

Analysis of Montreal's Labour Market: August 2025

Published August 27, 2025 65 min read



Montreal Job Market Report – August 2025

1. Overall Employment Trends and Unemployment Rate

Employment Levels: As of mid-2025, the Montreal census metropolitan area (CMA) employs roughly 2.41 million people (Source: cdn-content.quebec.ca). Within the city of Montreal proper, about 1.16 million people are working (Source: cdn-content.quebec.ca). These figures reflect a slight dip in the city's employment from the previous month (down ~5,900 jobs in June 2025) as part-time gains were outweighed by full-time losses (Source: cdn-content.quebec.ca). Despite this monthly fluctuation, over the past year Montreal's labour force has expanded with the arrival of new residents and graduates, even as job growth has slowed.

Unemployment Rate: Montreal's unemployment rate has been on an upward trend since late 2022. After hitting a low of 5.8% in 2022, the city's unemployment climbed to **7.8% in 2024**, significantly above the Quebec-wide rate of 5.3% (Source: economie.gouv.qc.ca). In mid-2025, the jobless rate remains elevated. The broader Montreal CMA recorded **7.0% unemployment in June 2025** (seasonally adjusted) (Source: cdn-contenu.quebec.ca)(Source: cdn-contenu.quebec.ca), while within the city of Montreal the rate reached about **8.9%** (an increase of 0.4 percentage points from the prior month) (Source: cdn-contenu.quebec.ca). This marks the third consecutive monthly rise in unemployment, indicating continued slack in the [local labor market](#). Montreal's unemployment rate also continues to sit above the provincial average (Quebec was 6.3% in June) (Source: jobbank.gc.ca), and is among the highest of Quebec's regions (Source: jobbank.gc.ca).

Recent Trend: The uptick in unemployment reflects a cooling job market after the post-pandemic recovery. Through early 2025, job creation in Montreal has not kept pace with labour force growth. For example, from May to June 2025 the city's labour force expanded slightly, contributing to the unemployment rate increase despite modest job gains in the CMA (Source: cdn-contenu.quebec.ca) (Source: cdn-contenu.quebec.ca). However, national data in June showed the first drop in Canada's unemployment rate in months (edging down to 6.9%) (Source: www150.statcan.gc.ca)(Source: www150.statcan.gc.ca), suggesting a potential stabilization. Montreal's unemployment, while high by recent standards, remains lower than some other Canadian cities heavily hit by manufacturing losses (e.g. Windsor or Toronto) (Source: rbc.com). Overall, the city's labor market in mid-2025 can be characterized as **soft but not collapsing** – employment levels are near historic highs, yet joblessness has crept up to its highest point since the mid-2010s as [economic growth has slowed](#) (Source: rbc.com).

2. Sector-Specific Performance

[Montreal's economy is broad-based](#), with notable strengths in **technology**, **entertainment**, **aerospace**, **life sciences**, **finance**, **education**, and **tourism**. As of 2025, performance varies by sector:

- **Technology (ICT and Digital Industries):** Montreal's tech sector continues to expand and solidify the city's reputation as a [North American tech hub](#). Tech employment grew explosively in the past five years – **reports show a ~88% increase in Montreal's tech workforce from 2018 to 2023**(Source: cultmtl.com). The city is a [global center for artificial intelligence](#) (hosting ~60% of Canada's AI jobs) and video game development (Source: cultmtl.com). Strong government support (e.g. the *Montreal 2030* economic strategy) and investments from industry giants have fueled growth. For instance, Microsoft announced a CAD \$500million AI expansion in Quebec, and the federal government committed \$2.4billion to AI research infrastructure in 2024 (Source: cultmtl.com). Tech unemployment remains very low – nationally it's around **3.3% as of May 2025**(Source: roberthalf.com) – reflecting persistent [talent shortages](#) in roles like software

engineering, AI/ML, data science, and cybersecurity. Montreal's gaming and AI subsectors are "bright spots," supporting steady job creation in professional and technical services (Source: [linkedin.com](https://www.linkedin.com)). However, the sector isn't entirely immune to global headwinds; the wave of tech layoffs that hit North America in 2023 had some impact on Montreal startups and [multinational tech offices](#). Overall, **technology is a leading growth engine** for Montreal, with abundant job opportunities but a limited supply of skilled workers.

- **Healthcare and Social Assistance:** Montreal's large healthcare sector has been **adding jobs**, though at a slower pace than in the previous year. In Quebec overall, health and social assistance employment grew about 1.0% in June 2025 alone (Source: jobbank.gc.ca), and Montreal has seen continued hiring of nurses, doctors, and support staff to meet rising demand. Year-to-date growth in 2025 (about +1.3%) is well below the rapid 7.7% expansion seen in 2024 (Source: jobbank.gc.ca), indicating that staffing increases are barely keeping up with needs. Montreal's aging population and pandemic backlogs have [kept pressure on the healthcare system](#). **Nurses and medical technicians** remain in critically short supply – nearly 43% of newly licensed nurses in Quebec leave the profession before age 35, according to a 2024 study (Source: iedm.org). Recent provincial budget measures aim to hire and retain more health workers, but announcements of cost cuts in some hospitals have injected uncertainty (Source: jobbank.gc.ca). Despite these challenges, the *long-term outlook for healthcare is strong*: demand is growing and initiatives like new seniors' homes and private clinics are driving job creation (Source: jobbank.gc.ca). Montreal's status as a medical research hub (with institutions like McGill and the Montreal Clinical Research Institute) also bolsters high-skill employment in this sector.
- **Finance and Insurance:** Montreal is Canada's second-largest financial center. The **finance sector** has been relatively stable in 2024–2025, with modest growth. Major banks (e.g. National Bank, RBC, BMO), pension funds (Caisse de dépôt et placement du Québec), and insurance firms anchor this industry. Professional services data suggest Montreal (and Toronto) saw **growth in finance-related employment** in recent months; in June 2025 Ontario added over 10,000 jobs in professional, scientific, and technical services (which include finance and consulting) (Source: [linkedin.com](https://www.linkedin.com)), and Quebec too enjoyed "steady growth in professional services employment" supporting its tech and finance hubs (Source: [linkedin.com](https://www.linkedin.com)). Montreal's financial services workforce is continuously refreshed by a large talent pipeline – over **31,000 university students are enrolled in finance programs in the city** (Source: cultmtl.com). In-demand roles include financial analysts, compliance officers, and fintech specialists. The outlook is cautiously optimistic: **fintech and digital banking** are growth areas, and Montreal's low cost of living (relative to Toronto) has attracted some back-office operations and startups. However, higher interest rates have somewhat cooled lending and investment activity, which may limit short-term job growth in banking. Overall, the finance sector remains a **cornerstone employer** in Montreal with competitive salaries and consistent demand for skilled professionals.

