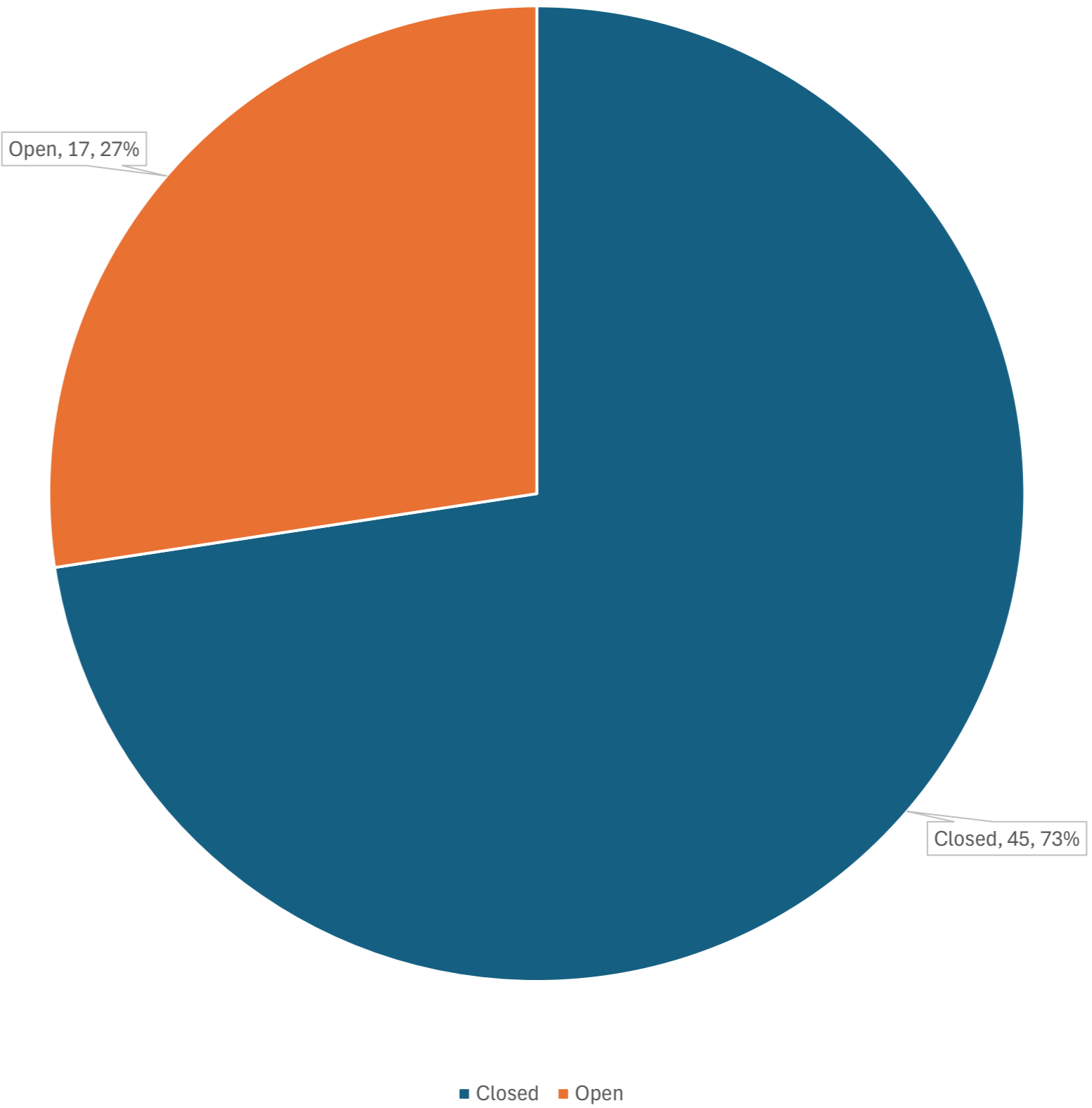
Count %

% of EE