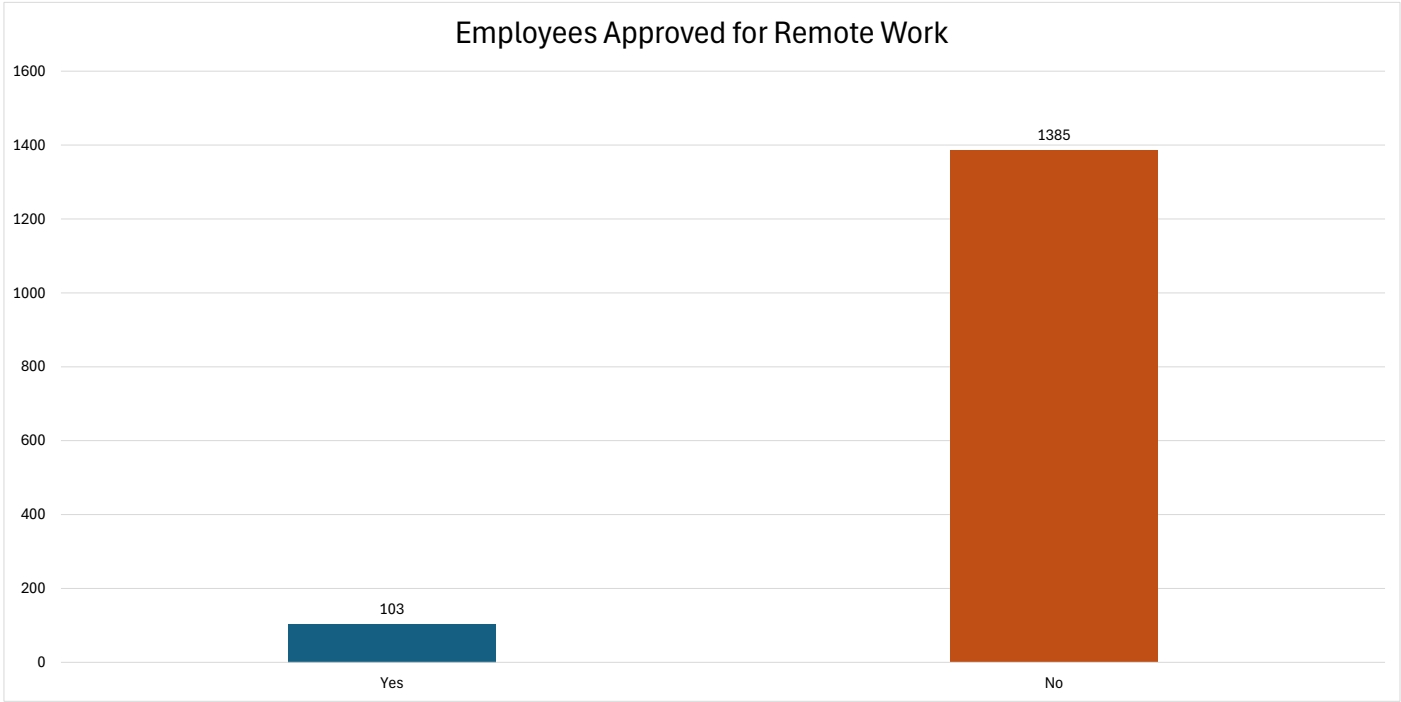
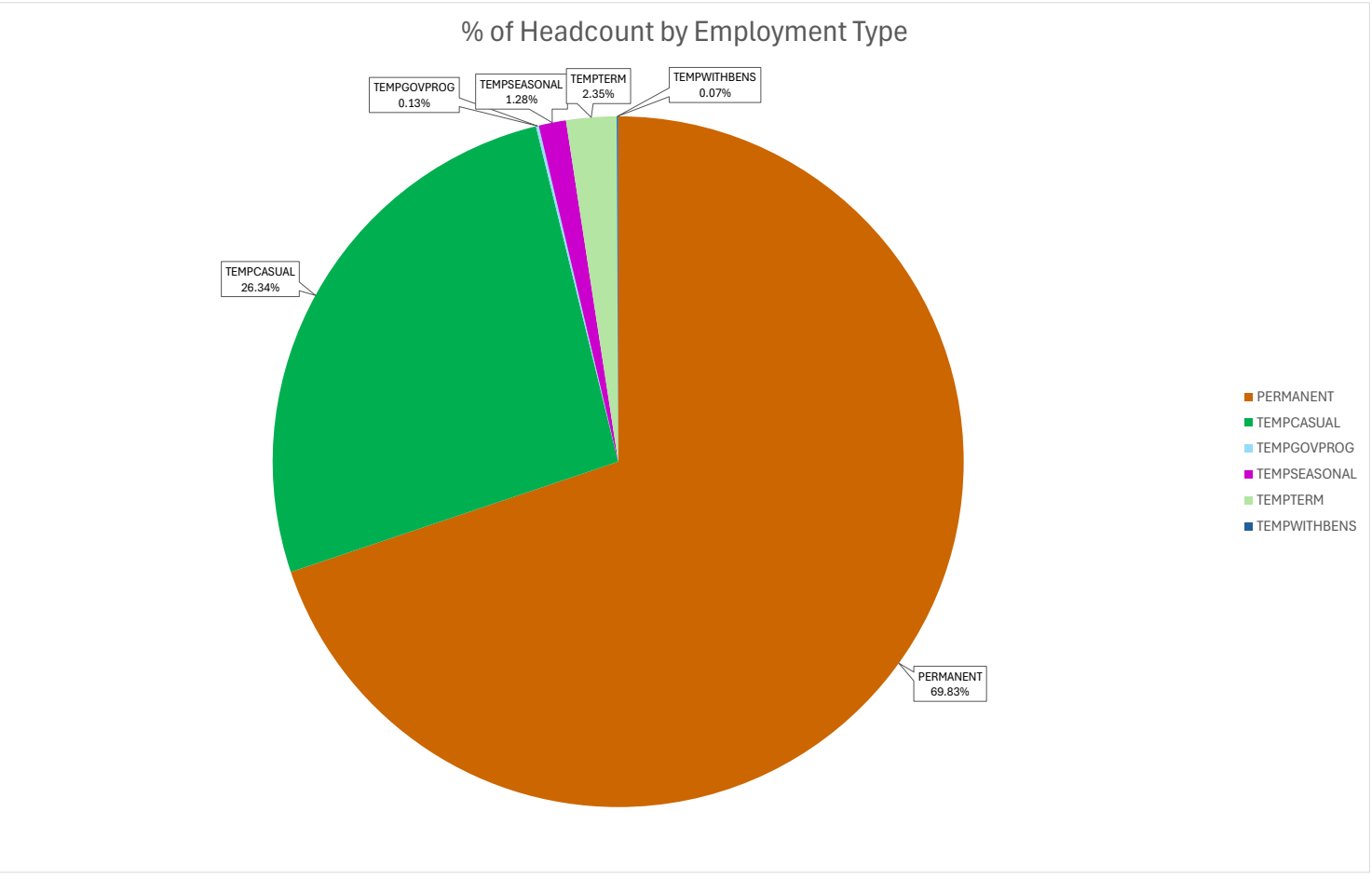