- **Manufacturing and Aerospace:** Montreal has a proud manufacturing base, notably in **aerospace, transportation equipment, pharmaceuticals, and food processing**. Recent performance is mixed. Quebec's manufacturing employment has shown resilience – it **added roughly 4,700 jobs in June 2025**, even as manufacturing in Ontario and other regions declined (Source: [linkedin.com](#)). This suggests Montreal manufacturers are still hiring, partly thanks to the **aerospace rebound**. Companies like **Bombardier**, CAE, Airbus Canada, and Pratt & Whitney have ramped up production of business jets and aircraft engines as air travel recovers. In fact, Bombardier announced it is seeing strong demand for private jets, and the company remains one of Montreal's largest employers with over 17,000 local workers (Source: [blog.findjobscanada.ca](#)). Additionally, the **pharmaceutical and biotech manufacturing** segment is growing – exemplified by Moderna's new mRNA vaccine plant in Laval (Greater Montreal), which opened in late 2024 and is expected to create hundreds of skilled jobs (Source: [montrealinternational.com](#))(Source: [montrealinternational.com](#)). On the other hand, manufacturing faces headwinds from high input costs and U.S. trade actions. **Tariffs and trade uncertainty** have hit Quebec's exports of aluminum, steel, and forestry products, leading to caution and some job cuts in resource-processing factories (Source: [rbc.com](#)). Montreal's once-large garment manufacturing industry continues its long decline, and several food processing plants have struggled with labour shortages. In summary, **advanced manufacturing (especially aerospace)** is performing well and hiring in Montreal, while more **trade-exposed industries** are under pressure. The sector's outlook depends on global trade trends, but planned infrastructure projects and defense contracts (e.g. for aircraft) provide a **generally positive medium-term outlook** for Montreal manufacturing.
- **Education:** The education sector (schools, colleges, universities) in Montreal is substantial, supported by several major universities (McGill, Université de Montréal, Concordia, UQAM) and large school boards. Employment in education has been **stable to growing modestly**, but the sector faces a significant **labor shortage of teachers and staff**. In Quebec, the 2024–25 school year began with *5,700 teaching positions unfilled* despite efforts to recruit more educators (Source: [nsnews.com](#)). Montreal's public schools have struggled to replace a wave of retiring teachers, a challenge exacerbated by rising student enrollment due to immigration (Source: [nsnews.com](#)). This shortage extends to specialists (e.g. special education, psychologists), with hundreds of vacancies in Montreal-area school boards (Source: [montreal.citynews.ca](#)). Universities are also hiring faculty in high-demand fields (e.g. AI, engineering), though budget constraints limit growth. **Salaries in education** have recently increased after union negotiations, but working conditions remain a concern leading to high early-career attrition in teaching (over a quarter of new Quebec teachers leave within 5 years) (Source: [nsnews.com](#)). In the short term, Montreal's education sector will rely on measures like fast-tracking uncertified teachers and encouraging retirees to return, to plug gaps (Source: [nsnews.com](#)). Long-term, demographic shifts (fewer school-age children after 2030) may ease demand, but for now education is a **sector under strain** – one where jobs are available but often hard to fill under current conditions.

- **Hospitality and Tourism:** After being battered during the pandemic, Montreal's **hospitality sector** (restaurants, hotels, events, arts) has experienced a robust recovery in tourism. 2023 and 2024 saw a surge of visitors to Montreal's festivals, conferences, and attractions. This has translated into **strong hiring in accommodation and food services**, and by mid-2025 tourism employment in Quebec exceeded pre-pandemic levels (Source: staymagazine.ca)(Source: ctvnews.ca). However, the hospitality rebound is constrained by *severe labor shortages*. **Hotels in Montreal and across Quebec have reported serious staffing shortfalls in 2023–2025**, even as travel demand peaks. Over 90% of Quebec hotels in a recent survey said they are struggling to fill key positions, with most properties short by 3–10 workers heading into summer 2025 (Source: immigration.ca). **Low-wage and off-hour roles** (housekeepers, kitchen staff, night auditors) are the hardest to staff. The labor crunch has been worsened by policy changes – in late 2024, the Quebec and federal governments imposed stricter limits on hiring temporary foreign workers (capping many hotels to 10% of staff from the TFW program) (Source: immigration.ca). As a result, some Montreal hotels have had to cut services or close rooms despite high occupancy, calling the situation “a major crisis” (Source: immigration.ca)(Source: immigration.ca). Restaurants face similar issues, often reducing hours due to lack of cooks and servers. The **wages in hospitality** have risen (many hotels have boosted pay and benefits to attract locals), but these jobs remain less attractive to domestic workers, and the industry traditionally relies on young and immigrant workers. Going forward, Montreal's hospitality sector is expected to remain *high-demand for workers*, with initiatives underway to automate certain tasks and improve work conditions. If immigration levels remain high and temporary worker rules are eased, the talent shortage may abate. Regardless, Montreal's vibrant tourism economy (including a busy convention calendar and events like the Jazz Festival and Grand Prix) will continue to generate jobs across hotels, restaurants, arts, and entertainment – making hospitality a **key growth sector** albeit with significant recruitment challenges.