Population by Age Band

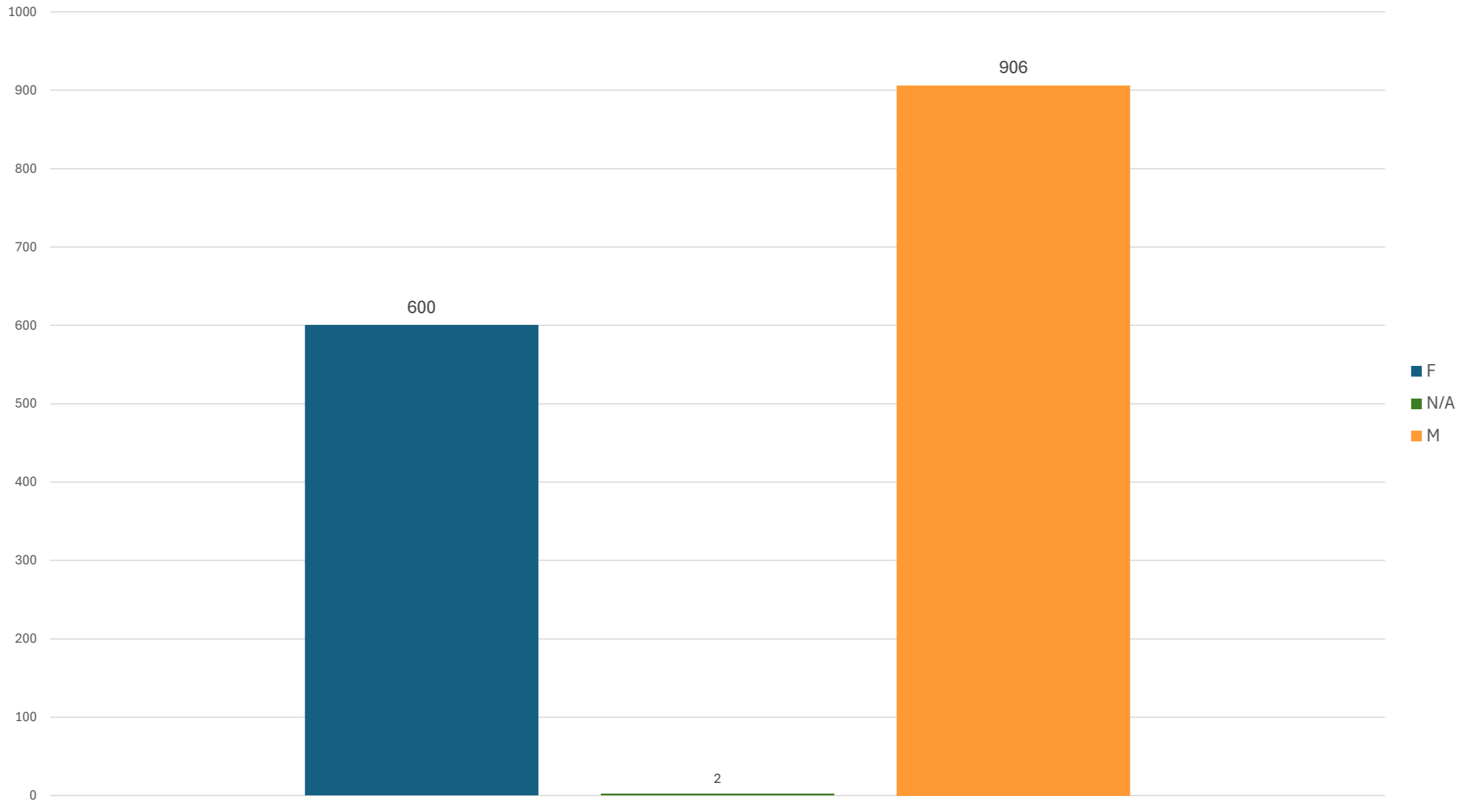


