

VERMILION

# Workforce Report

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## Executive Summary

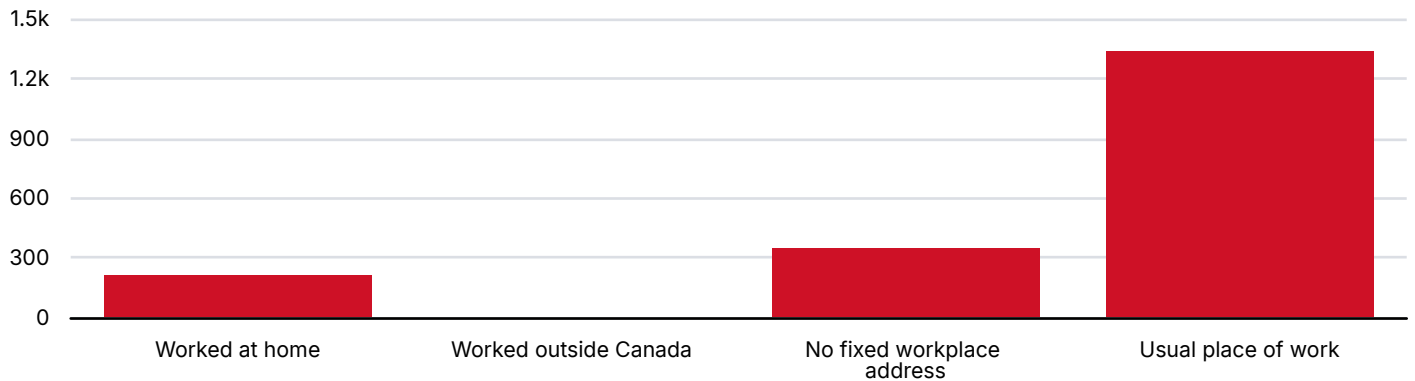
Vermilion's 2021 profile is defined by a labour market that still rests on conventional employment and a broadly credentialed adult population, but with noticeably softer work attachment than earlier in the decade. Most employed residents still worked at a usual workplace, and permanent jobs remained far more common than temporary arrangements. Employment was the largest labour force category among adults, and the local workforce was spread across a mix of service and goods-producing activities. At the same time, several indicators moved in a weaker direction between 2016 and 2021, leaving a more subdued picture of labour market engagement than Vermilion had shown in earlier census years.

The clearest pattern is a broad easing in participation and employment alongside a rise in non-work. Labour force participation fell steadily from 2011 to 2021, and the employment rate also declined at each census point over that period. Within the adult population, the number not in the labour force remained substantial, while work activity shifted away from both full-year full-time work and part-year or part-time work. By 2021, those who did not work formed the largest work-activity group, rising to 1,125 people as both working categories contracted. Work arrangements also changed within the employed population: the usual workplace still dominated, but working from home increased sharply over five years, while no fixed workplace remained a meaningful part of the mix. This leaves Vermilion with a workforce that is still anchored in standard employment, but less tightly tied to steady labour market participation than before.

Education provides a more stable counterpoint. High school completion was much more common than having no credential, and the largest highest-attainment group was residents whose top qualification was a high school diploma, followed by college and other non-university credentials. University degrees were present in smaller numbers, and most education categories grew over five years, though trades credentials dipped slightly. In occupational terms, employment was concentrated less in senior management than in practical and service-based roles, especially trades, transport and equipment operation, sales and service, and business or community-oriented work. Sectorally, health care and social assistance stood out as the largest part of the resident labour force. The overall picture is of a town with a solid secondary and non-university education base, stable permanent employment at its core, and a labour market that had become less engaged and more uneven by 2021.

# Place of Work Status

Vermilion’s main workforce still centres on a usual workplace with 1,335 people, though that fell 18.6% since 2016; remote workers rose to 210 (+75%), and those working outside Canada dropped to zero (-100%).



**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. (Vermilion, 2021)<sup>1</sup>

In Vermilion, the 2021 pattern of place of work among the employed labour force aged 15 and over was centred on the usual workplace. 1,335 people reported a usual place of work, compared with 345 with no fixed workplace address and 210 who worked at home. The 5-year change shows a clear shift: working at home rose by 75, while usual workplace employment fell by 18.6% and worked outside Canada dropped to zero. This points to changing work arrangements, though the usual workplace still dominated.

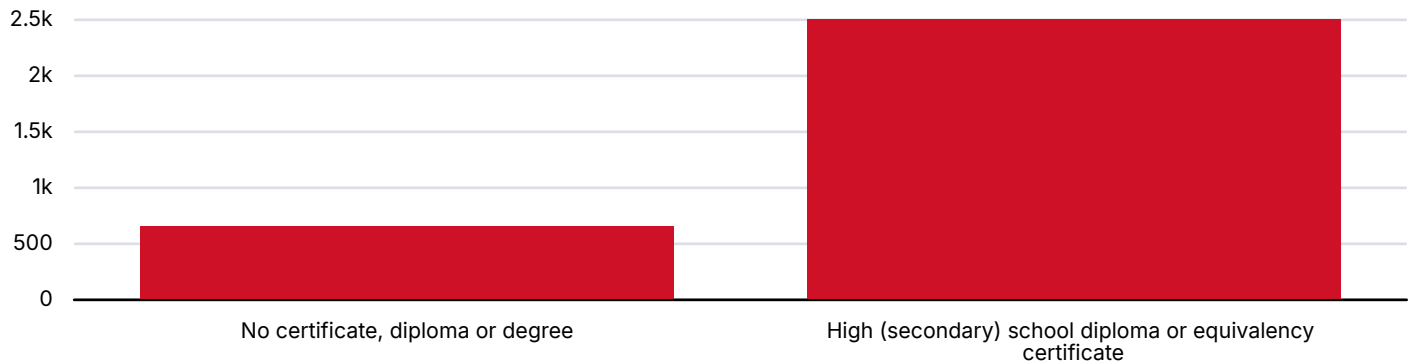
In Vermilion, employment is still anchored by a usual workplace, but remote and flexible arrangements are present. Among the employed labour force aged 15 and over, 1,335 people worked at a usual place of work in 2021, compared with 345 with no fixed workplace and 210 who worked at home. Only 0 worked outside Canada. The 5-year pattern shows home-based work rising 75%, while usual workplace work fell 18.6%.



**Figure 1.2:** Distribution of Largest Group: Place Of Work Status - Usual place of work (Vermilion)<sup>1</sup>

# High School Completion

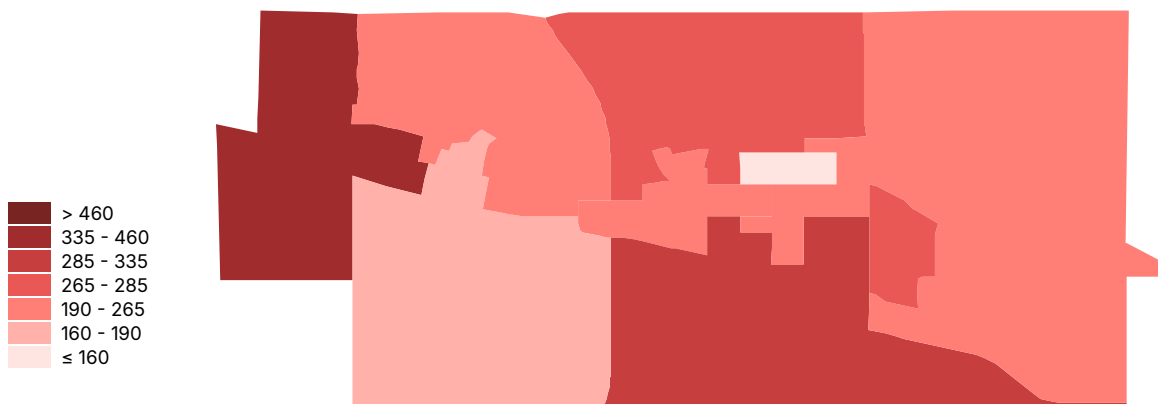
Vermilion’s biggest educated group are residents with a high school diploma or equivalent, totaling 2,495 people in 2021, while 650 people reported no certificate, diploma or degree. This shows a solid basic education base.