In other notable sectors: **Construction** activity in Montreal has been healthy, fueled by major infrastructure projects (rail and bridge projects, new condo developments). Quebec's construction employment grew slightly in mid-2025 (Source: linkedin.com), and Montreal's skyline is dotted with cranes. The **wholesale and retail trade** sector is another bright spot – Quebec added ~13,800 retail jobs in June 2025 alone (Source: linkedin.com) as new supermarkets and stores opened and a strong summer shopping season boosted hiring. Montreal's retail job market is robust, particularly for entry-level roles. Meanwhile, **transportation and warehousing** has seen some softness due to global trade disruptions, but the Port of Montreal and local logistics firms are investing for growth (e.g. cold storage expansions, rail upgrades). The **information and culture** sector (including Montreal's important film, TV, and digital media industries) has held steady; government funding and streaming production have kept film studios busy, though the North American writers' strike in 2025 caused a temporary lull. Overall, Montreal's sector profile in 2025 is a mix of **high-growth industries (tech, life sciences, creative media)**, **stable**

but **constrained sectors (finance, education, healthcare)**, and a few **challenged areas (traditional manufacturing, certain resource industries)**. This diverse economy has helped Montreal weather national economic volatility, as strength in some sectors often offsets weakness in others.

3. Key Job Openings and In-Demand Skills

The Montreal job market in 2025 features **strong demand for talent across a range of occupations**, from skilled trades to tech to service roles. Below are some of the **key job openings and in-demand skills** identified:

- **Technology and Engineering Roles:** As noted, Montreal's tech sector is booming, so it's no surprise that **software developers, data scientists, machine learning engineers, and cybersecurity analysts** are among the most in-demand jobs. Companies are actively hiring for roles in **AI/ML, cloud computing, DevOps, and IT support**. Nationwide analyses show skills in *artificial intelligence, machine learning, data analysis, cybersecurity, cloud architecture, and software development* are commanding premium salaries (Source: roberthalf.com). Montreal's many gaming studios also seek *game developers, UX designers, and 3D artists*. In engineering, **electrical, mechanical, and aerospace engineers** are needed by manufacturers and tech hardware firms. Crucially, **experience with bilingual (French/English) software products or IT support** is a plus in Montreal. The tech talent shortage means even junior developers with the right skills are quickly snapped up. Employers are looking for candidates proficient in programming languages (Python, Java, C++), data tools, and AI frameworks, as well as those with **creativity and problem-solving abilities** to drive innovation.
- **Healthcare and Social Services Occupations:** Montreal has *continuous openings* for **registered nurses (RNs), licensed practical nurses, nurse aides, personal support workers, respiratory therapists, and other allied health professionals**. Nurses are perhaps the single most in-demand occupation due to chronic shortages – hospitals and clinics are recruiting aggressively, offering signing bonuses in some cases. Beyond nursing, **physicians (family doctors, psychiatrists), pharmacists, medical lab technologists, and radiology technicians** are in demand. Home care and long-term care facilities need **orderlies and care attendants**. The **skills most needed** in this field include clinical expertise, compassion, and often bilingual patient communication. Social services agencies are also hiring **social workers, psychologists, and counselors** to support community health and immigrant integration, reflecting Montreal's focus on social care.
- **Skilled Trades and Construction:** There is acute demand for **skilled tradespeople** in Montreal. Ongoing construction and infrastructure projects have made **electricians, plumbers, carpenters, HVAC technicians, and heavy equipment operators** highly sought-after. In manufacturing and transport, **welders, machinists, millwrights, mechanics, and truck drivers (class 1/AZ license)** are in short supply – for example, *long-haul truck drivers* consistently rank among the most needed

occupations across Canada (Source: prepmontcfca.com). The provincial government has a streamlined immigration list for many of these trades, underscoring their demand (Source: quebec.ca). Apprentices and journeypersons in these fields can find plentiful opportunities, with some employers willing to train on the job. **Electricians**, in particular, are highlighted as an emerging top job in 2025 given the boom in construction and building retrofits (Source: journaldemontreal.com) (Source: journaldemontreal.com). **Welding and metal fabrication skills** are needed both in construction and Montreal's aerospace factories. The ability to speak functional French is usually required on job sites, and safety certifications (e.g. ASP Construction card) are a must. With an aging cohort of tradespeople retiring, prospects for young trades workers in Montreal are **excellent**.