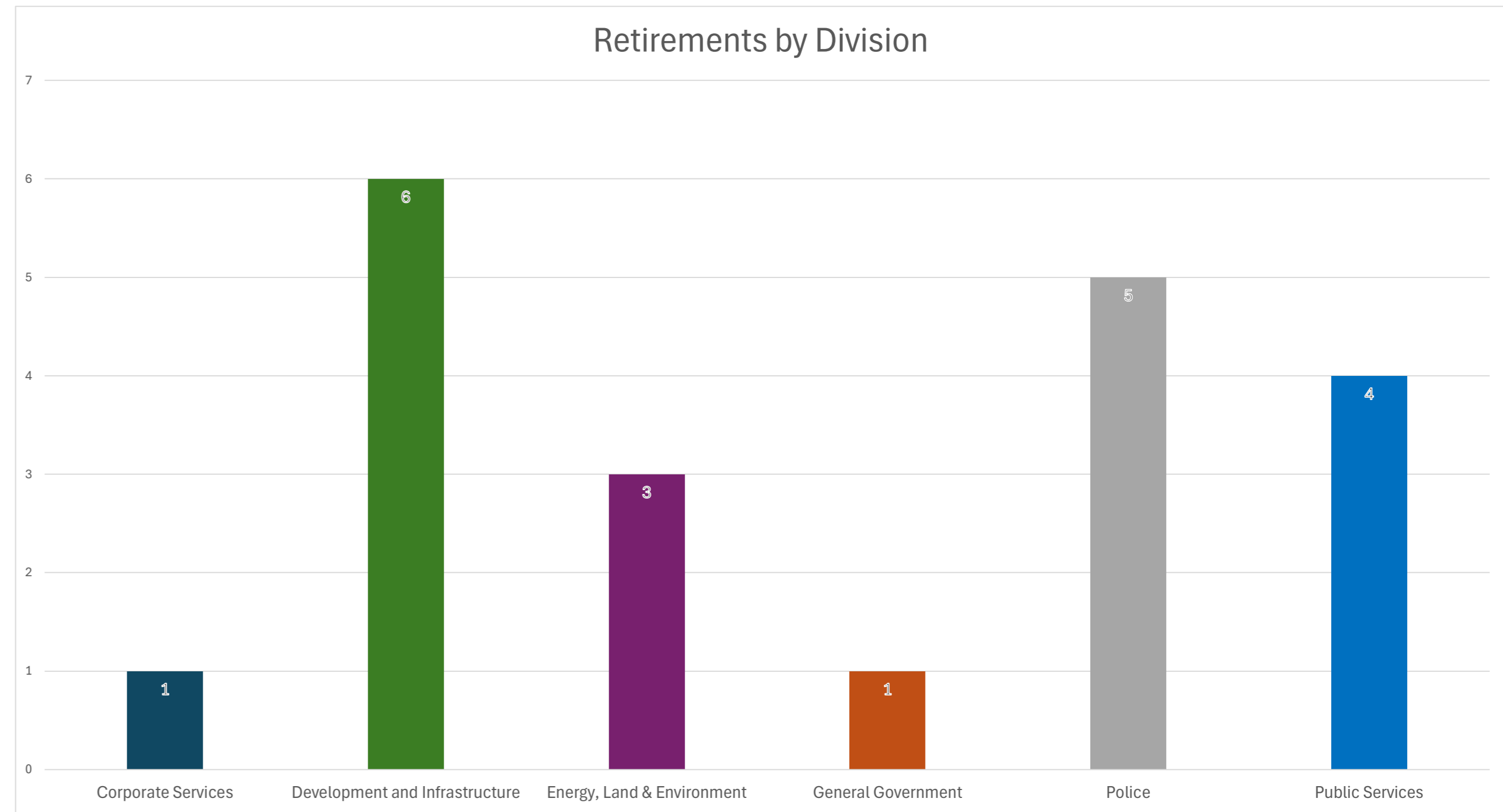