**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. (Vermilion, 2021)<sup>1</sup>

In Vermilion, high school completion among residents aged 15 and over in private households is shown by two groups in 2021. Most people had a high school diploma or equivalency certificate, while a smaller group had no certificate, diploma or degree. There were 2,495 people with a high school diploma or equivalency certificate and 650 without a certificate, diploma or degree. Combined, that is 3,145 people in the reported population. The data suggest that completion was more common than non-completion in this snapshot, but it does not provide a trend over time.

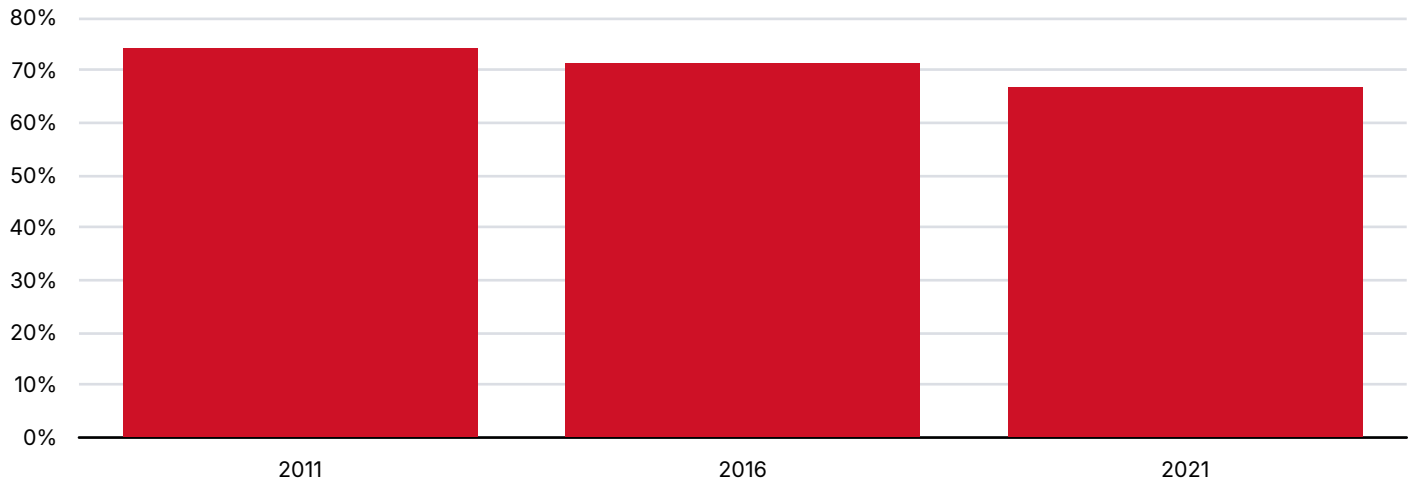
In Vermilion, high school completion in 2021 shows a clear tilt toward credentialed residents. Among people aged 15 and over in private households, 2,495 had a high school diploma or equivalent, while 650 had no certificate, diploma or degree. That pattern is echoed in the surrounding dissemination areas, where diploma holders also outnumbered those without credentials in every listed area. The distribution suggests a broadly completed secondary education base, with some local variation in the size of the non-credentialed group.



**Figure 2.2:** Distribution of Largest Group: Education Credential Ca - High (secondary) school diploma or equivalency certificate (Vermilion)<sup>1</sup>

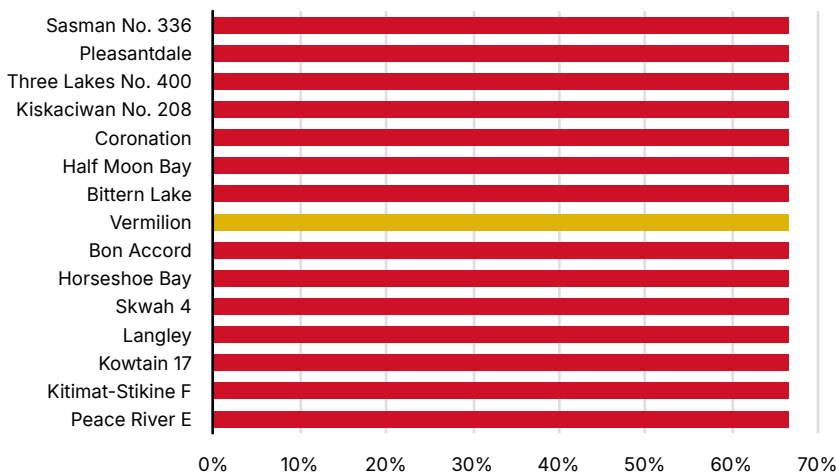
# Labour Force Participation Rate

Vermilion’s labour-force participation fell to 66.7% in 2021, a 6.3% drop since 2016 and down from 74.1% in 2011, showing decreasing engagement of working-age residents.



**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. (Vermilion, 2011-2021)<sup>1</sup>

Vermilion’s labour force participation rate has declined steadily across the available census years, showing a clear downward trend in labour market engagement among the total population. The rate was 74.1% in 2011, fell to 71.2% in 2016, and reached 66.7% in 2021. The drop from 2011 to 2021 was 7.4 percentage points, with the steepest decline appearing in the most recent five-year period, when participation fell by 6.3%. That pattern suggests recent weakening followed an earlier, smaller decrease. The data point to a community where a smaller share of residents was either working or actively looking for work in 2021 than in earlier census years.

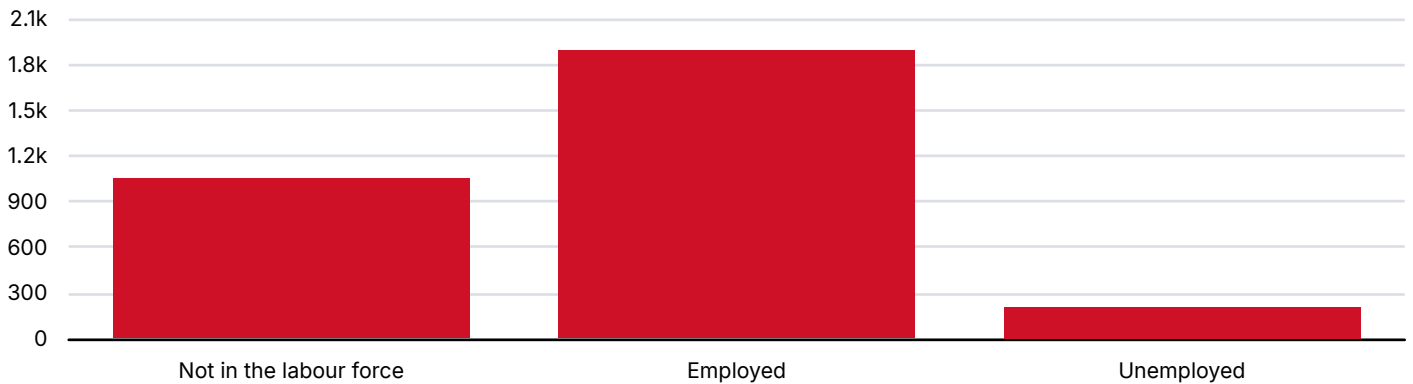


Vermilion’s labour force participation rate has eased over time, but it remained relatively strong in 2021. The share of the total population participating in the labour market fell from 74.1% in 2011 to 71.2% in 2016 and 66.7% in 2021. That 5-year decline of 6.3 points left Vermilion below nearby places such as Marwayne at 73.7% and Hay Lakes at 79.4%, but above several others.

**Figure 3.2:** Comparison of Labour Force Participation Rate with other locations (Vermilion, 2021)<sup>1</sup>

# Labour Force Status

Vermilion’s labour market is dominated by employed residents, numbering 1,890 in 2021. This is the largest group compared with 205 unemployed and 1,050 not in the labour force, down from 2,090 employed in 2016.