- **Business, Finance, and Administration:** A number of **white-collar jobs** are widely available. According to Randstad and other employment agencies, top openings in 2025 include **administrative assistants, accounting technicians/bookkeepers, customer service representatives, sales associates, and human resources generalists** (Source: journaldemontreal.com) (Source: journaldemontreal.com). These roles are vital across all industries – from corporate offices to retail chains. For instance, Montreal has high demand for **bilingual administrative assistants and office managers**, since many companies operate in both French and English. **Financial analysts and advisors** are also in demand as the finance sector grows (this role made the top-15 list nationally) (Source: journaldemontreal.com). *Accountants* (CPAs) with expertise in IFRS and tax are perennially needed, especially in Montreal's large accounting firms and corporate HQs. The insurance industry is hiring **claims examiners and underwriters** as well (Source: journaldemontreal.com). In marketing and communications, there's demand for **digital marketing specialists and content creators**, particularly those who can produce content in both official languages. The *key skills* employers seek in these business/administrative roles include proficiency with office software (Excel, CRM systems), customer service abilities, project coordination, and strong communication (writing and speaking). For many entry-level office jobs, **multilingual ability (French/English)** is either required or gives candidates a clear edge, given Montreal's bilingual environment.
- **Retail, Hospitality, and Service Jobs:** As mentioned in the sector overview, **retail salespersons, cashiers, and customer service clerks** are plentiful, buoyed by new store openings and a busy tourism season. In fact, retail and customer service roles dominate Canada's top job openings for 2025 (Source: journaldemontreal.com). Montreal's big retail employers (like Metro grocery stores, pharmacies, and malls) are constantly hiring **sales associates and retail supervisors**. Skills in demand here include *strong interpersonal communication, sales techniques, and language skills to assist diverse customers*. The hospitality industry offers many jobs for **cooks, chefs, bartenders, servers, and hotel front-desk agents**. While pay in these roles is lower, many employers are upping wages; for example, some Montreal restaurants now advertise higher hourly pay to attract cooks

amid the shortage. **Food delivery drivers** and warehouse package handlers are also in demand due to the e-commerce growth. Notably, **French-English bilingualism** is a major asset in all customer-facing jobs – a trend that's very pronounced in Montreal's service sector.

- **Creative and Cultural Professions:** Montreal's standing as a cultural capital drives demand for **creative professionals** such as graphic designers, multimedia producers, and film/TV crew. The city's animation and visual effects studios seek **3D animators, VFX artists, and game designers**. There is also demand for **translators** (English–French) given Quebec's language requirements for business and a vibrant translation industry in the city. **Teaching and academia** are hiring (with universities recruiting professors in growing fields like AI, and colleges needing instructors for vocational programs). However, many creative fields are highly competitive, and opportunities can be contract-based.

Across these categories, certain **core skills** are consistently valued. Employers throughout Montreal prioritize **bilingual communication skills**, given the city's blend of French and English workplaces. Digital skills and tech literacy are also important beyond just the IT sector – from knowing Excel in administrative jobs to using digital POS systems in retail. **Adaptability and soft skills** (teamwork, customer service, problem-solving) are frequently cited by employers as must-haves, especially as many industries navigate change and automation. Additionally, **certifications and licenses** can make a big difference: whether it's a Red Seal certification for trades, a CPA for accounting, or a PMP for project managers, credentials are in high demand. With the labor market relatively tight in many fields, job seekers who possess the right mix of technical competence and language skills will find **ample opportunities in Montreal**. Even entry-level candidates (new graduates, for example) are encouraged to apply, as many sectors (from retail to construction to tech) are willing to **train new talent** due to the scarcity of experienced workers (Source: roberthalf.com).

4. Salary Trends and Compensation Benchmarks

General Wage Trends: Salaries in Montreal have been on the rise over the past couple of years, partly due to inflationary pressures and talent shortages. However, the pace of increase is moderating in 2025. The **average wage in Montreal** as of mid-2025 is about **\$27.5 per hour**, which translates to roughly **\$57,000 per year** for a full-time worker (Source: ziprecruiter.com). This is somewhat lower than in Toronto or Western Canada (reflecting Montreal's lower cost of living), but the gap has narrowed as Montreal employers boost pay to attract talent. Year-over-year wage growth in Montreal is estimated around 3–4% in 2025. For instance, across Canada, **average hourly earnings in June 2025 were up 3.2% year-on-year** (Source: www150.statcan.gc.ca), and a similar increase is observed in Quebec. These gains are smaller than the 5%+ increases seen in 2022 when inflation was higher, indicating that **real wage growth is modest** now that inflation has cooled.

Salary Increase Budgets: Surveys of employers show that **companies are budgeting roughly 3.3% salary increases for 2025** on average (Source: [newswire.ca](https://www.newswire.ca)). This is a slight dip from the ~3.6% average raises given in 2024 (Source: [newswire.ca](https://www.newswire.ca)), reflecting a more cautious outlook. Notably, this planned increase still outpaces current inflation (which is around 2-3%), meaning many workers should see small real income gains. Normandin Beaudry's compensation survey highlighted that a majority of employers have **kept their 2025 raise budgets unchanged** from earlier projections, while about one-third reduced them due to cost control efforts (Source: [newswire.ca](https://www.newswire.ca)). In Montreal, certain industries are offering **above-average raises**: *finance & insurance, public sector, and pharmaceuticals* are upping salary budgets to remain competitive and retain key talent (Source: [newswire.ca](https://www.newswire.ca)). In contrast, industries that saw big wage jumps in recent years (like video game development, telecommunications, and warehousing) are taking a more conservative approach in 2025, in some cases trimming increase budgets (Source: [newswire.ca](https://www.newswire.ca)). The net effect is a convergence around the 3% mark for most sectors.