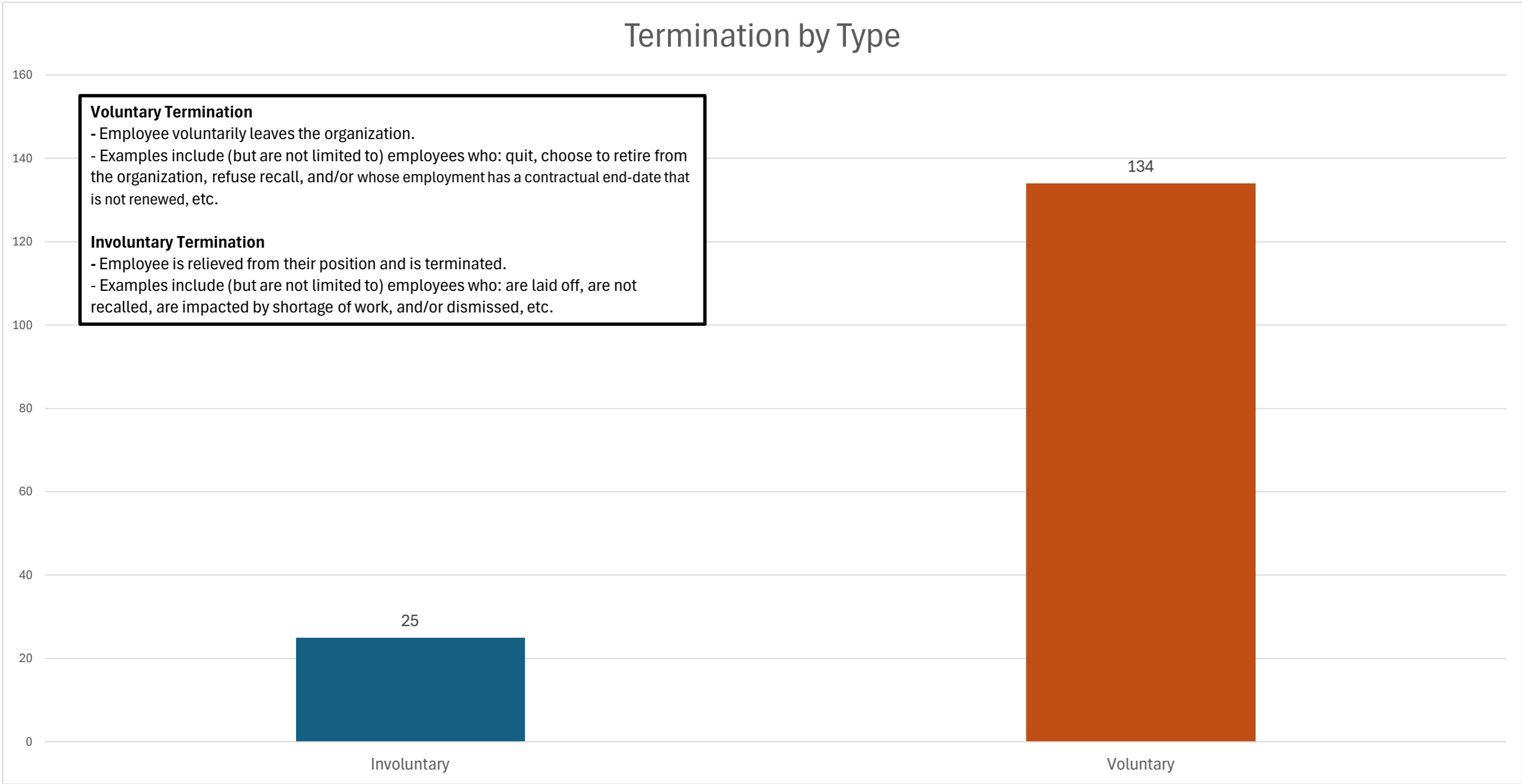
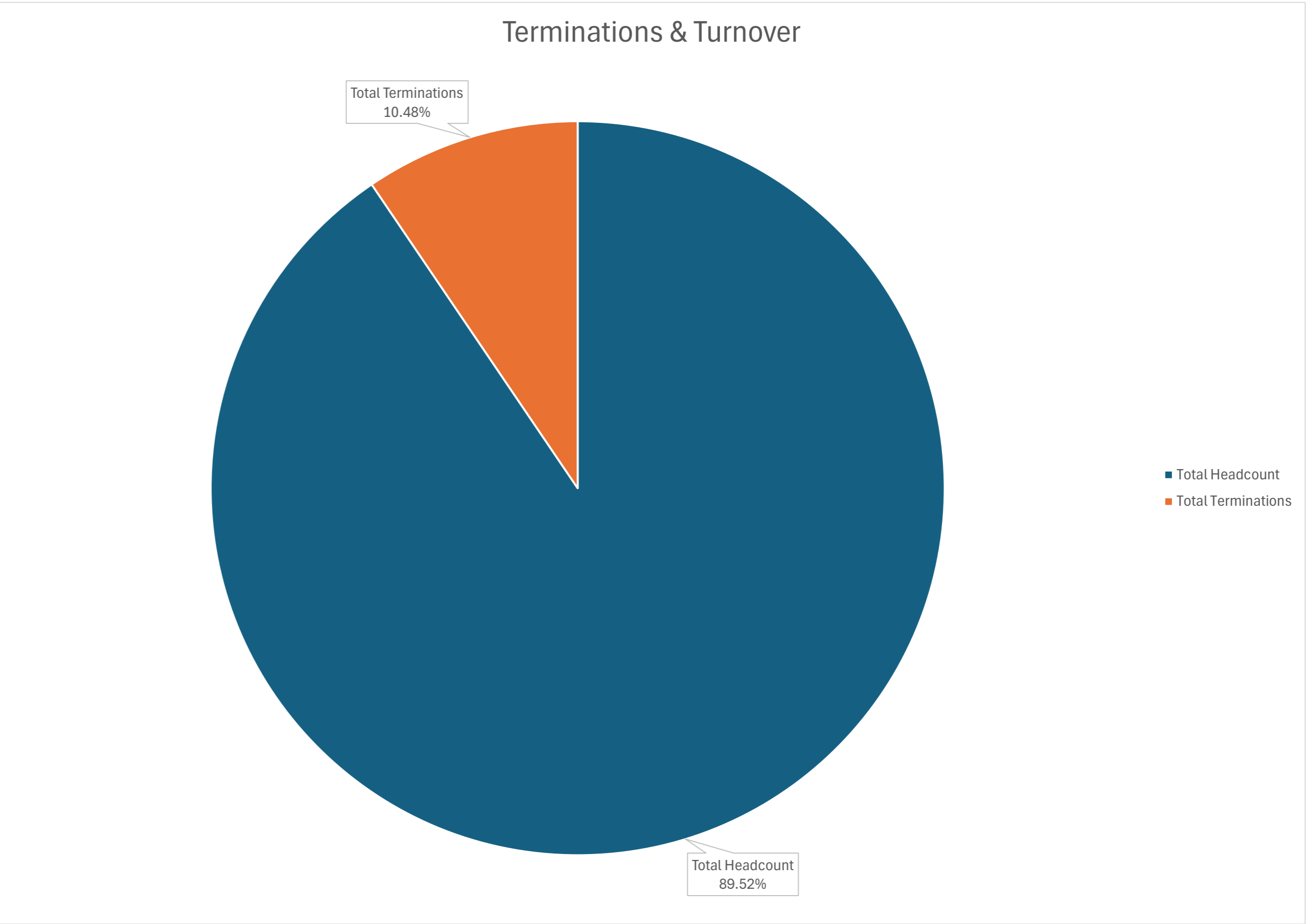