**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. (Vermilion, 2021)<sup>1</sup>

In 2021, Vermilion’s labour force status profile for السكان aged 15 and over was led by employed residents, with 1,890 people. Another 1,050 were not in the labour force, while 205 were unemployed. The mix shows a clear concentration in employment, with a smaller unemployed group. With only one census year available, there is no time trend to trace here. The figures provide a snapshot of participation in the local labour market. Source: Statistics Canada, Census Profile.

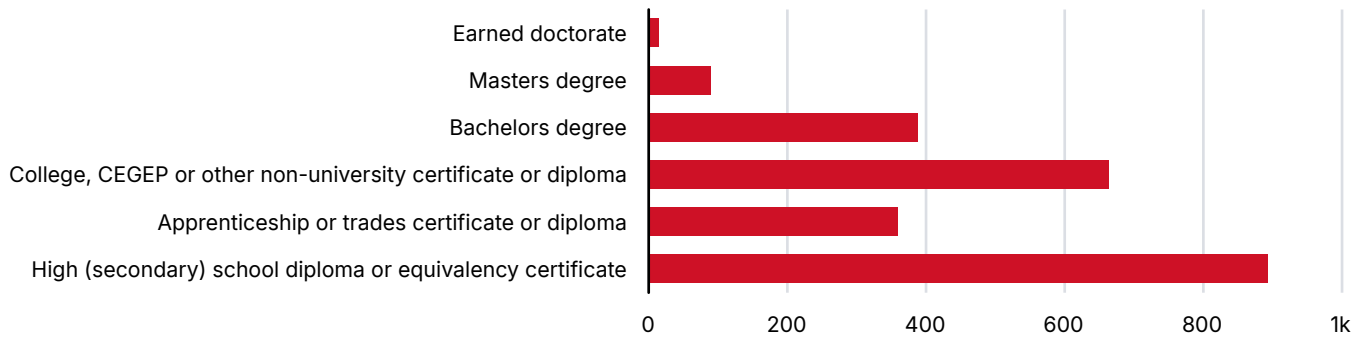
In Vermilion, labour force status in 2021 shows a community where employment is the largest category among residents aged 15 and over. Of 3,145 people, 1,890 were employed, 1,050 were not in the labour force, and 205 were unemployed. Employment accounted for about 60.1% of the total, while those outside the labour force made up 33.4% and unemployment 6.5%. The balance suggests a labour market with a clear employed majority, but also a sizeable group not participating in work.



**Figure 4.2:** Distribution of Largest Group: Labour Force Status - Employed (Vermilion)<sup>1</sup>

# Highest Education Level

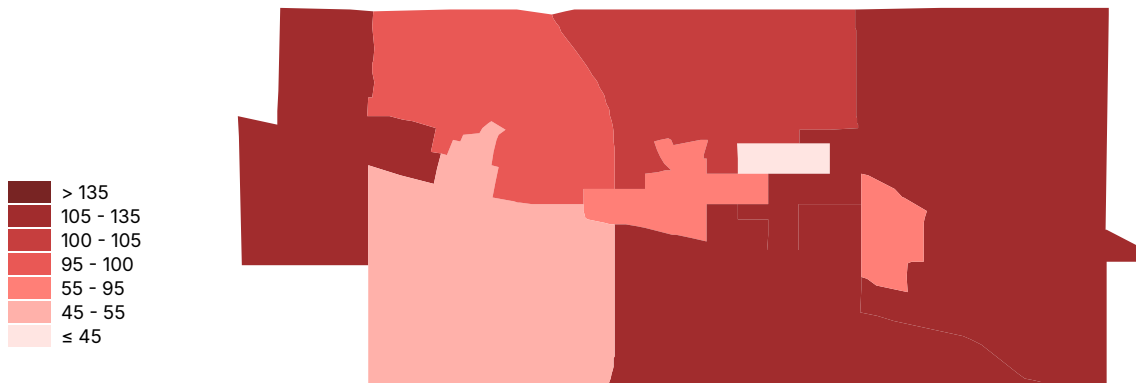
Vermilion’s biggest educated cohort is high-school graduates, now 895 people—a 43.2% rise since 2016; the doctorate-holding group, though small, grew 50% to 15 residents, showing notable advanced-education gains.



**Figure 5.1:** Shows the highest level of education completed by residents. It helps indicate the overall educational profile of the population. (Vermilion, 2021)<sup>1</sup>

In Vermilion, educational attainment in 2021 was led by residents whose highest credential was a high school diploma or equivalency certificate, at 895 people. College, CEGEP or other non-university certificates and diplomas followed at 665, while 390 had a bachelor’s degree and 360 held an apprenticeship or trades credential. Smaller counts were recorded for master’s degrees, at 90, and earned doctorates, at 15. The 5-year changes suggest growth across most categories, especially doctorates and high school diplomas.

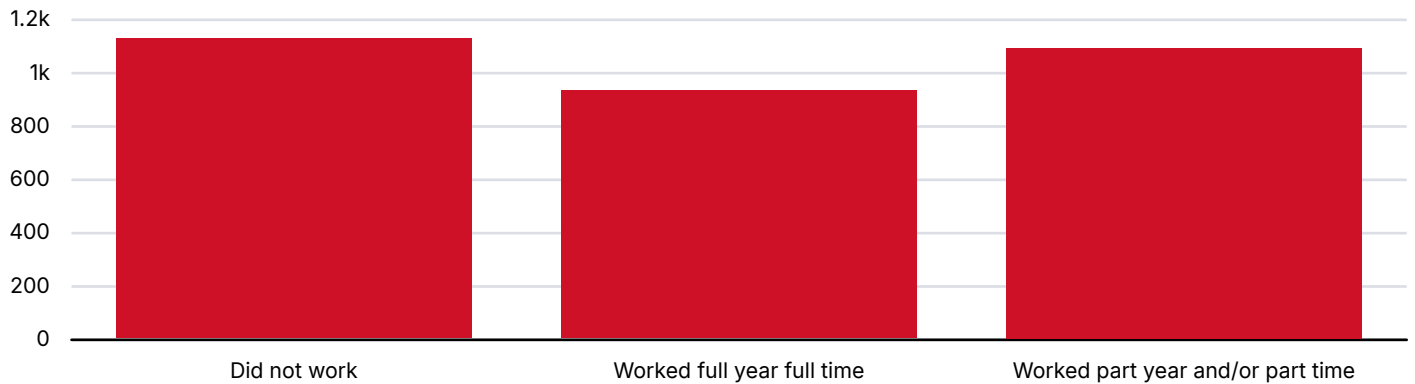
In Vermilion, the 2021 education profile for residents age 15 and over is concentrated at the non-university level. The largest group had a high school diploma or equivalency certificate, at 895 people, followed by college or other non-university credentials at 665. Higher credentials were smaller: 390 held a bachelor’s degree, 90 a master’s, and 15 a doctorate. Over five years, most categories grew, especially high school diplomas and doctoral degrees, while apprenticeship or trades credentials declined slightly. Across the local areas shown, the mix varies, but post-secondary credentials remain present alongside a strong secondary-school base.