Compensation by Sector/Role: Montreal's salary benchmarks vary significantly by sector:

- **Technology:** Tech roles command high salaries in Montreal, though still a bit less than in Silicon Valley or Toronto. **Software engineers** in Montreal can expect a range roughly CAD \$80,000 to \$120,000 depending on experience and specialty, with senior architects or AI specialists making \$130K+ (all figures in Canadian dollars). **Data scientists** and **cybersecurity analysts** often see salaries in the \$90K–\$110K range. A recent tech salary guide noted entry-level tech positions averaging around \$60K, mid-level around \$90K, and senior/principal roles well into six figures (Source: [randstad.ca](https://www.randstad.ca)). While Montreal tech pay is ~10-15% lower than Toronto's on average, this gap is offset by lower housing costs. Moreover, many tech firms offer competitive benefits like stock options, flexible hours, and remote work options to sweeten their compensation packages.
- **Finance and Corporate:** **Financial analysts** in Montreal typically earn in the range of \$60K–\$80K, with financial managers and investment analysts making over \$100K (Source: [randstad.ca](https://www.randstad.ca)) (Source: [journaldemontreal.com](https://www.journaldemontreal.com)). Big banks often pay premiums for bilingual CFA holders or risk management experts. **Accountants** (CPA) early in their career might start around \$55K–\$65K, moving up to \$80K+ with a few years of experience. **HR generalists** and **project managers** are seeing strong demand; an HR generalist salary might be about \$70K (Source: [randstad.ca](https://www.randstad.ca)), and project managers vary widely but average around \$90K (higher for IT projects). The *public sector* and *academia* in Montreal often have slightly lower base salaries than the private sector but compensate with strong benefits and pension plans.
- **Manufacturing and Trades:** **Skilled trades salaries** have been rising due to shortages. An experienced **electrician** or **plumber** in Montreal can earn between \$30 and \$40 per hour (about \$60K–\$80K annually), plus benefits – some unionized construction roles pay even higher hourly wages for big projects. **Welders** average around \$25–\$30/hour, and **machinists** in aerospace can make \$60K+. **Truck drivers** in long-haul can earn \$70K or more with overtime. Montreal's

manufacturing sector also includes unionized plants (e.g., aerospace assembly) where production workers might earn on the order of \$25/hour with structured wage progressions. Given inflation, many trade unions negotiated cost-of-living adjustments, so 2024–25 saw notable pay bumps in construction and transport jobs.

- **Healthcare:** In healthcare, **registered nurses (RNs)** in Quebec recently secured wage increases; an RN in a hospital now earns roughly \$60K–\$90K depending on seniority (plus overtime premiums) (Source: [nsnews.com](https://www.nsnews.com))(Source: [iedm.org](https://www.iedm.org)). The provincial government's new contract raised nurse salaries to improve retention. **Specialist physicians** in Montreal can earn into the six figures (billing-based), while **family doctors** average lower. **Pharmacists** working in hospitals or retail might see about \$100K annually. **Allied health professionals** (physiotherapists, medical lab technologists) tend to be in the \$55K–\$80K range. Montreal's cost of living being lower than Vancouver/Toronto means these healthcare salaries stretch a bit further, but there is concern that wages must continue rising to prevent talent from leaving for higher-paid markets.
- **Education: Teachers** in Montreal (with a bachelor's degree and proper certification) have salaries ranging roughly from \$45K (*entry*) to ~\$85K (veteran teacher)* under current pay scales, after a new provincial deal granted ~17% raises over 5 years (Source: [nsnews.com](https://www.nsnews.com)). There are also bonuses for teaching in high-need areas. **CEGEP and university professors** have a wide range, but a starting lecturer might earn around \$60K, while a full professor can earn \$120K+. Universities also compete to attract star researchers (especially in tech fields) with higher pay and research funding.
- **Hospitality and Retail:** These sectors traditionally have lower wages, but intense competition for workers has pushed pay upward. Many **Montreal restaurants now offer \$18–\$20/hour for line cooks**, compared to minimum wage (~\$15/hr) a couple years ago, in order to fill positions. **Hotel housekeepers and front desk clerks** might make around \$18–\$22/hour, with some hotels offering additional perks or retention bonuses. **Retail sales associates and cashiers** often start at or slightly above minimum wage, but major employers (like Costco, and unionized grocery stores) pay well above that – e.g., a unionized grocery clerk with experience can earn over \$20/hour. Additionally, Montreal's labor laws mandate benefits like paid vacation and parental leave, which form part of the total compensation. It's worth noting that **tip-based roles** (servers, bartenders) in Montreal's busy nightlife can earn substantial gratuities, often doubling their base wage.

Compensation Trends: A few key trends are shaping salaries in Montreal:

- **Inflation Catch-up:** With inflation having spiked in 2022, many 2023 wage settlements were generous. Now inflation is lower (~3%), so 2025 wage growth of ~3.3% keeps real pay roughly steady (Source: [newswire.ca](https://www.newswire.ca)). Workers are no longer seeing the sharp real wage erosion of the high-inflation period, but neither are they seeing large real gains.

- **Retention and Perks:** Because *talent retention* is critical (as reflected in 85% of companies struggling to find new hires (Source: blog.findjobscanada.ca)), many employers are adding non-salary perks. These include **hybrid work options, flexible schedules, enhanced insurance and wellness benefits, and bonuses**. Stock options and profit-sharing are common in tech and some manufacturing firms. The public sector has responded with improved working conditions (e.g., reduced mandatory overtime for nurses, signing bonuses for new teachers) to complement salary hikes.
- **Differences by Industry:** Montreal's **video game and VFX companies**, for example, historically paid lower than their U.S. counterparts, but rising demand has led to significant salary growth and poaching of talent. Conversely, **traditional sectors** facing economic challenges (like print media or some light manufacturing) have constrained salary growth and in some cases instituted wage freezes or cuts to survive.
- **Executive and High-Skilled Pay:** Executive salaries in Montreal's largest companies (e.g., CEOs of banks, aerospace firms) run into the millions, comparable to other cities. Meanwhile, some high-skill sectors like *AI research* see **extremely competitive salaries** due to global demand – top AI scientists in Montreal can earn compensation packages rivaling those in Silicon Valley, often with support from government grants.