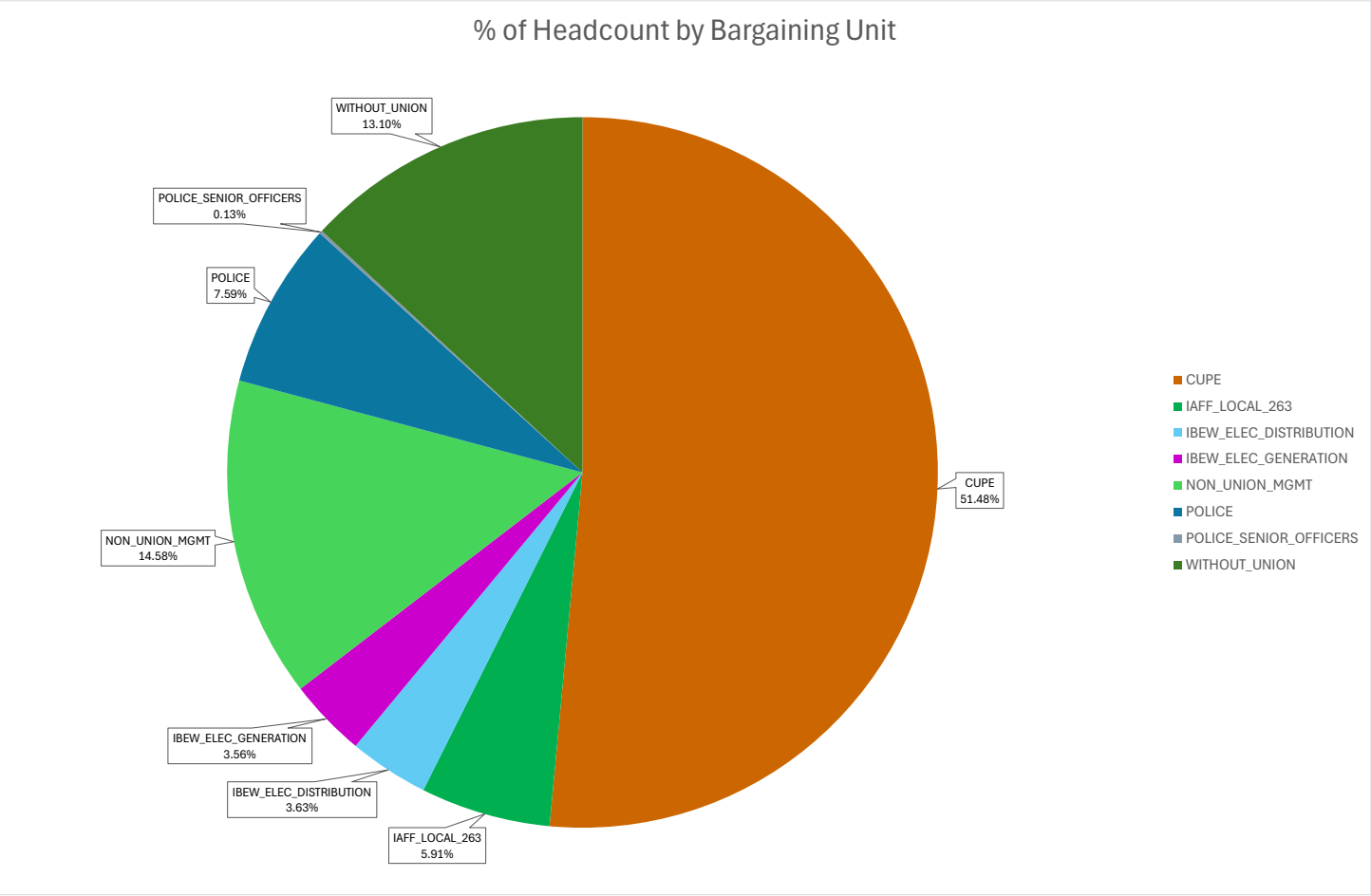