**Figure 5.2:** Distribution of Largest Group: Education Credential Ca - High (secondary) school diploma or equivalency certificate (Vermilion)<sup>1</sup>

# Work Activity

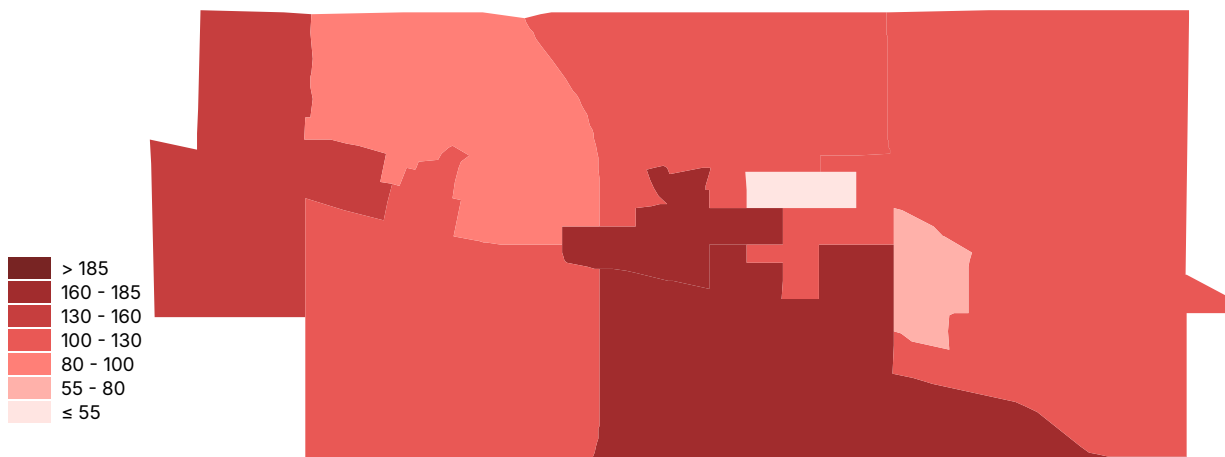
The “Did not work” group became Vermilion’s largest work-activity segment in 2021, rising to 1,125 people—a 34.7% increase since 2016—making it both the biggest and most changed group.



**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. (Vermilion, 2021)<sup>1</sup>

In Vermilion, the 2021 work activity profile for people aged 15 and over shows more residents with limited attachment to paid work than with full-year full-time work. A total of 1,125 people did not work, up 34.7% over five years. By contrast, 930 people worked full year full time, down 12.3%, and 1,090 worked part year and/or part time, down 16.1%. The pattern points to a decline in the working groups over five years, alongside growth in the non-working group.

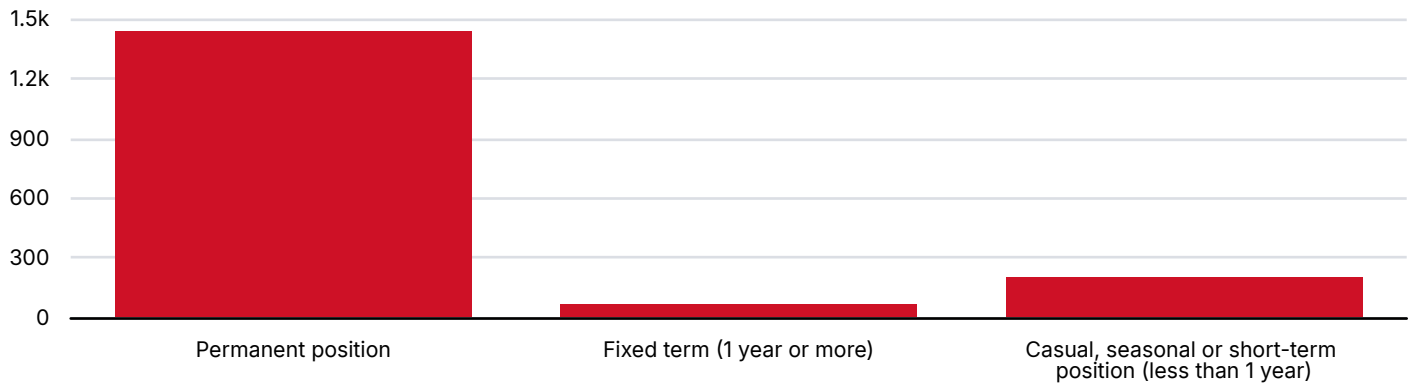
In Vermilion, work activity among people aged 15 and over was mixed in 2021, with the largest group reporting that they did not work, at 1,125 people. Another 1,090 people worked part year and/or part time, while 930 worked full year full time. The 5-year change shows a shift away from both working categories, down 16.1% and 12.3% respectively, alongside a 34.7% rise in those who did not work. The pattern suggests weaker attachment to full-year work over the period, while part-time or partial-year activity remained a substantial share of local experience.



**Figure 6.2:** Distribution of Largest Group: Work Activity - Did not work (Vermilion)<sup>1</sup>

# Class of Worker

Vermilion’s workforce is dominated by permanent employees, with 1,435 people in stable jobs, far outpacing 65 on fixed-term contracts and 200 in casual or short-term positions. This shows a largely settled labor market.



**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. (Vermilion, 2021)<sup>1</sup>

In Vermilion, the 2021 worker profile for the population aged 15 years and over is dominated by permanent positions. There were 1,435 people in permanent jobs, compared with 200 in casual, seasonal or short-term positions and 65 in fixed-term jobs lasting at least one year. The pattern points to a workforce weighted toward stable employment, with much smaller shares in temporary arrangements. Source: Statistics Canada, Census Profile.

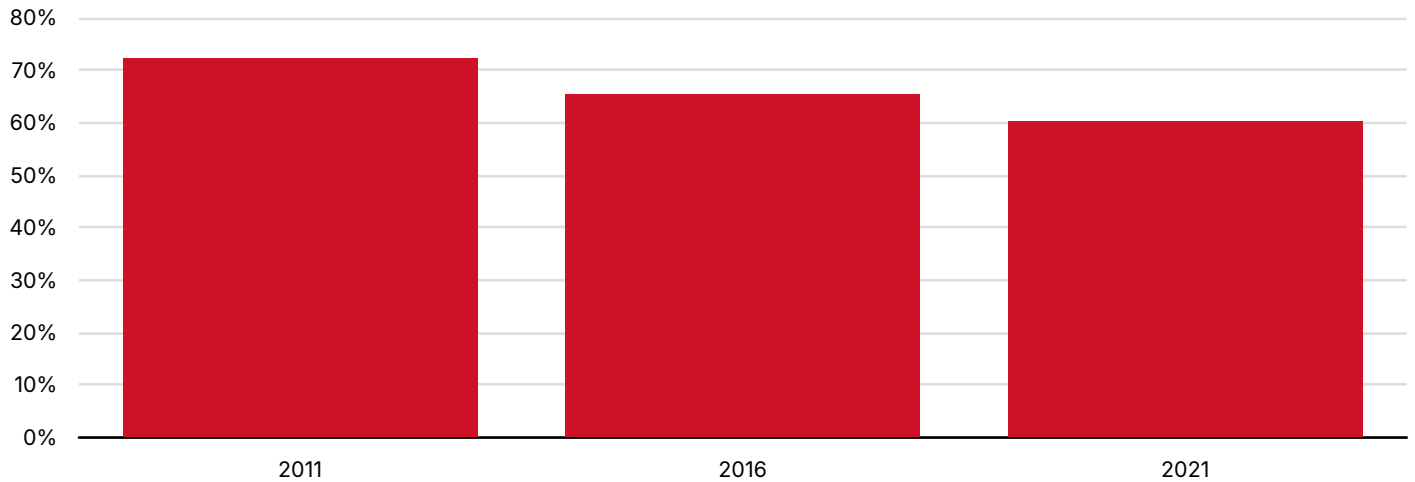
In Vermilion, most workers held permanent positions in 2021, with 1,435 people in this category. Casual, seasonal or short-term work accounted for 200 people, while 65 had fixed-term jobs of one year or more. The pattern suggests a labour force weighted toward stable employment, with a smaller flexible segment. At the sublocation level, permanent work was also the largest category in each area shown, reinforcing that permanence is the dominant class of worker across the subdivision. Source: Statistics Canada, Census Profile.