In summary, **Montreal's compensation levels in 2025 are healthy and gradually rising**, though not exorbitant. The city remains more affordable for employers (and employees) than Canada's priciest markets, but the gap has been narrowing. Companies are budgeting moderate pay increases and focusing on total rewards to attract and keep talent. With unemployment higher now than a year ago, wage pressures are a bit cooler, yet critical shortages in sectors like healthcare, tech, and skilled trades ensure that **pay for those roles will continue growing faster than average**. Montreal workers with in-demand skills are in a good position to negotiate strong compensation, especially if they are bilingual and mobile, as multiple employers vie for their expertise.

5. Hiring Activity from Major Employers and Organizations

Montreal is home to numerous **large employers spanning various industries**, and their hiring activities provide a window into the health of the job market. Many of the city's major employers have ramped up hiring in 2025, while a few have undergone restructurings. Below is an overview of key employers and their recent hiring trends:

Top Employers and Workforce Size: Montreal's largest employers include companies in transportation, telecommunications, manufacturing, and retail. According to recent reports, the employers with the biggest workforce presence in the Montreal region are:

EMPLOYER	INDUSTRY	MONTREAL WORKFORCE (APPROX.)
Air Canada	Airline (HQ in Montreal)	35,468 employees (Source: blog.findjobs canada.ca)
Bell Canada	Telecommunications	35,069 employees (Source: blog.findjobs canada.ca)
Canadian National Railway (CN)	Rail Transportation	18,405 employees (Source: blog.findjobs canada.ca)
Bombardier Inc.	Aerospace Manufacturing	17,000+ employees (Source: blog.findjobs canada.ca)
Metro Inc.	Retail (Grocery)	16,860 employees (Source: blog.findjobs canada.ca)

Sources: *Montreal's Top Employers 2025 report* (Source: blog.findjobs canada.ca) (Source: blog.findjobs canada.ca).

These organizations have a huge impact on local employment. **Air Canada**, for example, drastically cut staff during the pandemic (from 36,000 down to 16,000 at the trough) but is now *re-hiring aggressively*. The airline has “*its fastest employee growth ever*” underway in 2024–2025 as it restores routes and aims to reach 90% of pre-pandemic flight volume (Source: blog.findjobs canada.ca). Air Canada’s hiring spans corporate roles (IT, marketing) to frontline crew (pilots, flight attendants, mechanics). Similarly, **Bell Canada** is hiring in areas like **5G network technicians, software developers, and sales/marketing**, reflecting the telecom’s expansion in wireless and media operations (Source: blog.findjobs canada.ca). Bell, headquartered in Montreal, also continues to offer many stable administrative jobs and has been recognized for its workplace culture in 2025 (Source: newswire.ca).

In manufacturing, **Bombardier** has stabilized after years of restructuring. It now focuses on business jets and has seen increasing orders. **Bombardier is actively recruiting engineers, technicians, and production staff** for its Dorval and Saint-Laurent facilities (Source: blog.findjobs canada.ca). The company’s recent outlook is optimistic, and it has partnered with local colleges to train aerospace workers, indicating ongoing hiring needs. Another aerospace player, **CAE Inc.** (flight simulators, training) has a workforce of ~3,000 in Montreal and is **hiring in areas like software simulation, cyber security, and aviation training** as global travel rebounds.

Provincial and public sector employers are also significant: the **Quebec government** (with many offices in Montreal) and the **health care networks** (CIUSSS) together employ tens of thousands. They have been hiring for roles such as *IT specialists, project managers*, and of course many healthcare

professionals. Montreal's health system is in a recruitment drive for nurses and orderlies with government funding; some hospitals held international recruitment fairs to bring in staff. **STM (Montreal's transit authority)**, another big employer, has been hiring bus drivers and maintenance workers to address service expansions (like the new REM light rail) and retirements.

Education and research institutions like **McGill University, Université de Montréal, and the Montreal English School Board** are large employers too. While universities hire on an academic cycle (filling professorships and research staff positions yearly), the school boards have been hiring hundreds of teachers, as previously noted, to tackle the teacher shortage. There's also strong hiring for support roles (substitute teachers, teaching aides, daycare educators) across Montreal's education sector.

Major private-sector hiring initiatives: Some specific examples of 2025 hiring activity:

- **Amazon and Logistics:** Amazon opened a new fulfillment center on Montreal's South Shore in late 2024 and continues to hire warehouse associates and drivers. The logistics and e-commerce boom means companies like DHL and Purolator are also expanding their Montreal distribution workforce.
- **Video Game Studios:** Gaming giants with Montreal studios (Ubisoft, EA, WB Games, Gameloft) are hiring developers, though at a moderated pace after rapid growth in prior years. Montreal's gaming industry got a boost as some projects originally slated elsewhere moved here, partly due to provincial tax incentives. Indie studios are also expanding.
- **Pharmaceuticals:** The life sciences sector saw **Moderna** complete its Laval facility and begin staffing production and quality control roles (Source: montrealinternational.com). Other pharma firms like **Merck, Novartis**, and local biotech startups (often in the city's technoparc) have posted openings for chemists, biologists, and bio-manufacturing technicians. Montreal International, the economic development agency, highlights that Greater Montreal's pharma industry is attracting investment and thereby jobs (Source: montrealinternational.com).
- **Finance and Tech Hubs:** Banks (RBC, National Bank) have tech and back-office hubs in Montreal and are hiring *IT analysts, finance ops staff*, and customer service reps. National Bank opened a new high-rise HQ in 2023 and has been growing its headcount. **Desjardins**, the Quebec financial cooperative, consistently hires in Montreal for finance and insurance roles. On the tech side, **Google** and **Microsoft** both have AI research teams in Montreal that have grown (Google's AI Brain team, Microsoft's investment in MILA AI institute), recruiting top AI talent.

While many major employers are in growth mode, some have faced **layoffs or slowdowns**:

- **The Montreal video effects (VFX) industry** saw some turbulence with one international studio closing its Montreal branch in early 2025, affecting a few hundred jobs, although many of those workers were absorbed by other studios given high demand for VFX skills.