City of Medicine Hat People Metrics

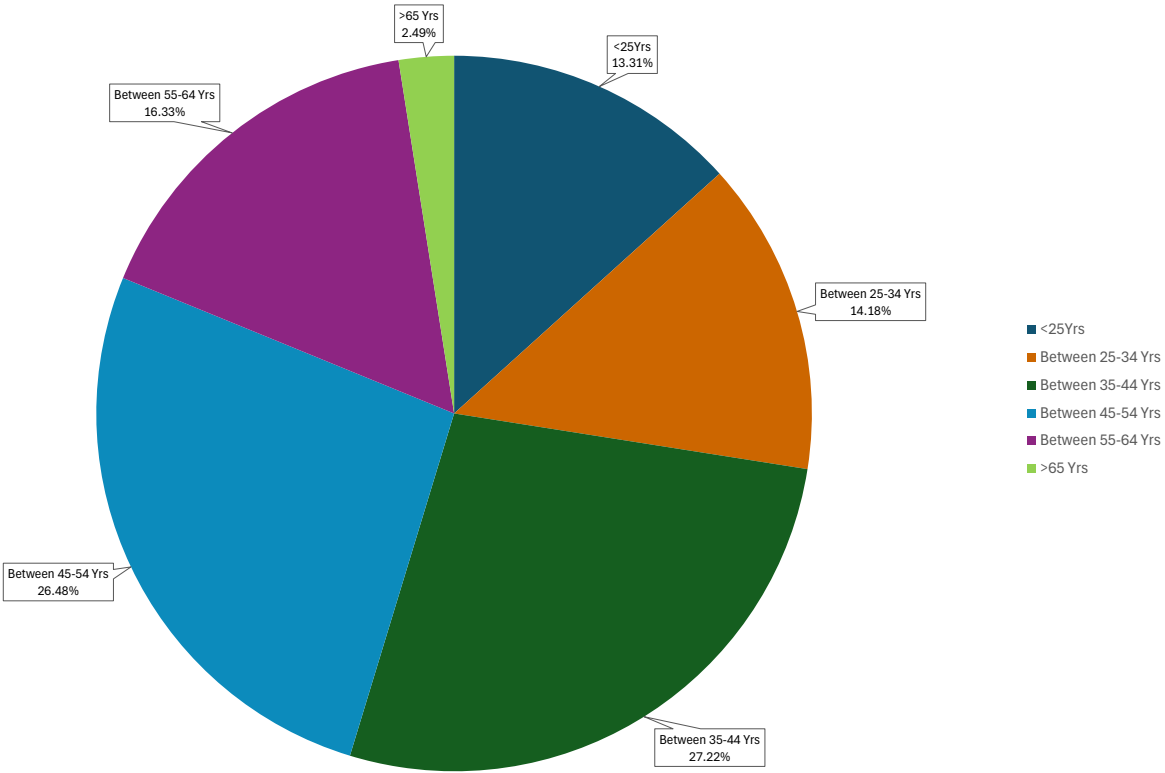
For the dates of January 1 2025 to December 31, 2025*

*Where the specific dates of January 1st, 2025 to December 31st, 2025 are unavailable, the first biweekly pay period of 2025 and December 31, 2025 are used

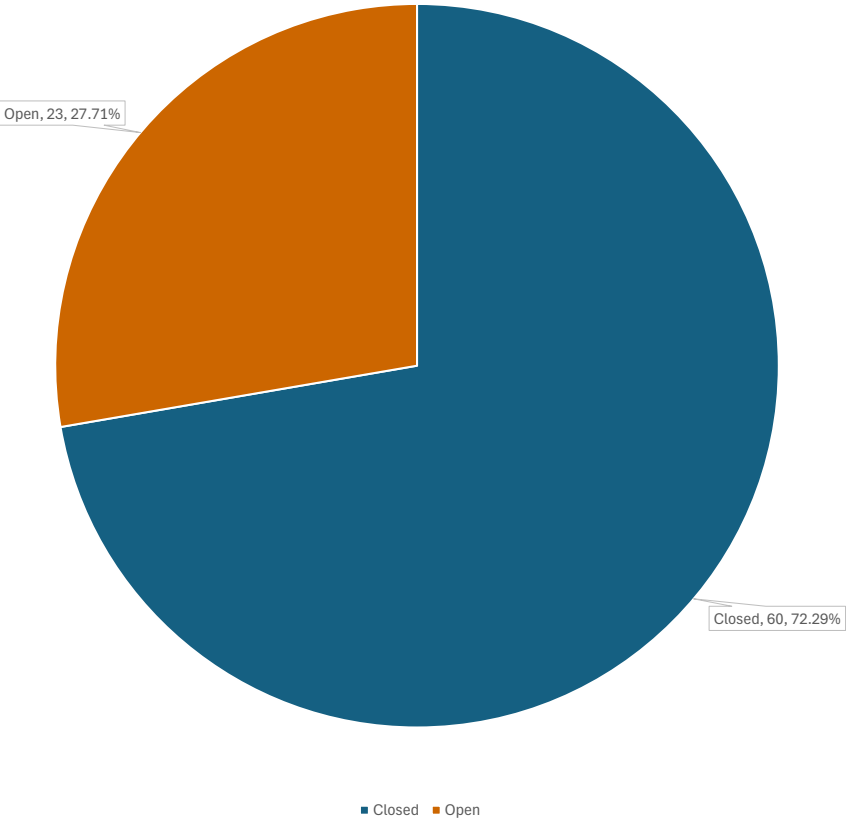


Employment Type Definitions	
Temporary Employee	- Generally, an employee hired to assist in peak work periods (including seasonal work) or to relieve for a permanent employee who is on an approved leave of absence, and is subject to layoff at the end of the assignment. If there is an end-date, see Temp-Term 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.