**Figure 7.2:** Distribution of Largest Group: Class Of Worker - Permanent position (Vermilion)<sup>1</sup>

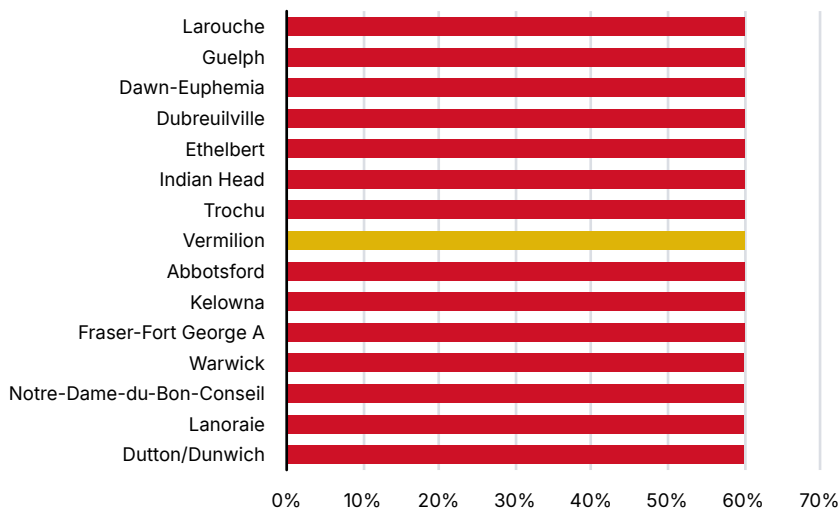
# Employment Rate

Vermilion’s employment rate fell to 60.2 % in 2021, a 7.95 % drop over the past five years, down from 72.2 % in 2011, indicating weakening labour market utilisation.



**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. (Vermilion, 2011-2021)<sup>1</sup>

Vermilion’s employment rate has declined steadily over the period shown, suggesting a weakening share of the working-age population was employed. In 2011, the rate stood at 72.2%, before falling to 65.4% in 2016 and then to 60.2% in 2021. The drop from 2011 to 2016 was 9.4%, followed by a further 8.0% decline over the next five years. Taken together, the pattern shows a sustained downward trend rather than a temporary dip. Measured within the labour force aged 15 years and over, the 2021 level is notably lower than the earlier years, indicating less employment coverage than at the start of the period.

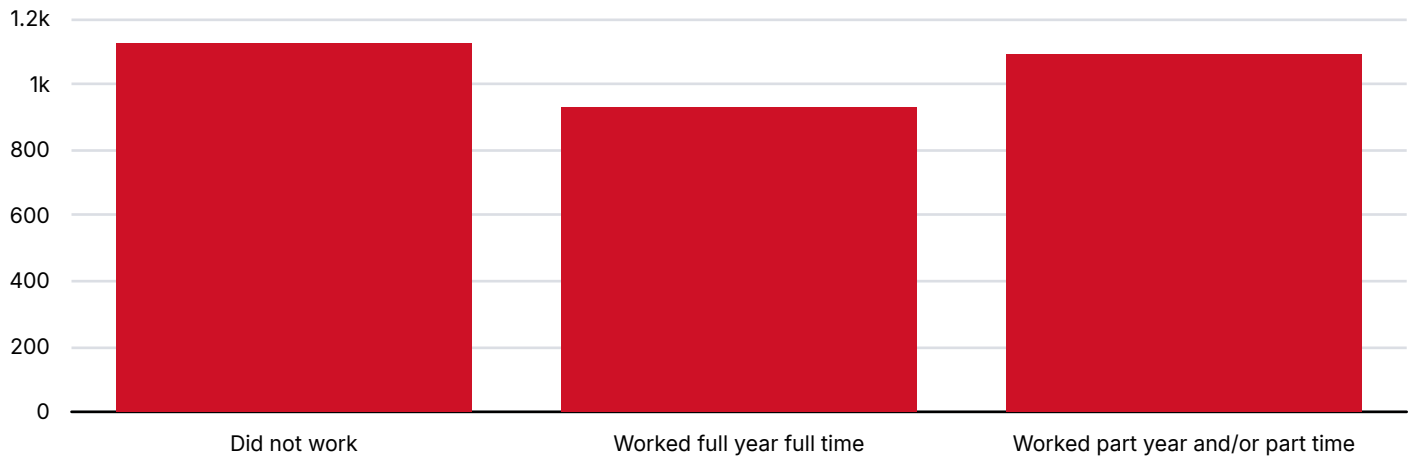


Vermilion’s employment rate, measured for the labour force aged 15 years and over, has trended down over time. It stood at 72.2% in 2011, fell to 65.4% in 2016, and reached 60.2% in 2021. That 2021 level is below several nearby places, including Camrose County at 63.8%, Lloydminster (Part) at 63.7%, and Marwayne at 66.3%, but above Chipman at 39.5% and Innisfree at 22.2%. The pattern places Vermilion in the middle of the regional range, with recent declines.

**Figure 8.2:** Comparison of Employment Rate with other locations (Vermilion, 2021)<sup>1</sup>

# Work Activity

The “Did not work” group became Vermilion’s largest work-activity segment in 2021, rising to 1,125 people—a 34.7% increase since 2016—making it both the biggest and most changed group.



**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. (Vermilion, 2021)<sup>1</sup>

In Vermilion, work activity in 2021 showed a shift away from people working for part of the year or not working at all. The largest group did not work, at 1,125 people, while 1,090 worked part year and/or part time, and 930 worked full year full time. Together, these patterns show that work attachment varied more in the shorter-term categories than in full-year full-time employment. The five-year changes reinforce that direction. The number who did not work rose by 34.7%, while full-year full-time work fell by 12.3% and part-year or part-time work fell by 16.1%.

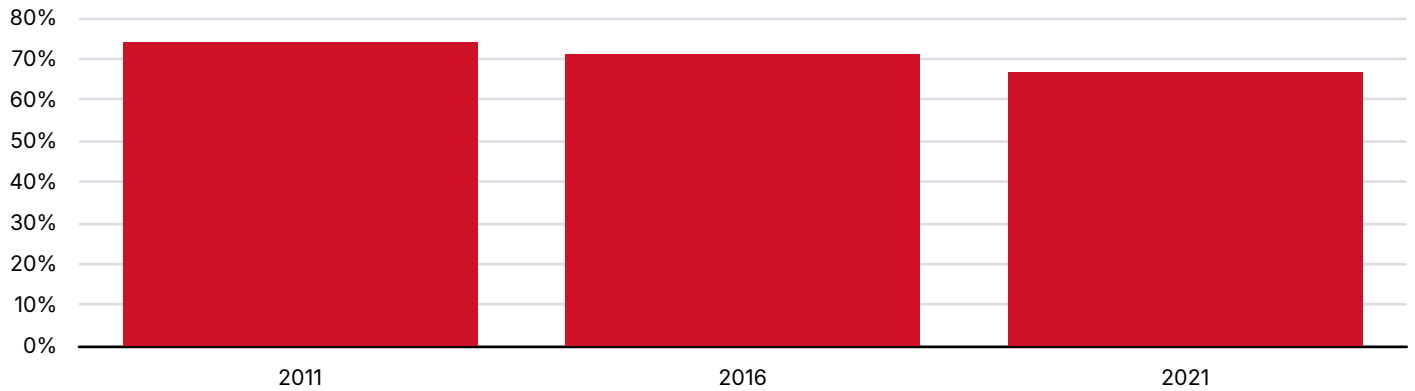
In Vermilion, work activity in 2021 shows a mixed pattern among people aged 15 and over. 1,125 people did not work, 930 worked full year full time, and 1,090 worked part year and/or part time. Over five years, the first group rose 34.7%, while full-year full-time work fell 12.3% and part-year or part-time work fell 16.1%. At the subarea level, the mix varies widely.