- **Retail chains:** A few retail employers have downsized nationally (e.g. closures of some department stores or consolidations in apparel chains), which affected Montreal outlets. However, this impact is relatively small compared to the broad retail hiring happening in grocery and specialty stores.
- **Startups and Tech:** Globally, tech experienced layoffs in 2022–23; Montreal startups were not immune. Companies in crypto or speculative tech trimmed staff. As of 2025, this sector has largely stabilized and hiring has resumed, but with a focus on sustainable growth. The overall sentiment in Montreal's tech community is optimistic due to the city's strengths in AI and gaming, as evidenced by continuous interest from major firms to set up labs here.

Hiring from Major Organizations: It's also worth noting the role of **government hiring programs**. The federal government has a significant presence in Montreal (e.g. CRA, Statistics Canada offices) and has been hiring for service delivery and programs related to immigration (given Montreal's influx of newcomers). The Quebec government's push to improve public services means more recruitment in social services, health, and education.

Moreover, **staffing agencies and the gig workforce** form a part of Montreal's job market dynamic. Many large companies use agencies to fill temporary roles – for instance, during the busy summer festival season, there's high demand for temp staff in events, security, and hospitality, often coordinated by agencies.

In summary, **major employers in Montreal are generally expanding their payrolls in 2025**, a sign of confidence in the local economy. The city's largest companies (Air Canada, Bell, CN, Bombardier, etc.) are either recovering to pre-pandemic staffing or growing beyond it. Their hiring spans a diverse array of jobs – corporate, technical, and blue-collar. Combined with steady hiring in public services, this activity from big employers underpins a solid labor market foundation. The challenges that remain tend to be *finding sufficient qualified candidates* (as evidenced by 85% of companies struggling to hire (Source: blog.findjobscanada.ca)) rather than a lack of job openings. Thus, for job seekers, Montreal's big employers present many opportunities, while for the employers, attracting and retaining talent is a top priority driving their HR efforts in 2025.

6. Remote vs. On-Site Work Dynamics

Post-Pandemic Landscape: The COVID-19 pandemic permanently changed work patterns in Montreal, as it did elsewhere. In 2025, **remote and hybrid work arrangements remain a significant feature** of the job market, though there has been some pullback toward in-person work compared to the peak pandemic period. Many organizations in Montreal have adopted a **hybrid work model**, asking employees to be in the office a few days a week and allowing work-from-home on other days. Fully remote positions also exist, but hybrid is more common now.

Job Posting Trends: Data from early 2025 shows that across Canada, *nearly one-third (29%) of new job postings are for hybrid roles*, which is more than double the share of postings that are fully remote (~12%) (Source: roberthalf.com). The remainder (around 59–60%) are fully on-site jobs (Source: roberthalf.com). Montreal mirrors this national trend. Sectors like **Technology and Marketing** have the highest share of remote-friendly postings – for example, about 37% of tech job ads were hybrid and 18% fully remote in Q1 2025 (Canada-wide) (Source: roberthalf.com). In contrast, fields like **administrative support, HR, and legal** had the vast majority of postings as on-site (over 80% on-site in admin roles) (Source: roberthalf.com), reflecting the need for in-person presence or the nature of work. Given Montreal's job mix, one can observe that **tech, finance, and professional services jobs in the city often offer hybrid options**, whereas manufacturing, healthcare, retail, and hospitality jobs are overwhelmingly on-site by necessity.

Worker Preferences: Surveys indicate Montreal workers, like those elsewhere in Canada, **highly value flexibility**. Nearly half of Canadian professionals (49%) would prefer a hybrid work arrangement, and another ~26% would choose a fully remote job – meaning about 75% want at least some remote component. Only 24% prefer to be fully in-office full time (Source: roberthalf.com). These preferences are clearly influencing Montreal employers, many of whom promote flexible work as a selling point. In fact, **66% of workers cite flexibility in when/where they work as a top factor in job satisfaction and retention** (Source: roberthalf.com). Employers facing talent shortages (and Montreal has many) know they must offer remote or hybrid setups to attract candidates. For example, IT firms, banks, and even government departments in Montreal have continued hybrid policies into 2025, often with 2–3 days in office per week.

Hybrid Arrangements: The typical hybrid arrangement in Montreal tends to require employees on-site certain core days (for instance Tuesday through Thursday) and allows remote work on others. Some companies have fixed team days for in-person meetings and leave other days flexible. A notable Montreal dynamic is the **downtown revitalization effort** – local authorities and businesses have encouraged workers to return to offices to support downtown commerce. The Quebec government even mandated its public servants to spend more days in office starting in 2023. As a result, downtown Montreal offices have gradually refilled; by mid-2025, office occupancy is improved though not at 2019 levels. Many Montreal employers report their offices are about 50–80% occupied on peak days, but nearly empty on sanctioned remote days (like Fridays).

Remote Job Availability: Montreal has a substantial number of fully remote jobs, particularly in IT, customer service (call centers), and roles like content writing or graphic design that can be done from anywhere. It's common to see postings explicitly marked "Télétravail" (work from home) or hybrid. Some Montreal-based companies even hire remote workers living elsewhere in Quebec or Canada to widen the

talent pool. Conversely, some Montreal residents are working remotely for employers located in other provinces or countries, effectively “exporting” their labor from home offices. This dynamic is aided by Montreal’s good internet infrastructure and the experience gained during the pandemic.