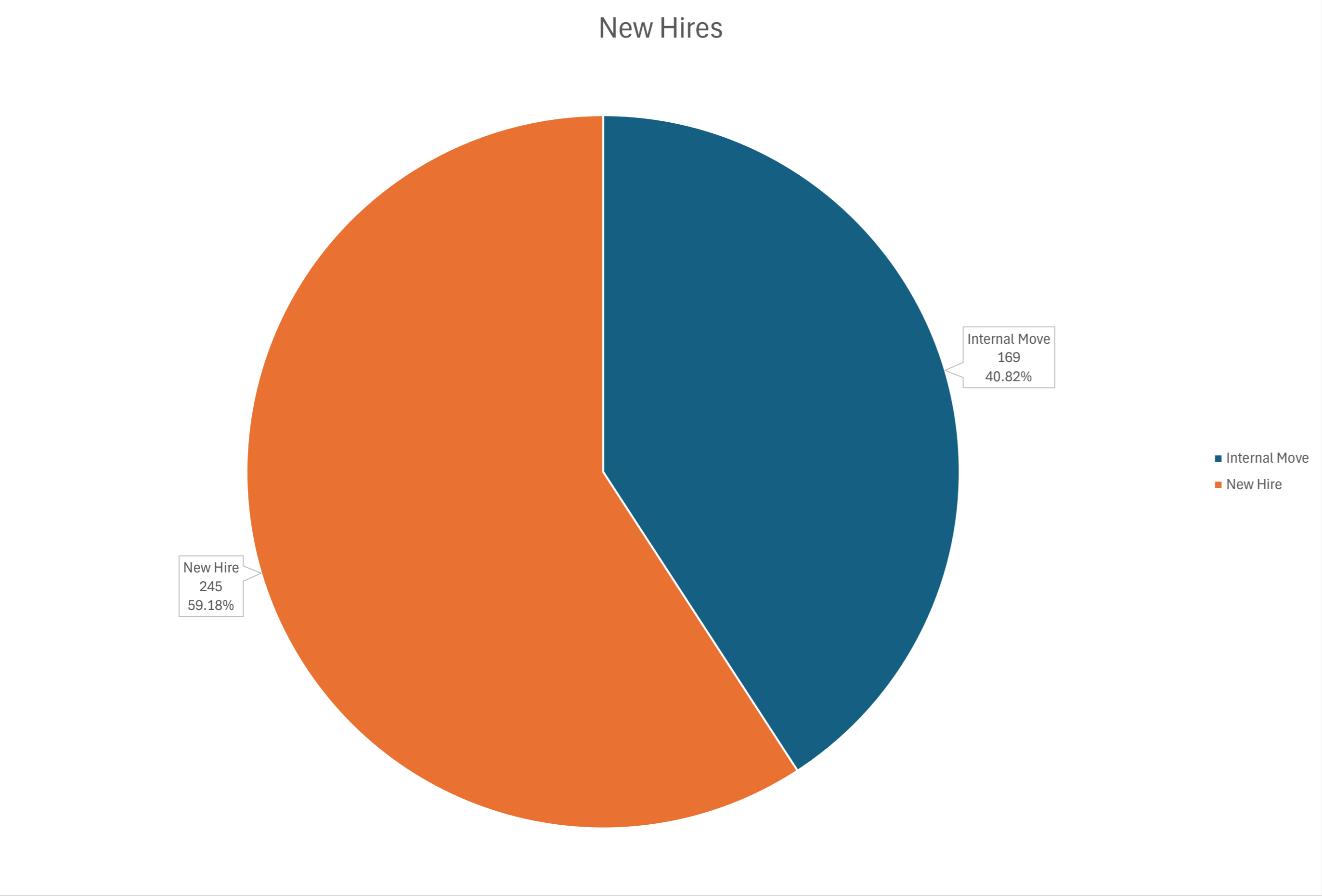
Values