**Figure 9.2:** Distribution of Largest Group: Work Activity - Did not work (Vermilion)<sup>1</sup>

# Labour Force Participation Rate

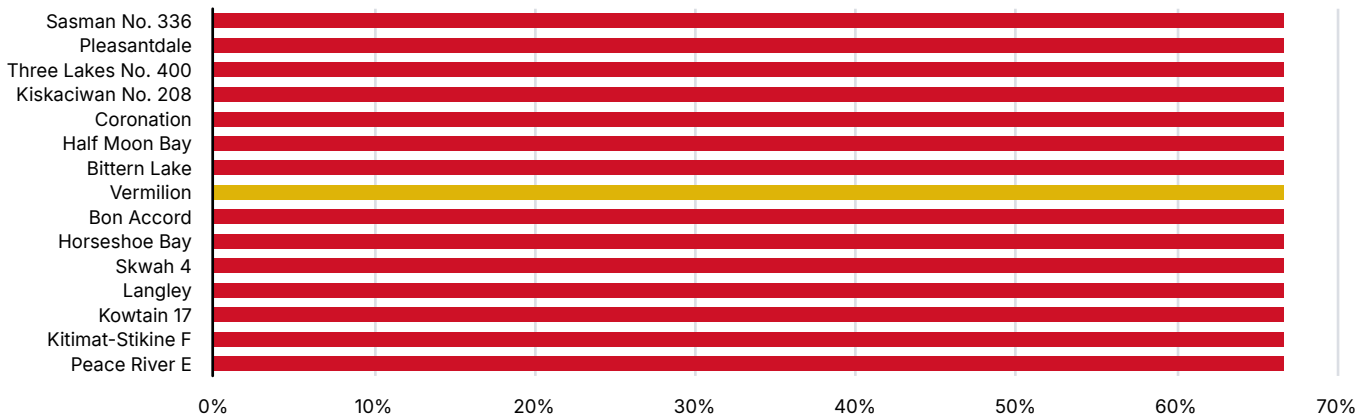
Vermilion’s labour-force participation fell to 66.7% in 2021, a 6.3% drop since 2016 and down from 74.1% in 2011, showing decreasing engagement of working-age residents.



**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. (Vermilion, 2011-2021)<sup>1</sup>

Vermilion’s labour force participation rate has declined steadily over the census period shown. In 2011, 74.1% of the total population was in the labour force, falling to 71.2% in 2016 and 66.7% in 2021. The five-year change also points to weakening participation, with a 3.9% drop to 2016 and a further 6.3% decline by 2021. The pattern is consistent rather than volatile, suggesting lower labour market engagement over time within the working-age population.

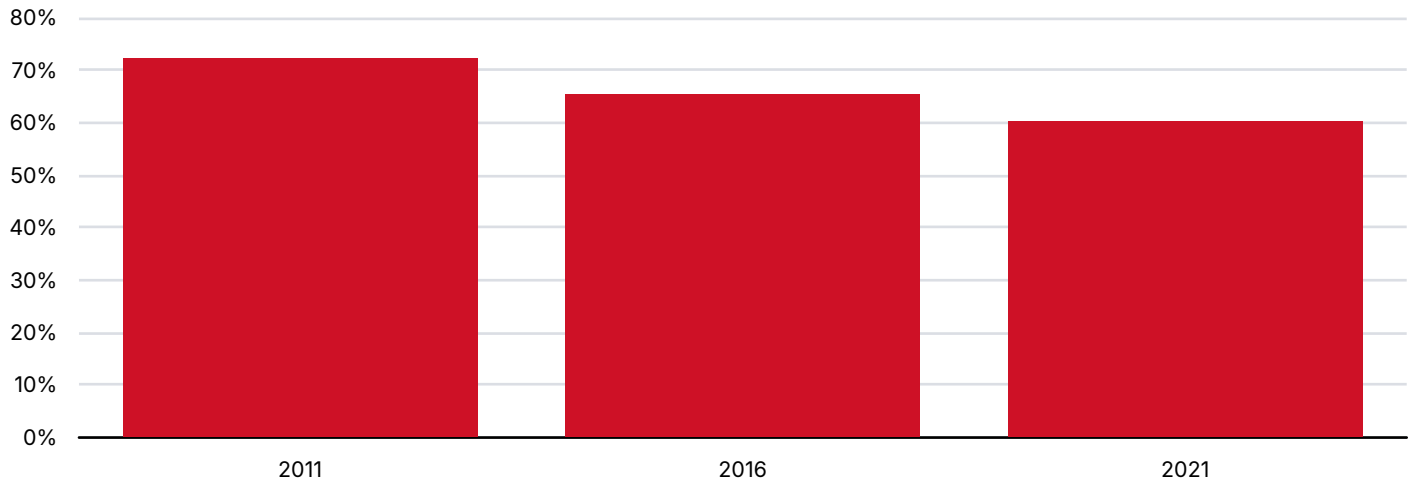
Vermilion’s labour force participation rate remained relatively high, but it softened over time. In 2021, 66.7% of the total population was in the labour force, down from 71.2% in 2016 and 74.1% in 2011. That 2021 level was still above several nearby places, including Vegreville at 59.8%, Two Hills at 56.3%, and Camrose at 61.6%. It was below some stronger comparators, such as Edberg at 80.0%, Hay Lakes at 79.4%, and Marwayne at 73.7%. The pattern points to a labour market with steady participation but clear recent decline, leaving Vermilion in a mid-to-upper position across the local comparison set.



**Figure 10.2:** Comparison of Labour Force Participation Rate with other locations (Vermilion, 2021)<sup>1</sup>

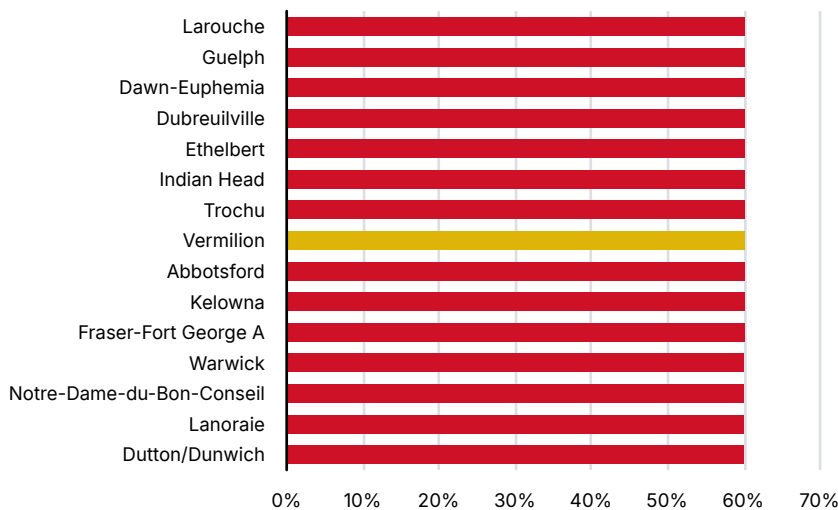
# Employment Rate

Vermilion’s employment rate fell to 60.2 % in 2021, a 7.95 % drop over the past five years, down from 72.2 % in 2011, indicating weakening labour market utilisation.



**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. (Vermilion, 2011-2021)<sup>1</sup>

Vermilion’s employment rate for the labour force aged 15 and over declined across the last three census points, pointing to a sustained weakening in the share of residents who were employed. The rate was 72.2% in 2011, fell to 65.4% in 2016, and reached 60.2% in 2021. The five-year changes were -9.4% between 2011 and 2016 and -8.0% between 2016 and 2021, showing that the downward movement continued, though at a somewhat slower pace in the later period. The pattern is clear rather than volatile: Vermilion moved lower at each step, leaving the 2021 rate well below its 2011 level. Source: Statistics Canada, Census Profile.

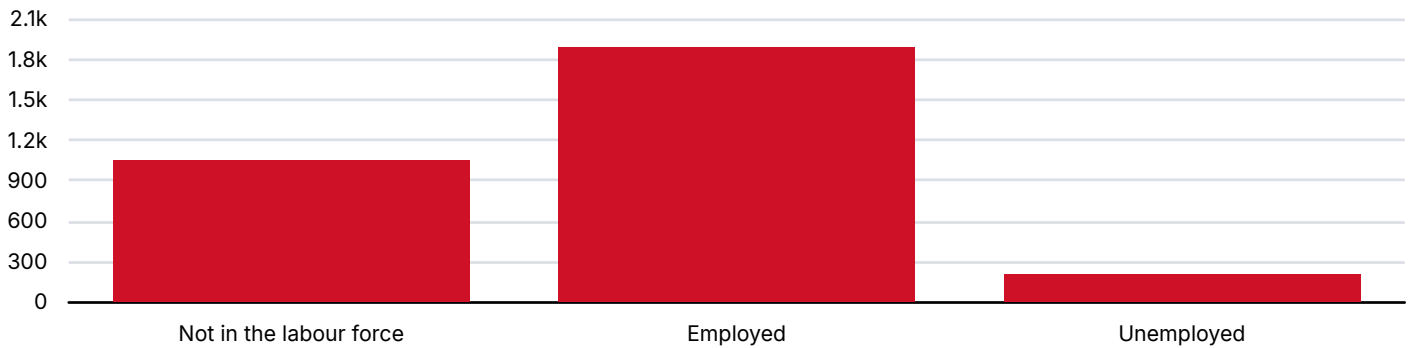


Vermilion’s employment rate, measured for the labour force aged 15 years and over, was 60.2% in 2021. That was lower than in 2011, when it stood at 72.2%, and below 2016’s 65.4%, showing a steady decline over the decade. In regional context, Vermilion remained above several nearby places such as Andrew at 45.2% and Vegreville at 53.8%, but below Marwayne at 66.3% and Hay Lakes at 68.3%.