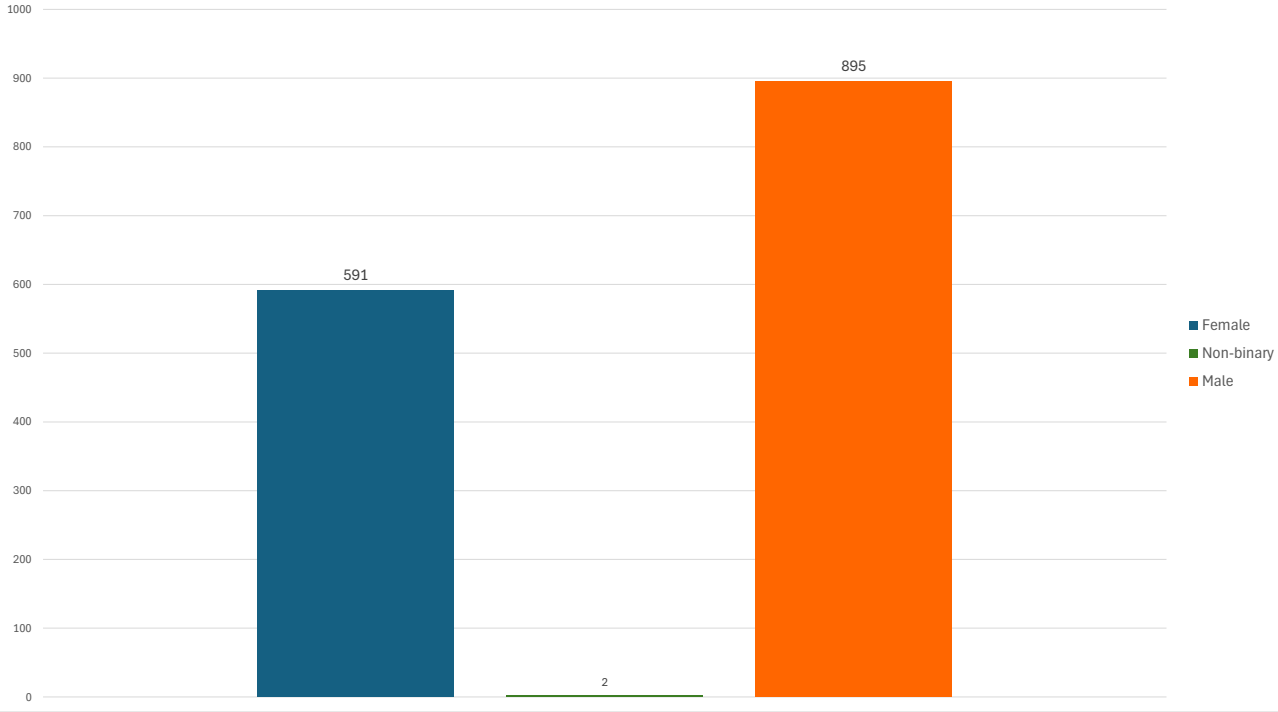
% of EE Population by Age Band