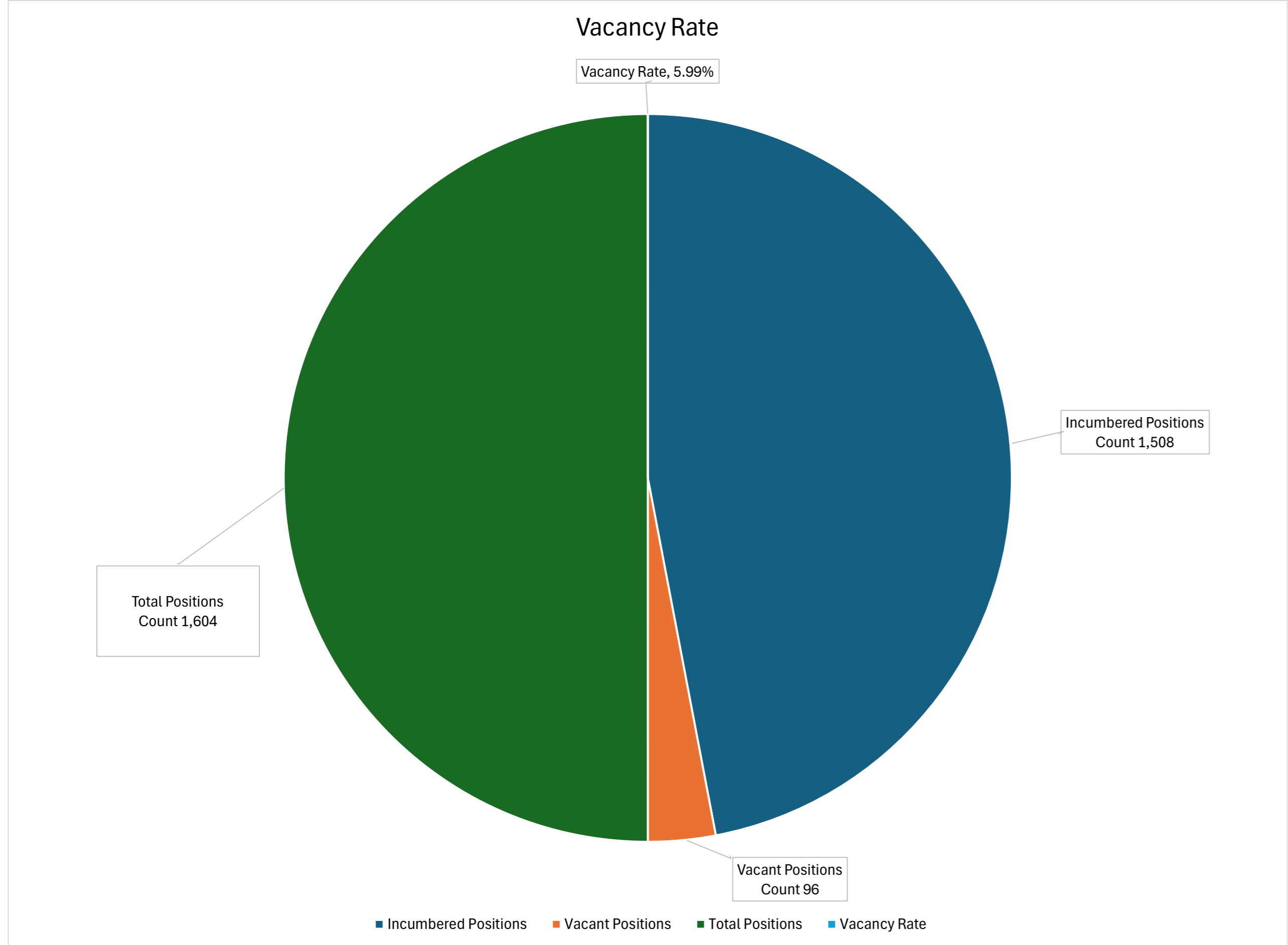
WCB Claims



Employee Count by Gender



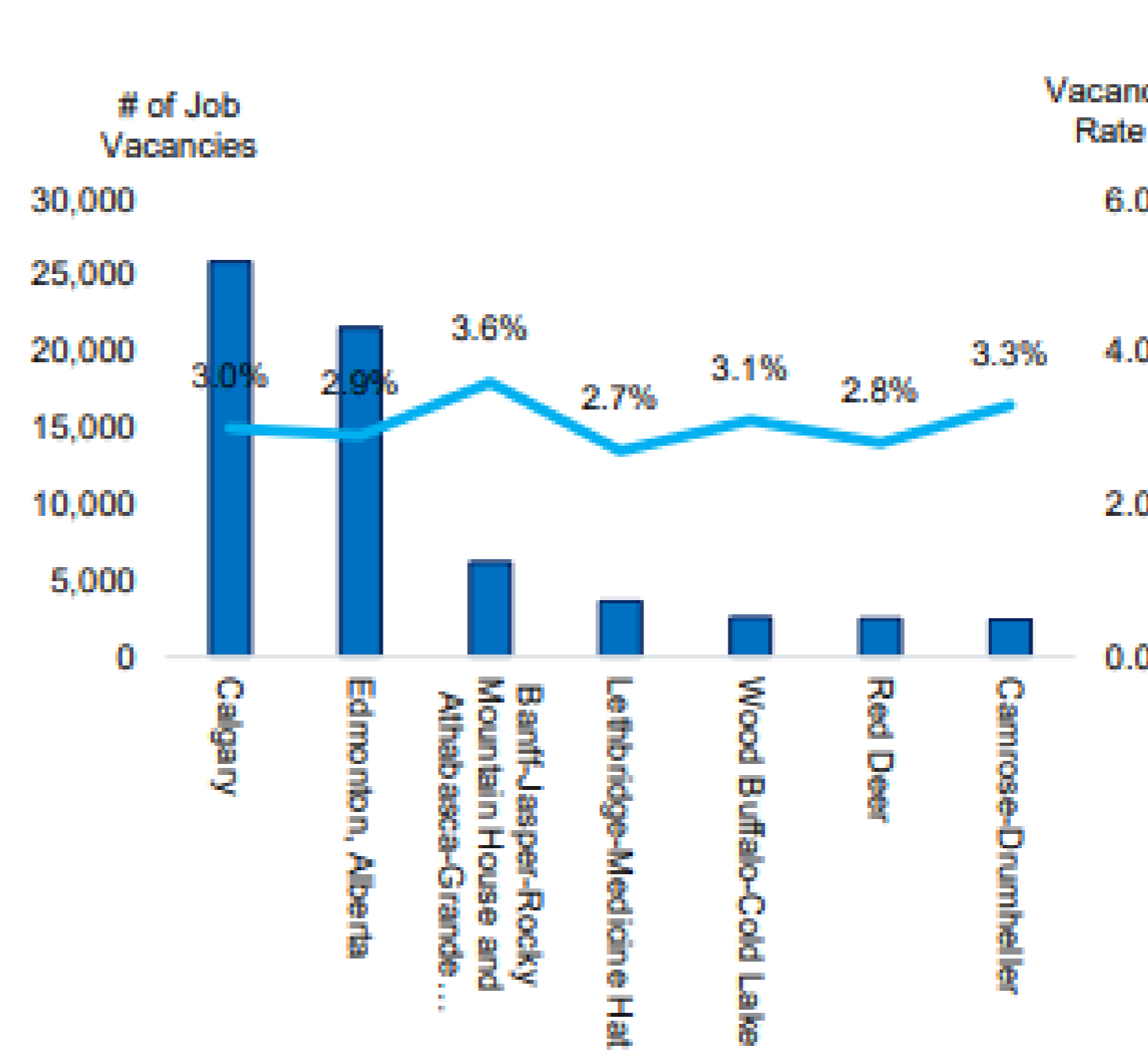




Vacancy Rate Definitions	
Incumbered Position	- An active position in which an employee sits
Vacant Position	- An active position in which no employee sits
Total Positions	- Sum of Incumbered Positions and Vacant Positions
Vacancy Rate	- A measure of unmet labour demand and is the number of job vacancies expressed as a percentage of total labour demand <sup>1</sup> Formula: (Vacant Positions / Total Positions) X 100
<sup>1</sup> <a href="https://economicdashboard.alberta.ca/topics/jobs/">https://economicdashboard.alberta.ca/topics/jobs/</a>	