**Figure 11.2:** Comparison of Employment Rate with other locations (Vermilion, 2021)<sup>1</sup>

# Labour Force Status

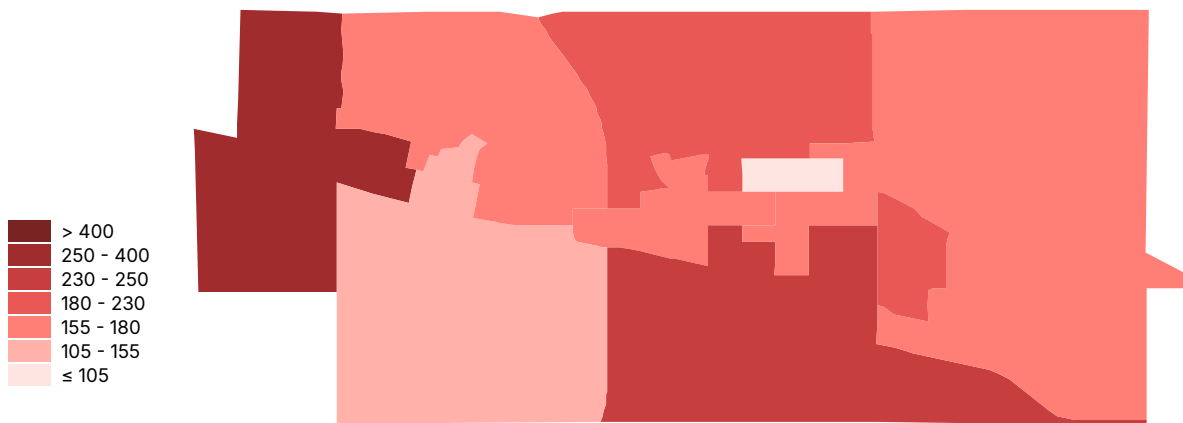
Vermilion’s labour market is dominated by employed residents, numbering 1,890 in 2021. This is the largest group compared with 205 unemployed and 1,050 not in the labour force, down from 2,090 employed in 2016.



**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. (Vermilion, 2021)<sup>1</sup>

In Vermilion in 2021, the labour force status profile for residents age 15 and over was led by employment. There were 1,890 employed people, compared with 1,050 who were not in the labour force and 205 who were unemployed. The figures point to a labour market where employment accounted for the largest group, while unemployment remained much smaller. The count not in the labour force was also substantial, showing that participation was not universal among the adult population.

In Vermilion, labour force status among residents aged 15 and over was centered on employment in 2021. Employed residents numbered 1,890, compared with 1,050 who were not in the labour force and 205 who were unemployed. The profile shows a clear labour market majority in employment, with unemployment the smallest category. Taken together, the three groups account for 3,145 people in this age group. This pattern suggests a community where most adults were participating in work, while a substantial number were outside the labour force. The data does not show why these patterns appear, only how the population was distributed.



**Figure 12.2:** Distribution of Largest Group: Labour Force Status - Employed (Vermilion)<sup>1</sup>

# Resident Labour Force

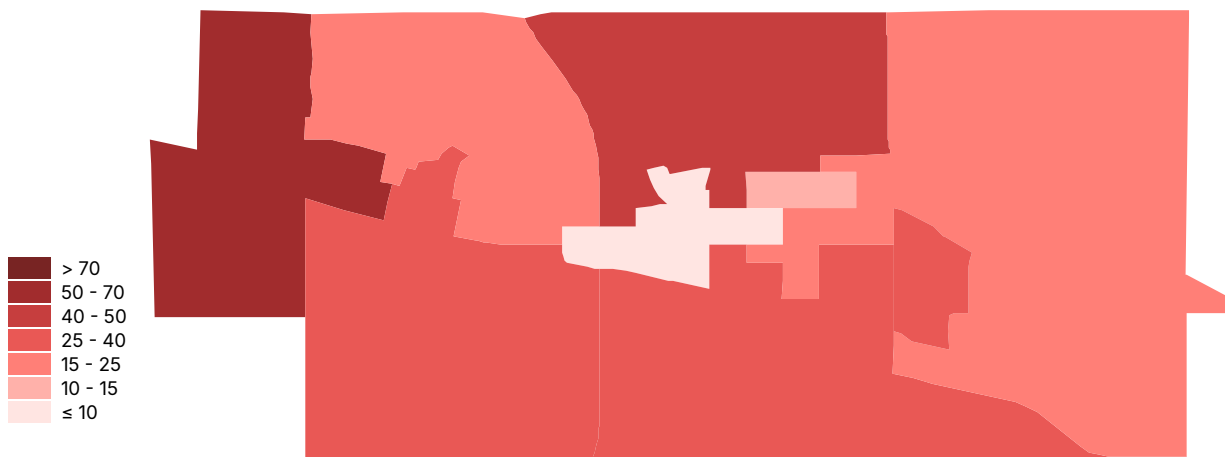
Health care and social assistance stays Vermilion’s biggest labour segment with 295 workers, unchanged since 2016. By contrast, real-estate and rental leasing fell to zero workers, a 100 % decline over the same period.



**Figure 13.1:** Shows the number of residents who are in the labour force. It helps indicate the size of the locally available workforce. (Vermilion, 2021)<sup>1</sup>

Vermilion’s resident labour force in 2021 was spread across a mix of service and goods-producing sectors, with health care and social assistance the largest at 295 people. Retail trade and educational services each accounted for 240, while construction had 175 and accommodation and food services 140. Over five years, public administration rose 31.3%, manufacturing increased 66.7%, and retail trade fell 28.4%, showing shifting sectoral momentum within the local workforce.

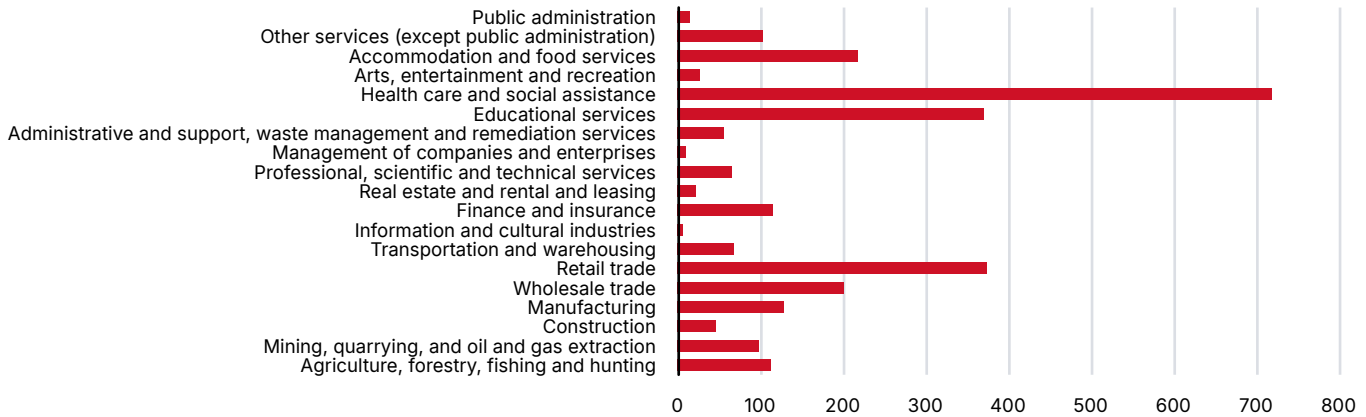
In 2021, Vermilion’s resident labour force was spread across a mix of service and goods-producing sectors, with health care and social assistance the largest at 295 people. Retail trade and educational services followed at 240 each, while construction accounted for 175 and accommodation and food services for 140. Smaller counts appeared in information and cultural industries, with 10 people, and several sectors reported none. This pattern suggests a labour force concentrated in a few core activities rather than evenly distributed across the economy.