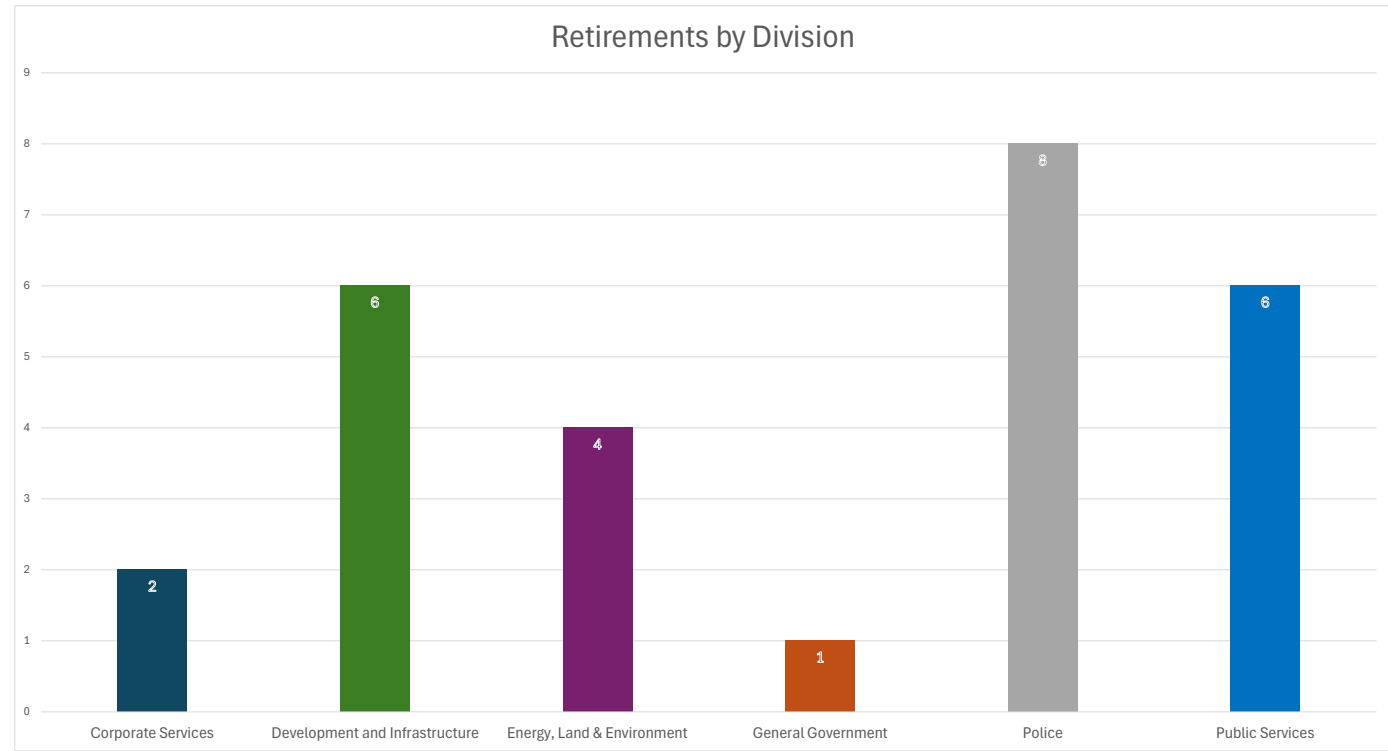
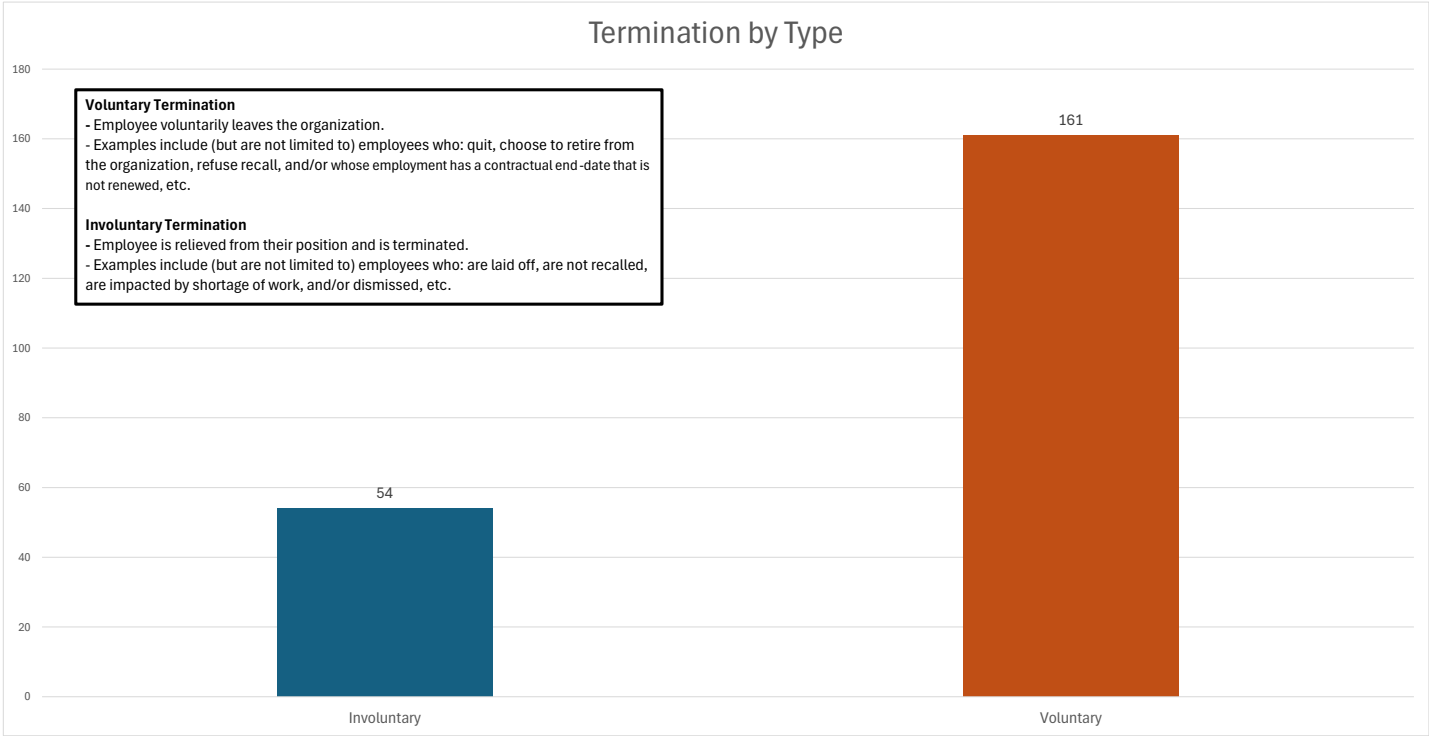