**Vacancy Benchmarks**  
From Alberta's Job Vacancy report for Q2 2025

**Figure 3: Number of Job Vacancies and Vacancy Rate (Seasonally Adjusted)**

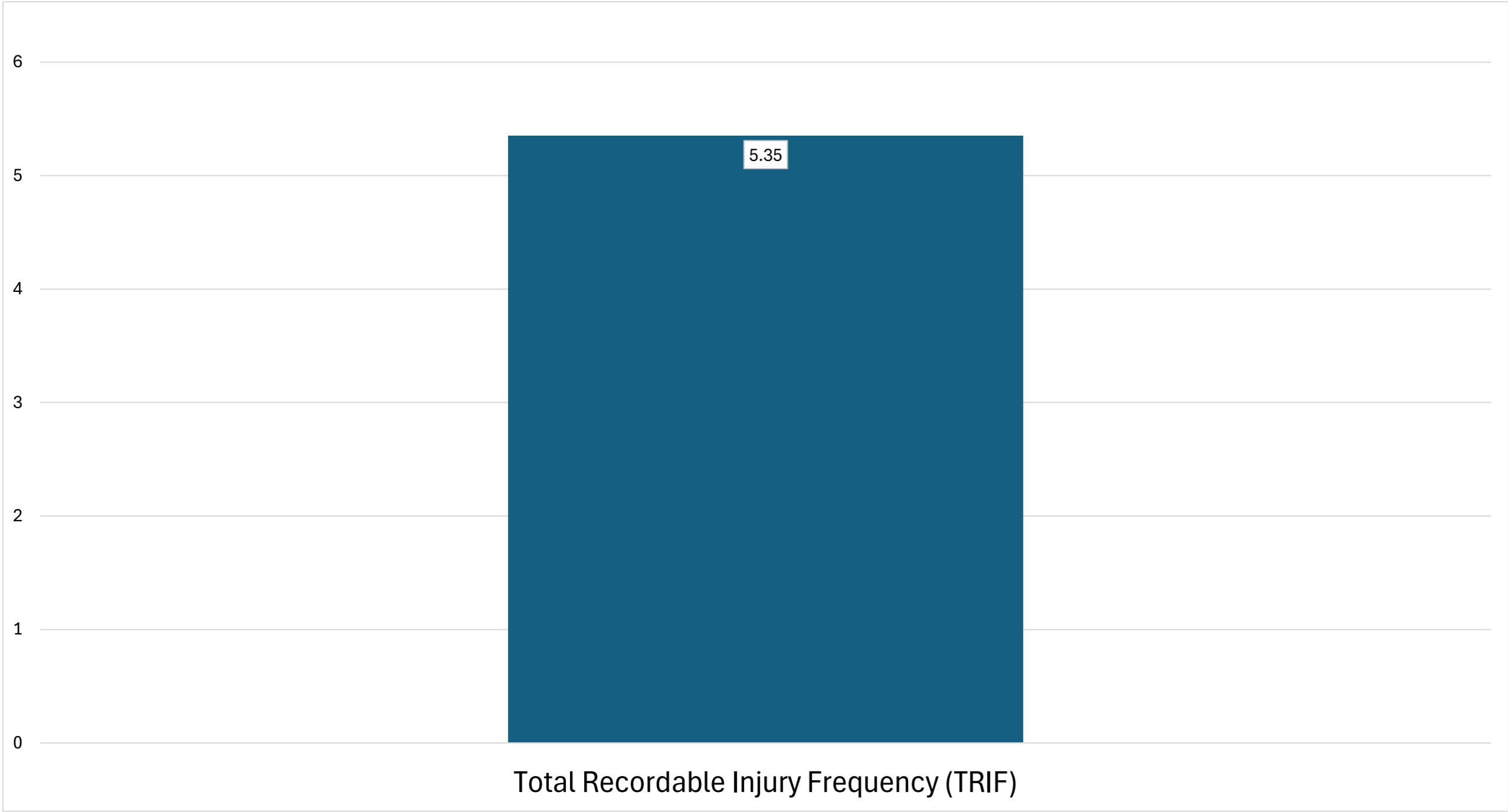


Source: Statistics Canada Job Vacancy Wage Survey (JVWS) Table: 14-10-0398-01 - Job vacancies, payroll employees and job vacancy rate, by economic regions, quarterly, adjusted for seasonality

**Figure 4: Number of Job Vacancies and Vacancy Rate by Industry, Q2 2025 (Unadjusted for Seasonality)**

Industry	Number	Rate
All industries	68,715	3.2%
Accommodation and food services	10,965	6.5%
Construction	10,370	5.2%
Retail trade	6,825	2.8%
Health care and social assistance	6,150	2.2%
Other services (except public administration)	4,340	5.5%
Professional, scientific and technical services	4,325	3.0%
Transportation and warehousing	4,225	3.4%
Administrative and support, waste management and remediation services	3,575	3.6%
Manufacturing	3,490	2.7%
Wholesale trade	2,870	2.7%
Educational Services	2,095	1.2%
Mining, quarrying, and oil and gas extraction	1,900	1.8%
Public administration	1,885	2.7%
Finance and insurance	1,560	2.1%
Arts, entertainment and recreation	1,450	3.5%
Real estate and rental and leasing	1,280	3.3%
Agriculture, forestry, fishing and hunting	560	2.2%
Information and cultural industries	490	1.8%
Management of companies and enterprises	200	1.3%
Utilities	160	0.9%

Source: Statistics Canada, Table 14-10-0442-01 Job vacancies, payroll employees, job vacancy rate, and average offered hourly wage by industry sector, quarterly, unadjusted for seasonality.



Total Recordable Injury Frequency Definitions

Total Recordable Injury Frequency

- The number of recordable injuries (requires more than first aid) there are for every 100 full time workers.

Total Recordable Incident Rate (TRIR)

- A way to measure workplace safety by looking at how many injuries happen compared to the number of hours worked. It lets organizations of different sizes be compared fairly using a standardized formula.

- The calculation takes the number of recordable incidents (injuries that require more than basic first aid) and adjusts it to a standard number of work hours.

- The formula is:

TRIR= Total recordable Incidents x 200,000 / Total Hours Worked

- The 200,000 represents the hours worked by 100 employees, working 40 hours per week for 50 weeks per year, and is a standardized number in the safety industry for comparing safety performance across different organizations and industries

\*number from June 30, 2025