**Figure 13.2:** Distribution of Largest Group: Industry Sector - Health care and social assistance (Vermilion)<sup>1</sup>

# Employment by Sector

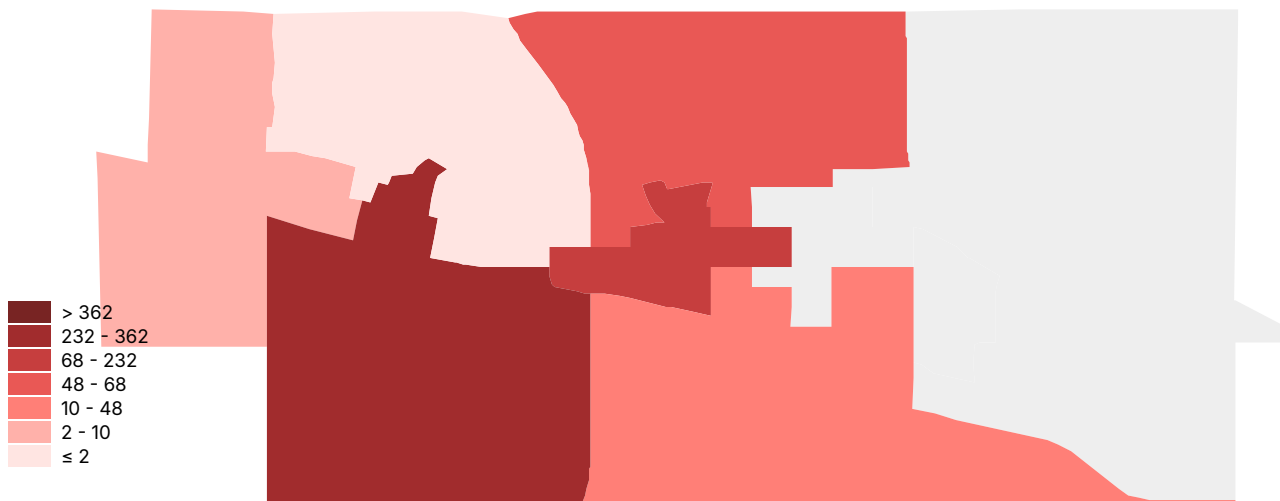
Health care and social assistance was the largest sector in Vermilion in 2025, with 720 people. It rose 26.3% from 2024 and 233.3% over five years, ahead of retail trade at 375.



**Figure 14.1:** Shows how employment is distributed across industry sectors. It helps indicate which sectors account for the largest share of local jobs. (Vermilion, 2025)<sup>2</sup>

Vermilion’s employment mix in 2025 is concentrated in health care and social assistance, which leads with 720 workers. Retail trade follows at 375, and educational services is close behind at 371, showing a service base with several sizable anchors. Recent change is uneven. Health care rose 26.3% over one year and 233.3% over five years, while wholesale trade fell 39.3% in the past year and construction dropped 31.3%.

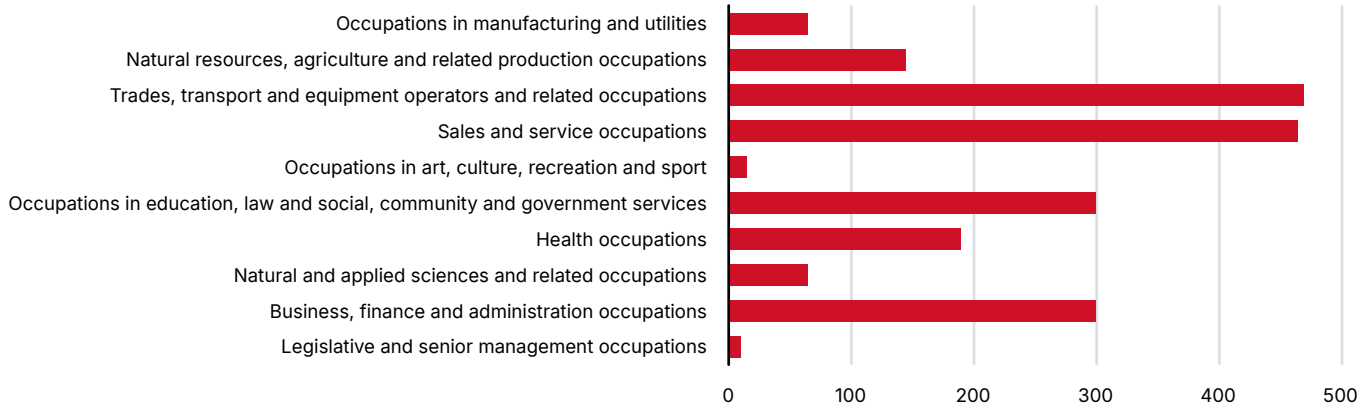
Vermilion’s employment base in 2025 is concentrated in a few sectors, with health care and social assistance the largest at 720 people. Retail trade follows with 375, and educational services with 371. Agriculture accounts for 113, while wholesale trade has 202. Recent changes are mixed. Health care rose 26.3% over one year and 233.3% over five years, while retail and wholesale both declined. Manufacturing and construction also fell sharply in the past year.



**Figure 14.2:** Distribution of Largest Group: Naics - Health care and social assistance (Vermilion)<sup>2</sup>

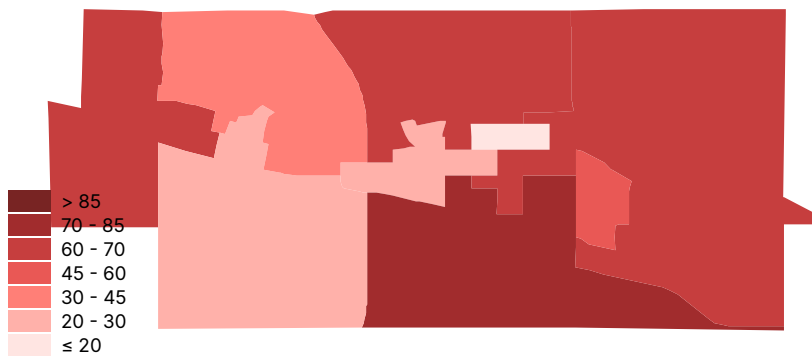
# Employed Residents by Occupation

Vermilion’s biggest employment sector remains trades, transport and equipment operators with 470 workers, a 9.3% increase since 2016; meanwhile legislative and senior-management jobs have collapsed to just 10 workers, down 95.6%.



**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. (Vermilion, 2021)<sup>1</sup>

In 2021, Vermilion’s employed residents were concentrated in trades, transport and equipment operators and related occupations, at 470 people, and sales and service occupations, at 465. Business, finance and administration occupations and occupations in education, law and social, community and government services each accounted for 300 people, while health occupations numbered 190. Some smaller groups changed more sharply over five years. Occupations in manufacturing and utilities rose by 85.7%, while legislative and senior management occupations fell by 95.6%. Natural and applied sciences and related occupations declined by 27.8%, and sales and service occupations by 14.7%. The mix suggests a labour force shaped more by practical and service roles than by management or arts occupations.



In Vermilion, employed residents in 2021 were concentrated in trades, transport and equipment operators at 470 people and in sales and service at 465, with business, finance and administration and education, law and social, community and government services each at 300. Health occupations also numbered 190, while legislative and senior management was just 10.

**Figure 15.2:** Distribution of Largest Group: Occupation - Trades, transport and equipment operators and related occupations (Vermilion)<sup>1</sup>

## 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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