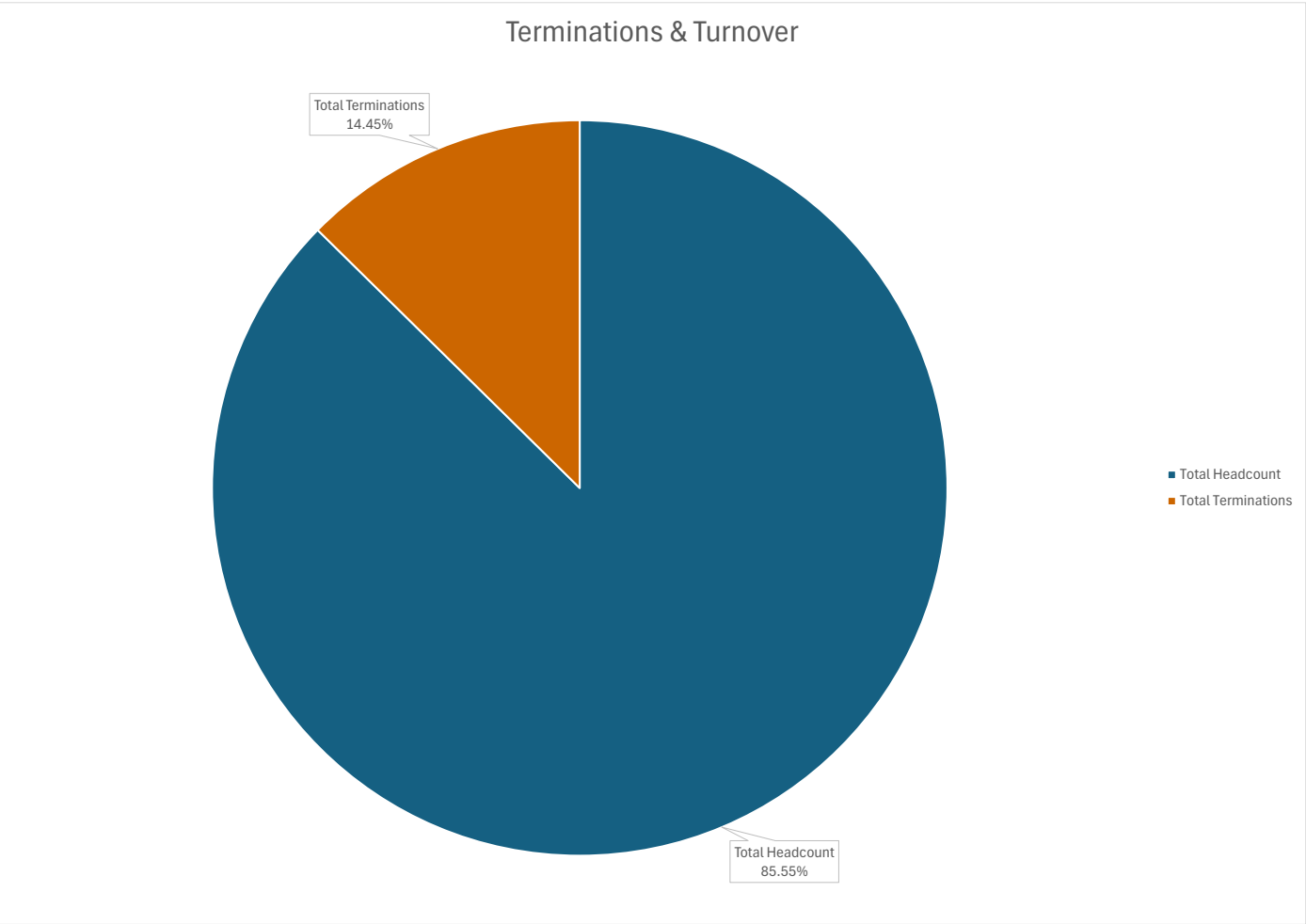
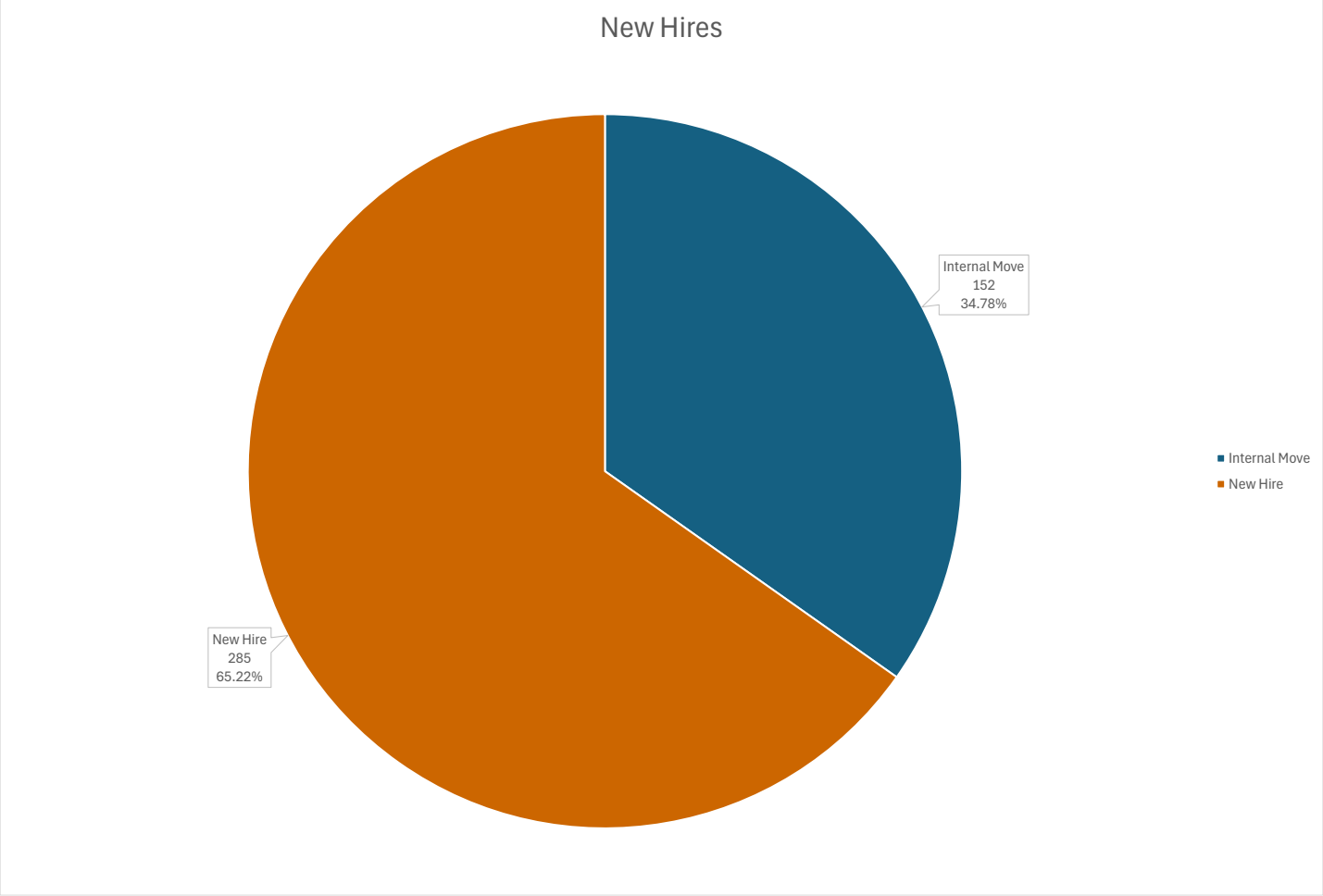


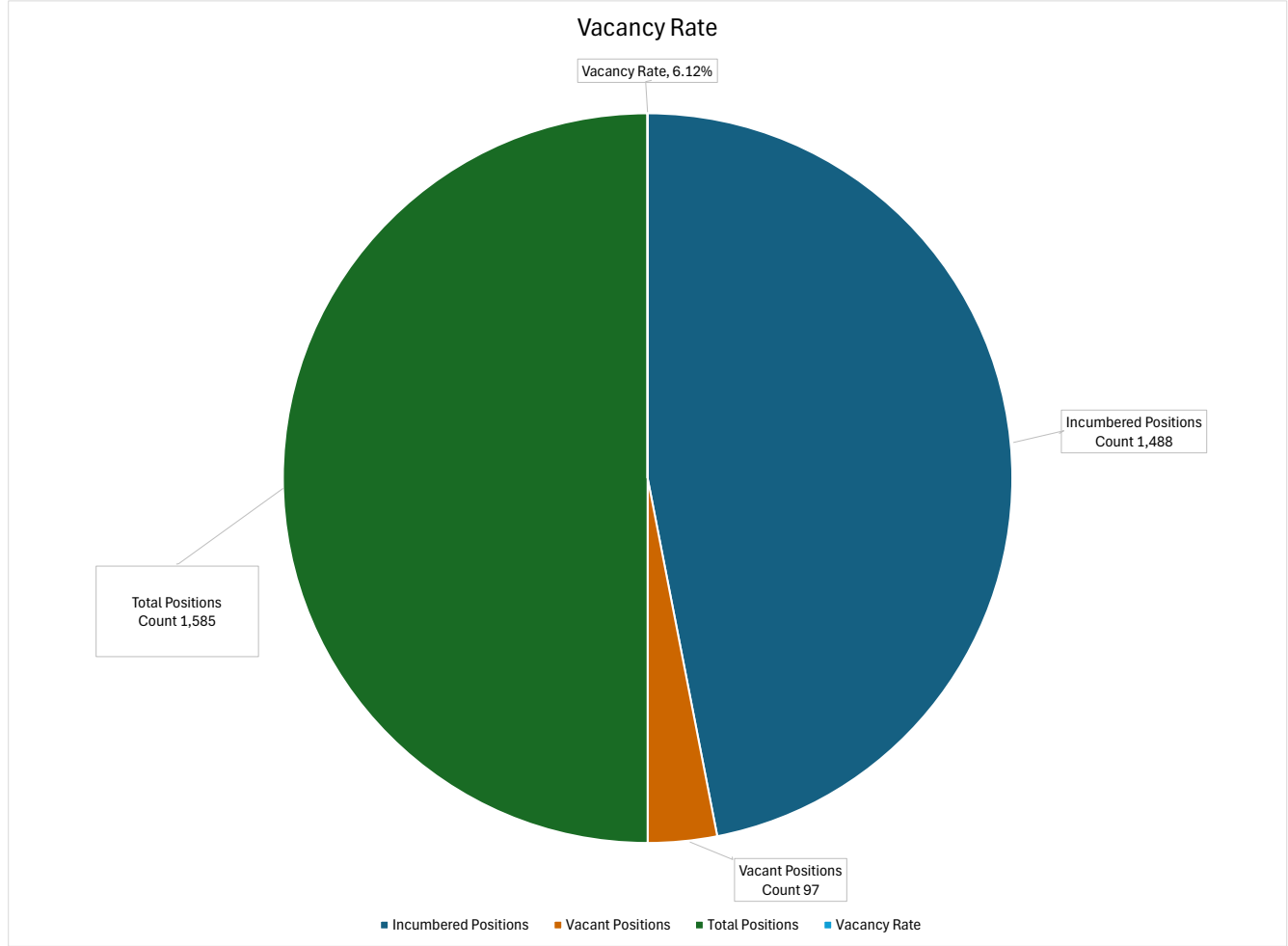
WCB Claims



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 demand¹

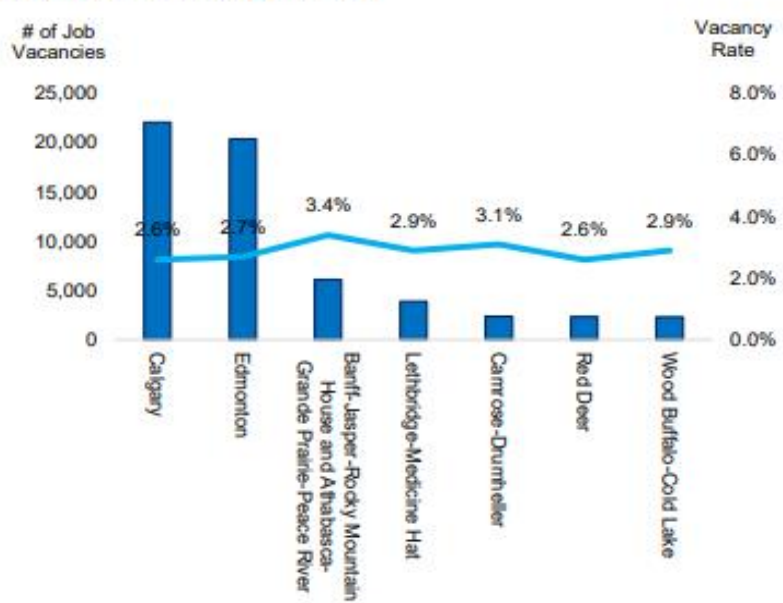
Formula: (Vacant Positions / Total Positions) X 100

¹<https://economicdashboard.alberta.ca/topics/jobs/>

Vacancy Benchmarks

From Alberta's Job Vacancy report for Q3 2025

Figure 3: Number of Job Vacancies and Vacancy Rate Q3 2025 (Seasonally Adjusted)

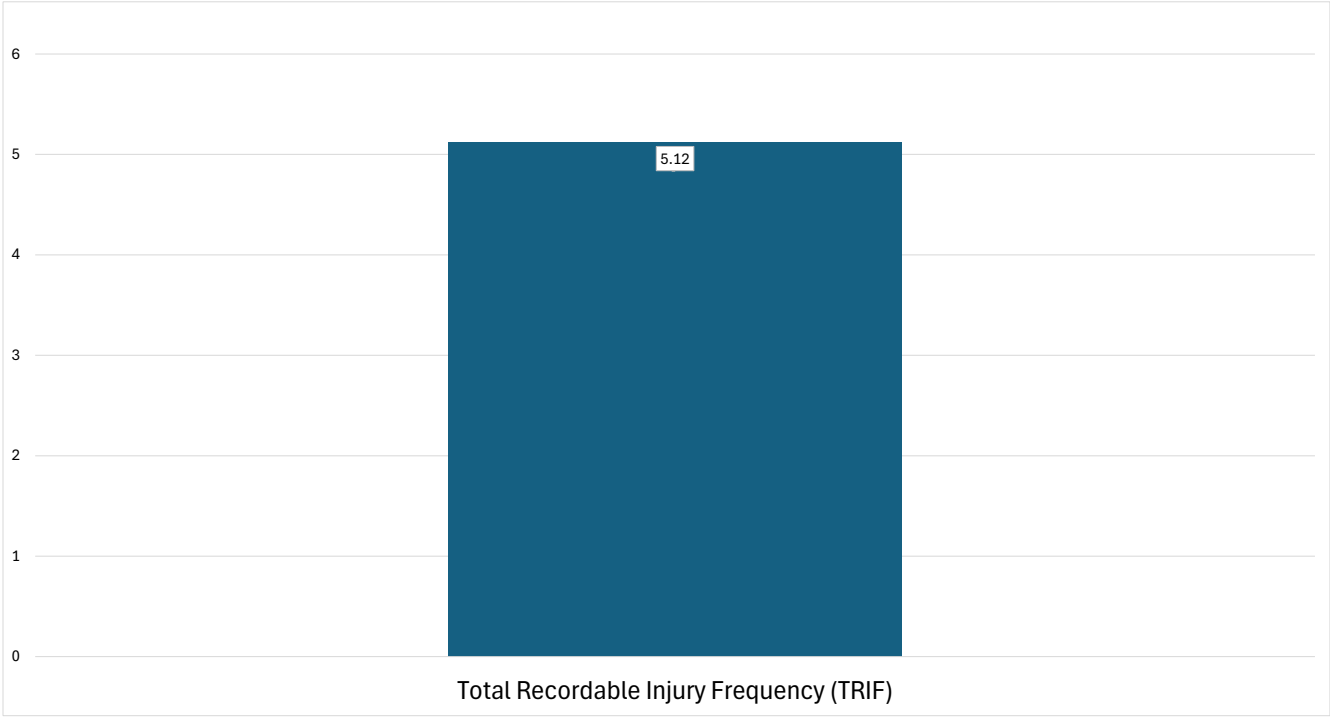


Source: Statistics Canada Job Vacancy Wage Survey (JVWS) Table: 14-10-0398-01 - Job vacancies, payroll employees and job vacancy rate, by economic regions, quarterly, adjusted for seasonality

Figure 4: Number of Job Vacancies and Vacancy Rate by Industry, Q3 2025 (Unadjusted for Seasonality)

Industry	Number	Rate
All Industries	62,400	2.9%
Accommodation and food services	9,310	5.3%
Construction	8,940	4.2%
Retail trade	7,770	3.1%
Health care and social assistance	5,935	2.1%
Transportation and warehousing	4,180	3.3%
Professional, scientific and technical services	3,845	2.7%
Other services (except public administration)	3,510	4.4%
Manufacturing	3,155	2.4%
Administrative and support, waste management and remediation services	3,040	2.9%
Wholesale trade	2,805	2.6%
Educational services	2,030	1.4%
Public administration	1,655	2.2%
Mining, quarrying, and oil and gas extraction	1,505	1.5%
Finance and insurance	1,490	2.0%
Real estate and rental and leasing	965	2.4%
Arts, entertainment and recreation	855	1.7%
Agriculture, forestry, fishing and hunting	735	2.6%
Information and cultural industries	370	1.4%
Management of companies and enterprises	175	1.1%
Utilities	130	0.7%

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