Trends Over Time: Importantly, the prevalence of hybrid/remote work, which spiked in 2020, **stabilized and slightly declined** in 2023–2024 as more organizations tried to bring employees back. However, it has not reversed dramatically – flexible work arrangements have proved **sticky**. By 2024, the share of job postings that were fully in-office in Canada had dropped to about 61–63%, down from over 80% in early 2023 (Source: roberthalf.com). In 2025 this has edged below 60% (Source: roberthalf.com), showing that employers continue to offer flexibility at roughly the same rate or even a bit more. Montreal is in line with this; **return-to-office mandates have only been partially successful**, and many firms settled into a new normal of partial remote work. Notably, some high-profile companies attempted stricter office returns in 2023 but relaxed them after employee pushback or productivity concerns. Reddit discussions among Montrealers reflect that some “hybrid” jobs have quietly slid back to mostly on-site, causing frustration (Source: reddit.com), while others have remained permissive. The outcome is varied by employer.

Sector-Specific Dynamics:

- In **tech and gaming**, Montreal companies often allow fully remote or hybrid work to compete with global tech employers. Startups might be remote-first.
- In **finance and banking**, major banks in Montreal initially wanted more in-person work for collaboration, but many have settled on hybrid (e.g., RBC and others using 2–3 days in office models).
- The **public sector** has clearer rules: e.g., many federal offices in Montreal require 2–3 in-office days weekly. Provincial offices similarly. Public-facing roles (service counters, courts) are of course on-site.
- **Education:** Universities returned to mostly in-person classes, but remote options for administrative meetings or certain continuing education classes persist. Many faculty have flexible schedules when not teaching.
- **Call centers and customer support:** A lot of these have remained remote or moved to hybrid permanently, which is notable because pre-pandemic they were almost entirely on-site. This shift opened opportunities for people across Quebec to work for Montreal-based centers remotely.

Benefits and Challenges: The continuation of remote work has benefits for Montreal’s talent attraction. It enables companies to **tap into talent outside the city** (useful given Quebec’s broader labor shortage) and gives workers better work-life balance, which 81% of Canadians say they want to keep in 2025

(Source: canadiansme.ca). Many Montreal firms cite flexible work as a perk in job postings, knowing it can **boost retention** (Source: roberthalf.com). On the flip side, there are challenges: some employers worry about team cohesion and training new staff remotely. There's also an interesting geographic effect – Montreal's multilingual workforce has opportunities to work remotely for companies globally, meaning local companies compete on flexibility with employers far beyond Montreal.

Co-working and Hybrid Infrastructure: Montreal has seen growth in co-working spaces and “hoteling” office arrangements to accommodate hybrid work. Companies downsized office footprints or redesigned spaces for collaboration rather than rows of cubicles. The city's transit usage patterns have changed too – with peaks now mid-week and lower ridership on Mondays and Fridays, reflecting remote work days.

In conclusion, **remote vs on-site dynamics in Montreal (2025)** are about finding a balance. The city has largely embraced hybrid work as a lasting model, with a significant minority of roles fully remote. The trend has stabilized – we're not seeing further large swings back to 100% office, nor expansion of fully remote beyond the current levels. Instead, flexible work is now an **entrenched feature of Montreal's job market**, influencing how employers recruit and how workers choose jobs. Companies that insist on full-time office presence are increasingly in the minority (often for jobs that truly require it or for corporate culture reasons), and they may risk losing talent to more flexible competitors. Given the strong worker preference for hybrid, it is likely that remote-friendly practices will continue in Montreal for the foreseeable future, making the city similar to other major North American metros adjusting to the post-pandemic work paradigm.

7. Insights from Public Data Sources and Reports

A wealth of data from **public agencies and job market analytics** provides insight into Montreal's labor market as of 2025. Key takeaways from sources such as Statistics Canada, Emploi Québec, LinkedIn, Indeed, and local economic development organizations include:

- **Statistics Canada & Quebec's ISQ:** Official statistics paint the broad picture. According to *StatCan's Labour Force Survey*, Quebec added 23,000 jobs in June 2025, rebounding from losses in May (Source: jobbank.gc.ca). However, since the labour force grew even more, Quebec's unemployment hit 6.3% – its highest since 2021 (Source: jobbank.gc.ca) (Source: jobbank.gc.ca). Montreal's own unemployment rate (8.6% unadjusted in June) was among the highest in the province (Source: jobbank.gc.ca). Year-over-year, *Montreal's unemployed count has risen about 8–9%*, consistent with the province's trend (Source: jobbank.gc.ca). **Labour force participation** in Montreal has dipped slightly (the city's activity rate fell from 68.2% in 2023 to 65.9% in 2024) (Source: economie.gouv.qc.ca), possibly due to some workers retiring or leaving the workforce. StatsCan data also highlight **Montreal's youth unemployment** (~14% for 15–24 year-olds) which, while elevated,

is comparable to national patterns and above pre-pandemic norms. Overall, the official data confirms that Montreal's job market cooled in 2024–2025 after a hot recovery, but remains fundamentally sound, with total employment in 2025 still above 2019 levels.

- **Emploi Québec (Ministry of Labour) Bulletins:** The Quebec government's monthly labour bulletins for Montreal provide granular insights. The *Montréal July 2025 labour market bulletin* (covering June data) notes the shift toward part-time jobs – Montreal saw +8,400 part-time vs -14,400 full-time jobs in the month (Source: cdn-contenu.quebec.ca). It also emphasizes that **June was the third straight month of rising unemployment in Montreal**, reaching 8.9% (seasonally adjusted) (Source: cdn-contenu.quebec.ca). These bulletins often spotlight sectors: for instance, one issue highlighted “*Photonics: an emerging sector*” in Montreal, noting over 100 photonics companies with ~12,000 jobs in the region (as of 2019) and strong growth potential with Montreal as a key hub (55% of Quebec's photonics jobs) (Source: cdn-contenu.quebec.ca). Emploi Québec also tracks business news: recent bulletins listed **investment projects** (e.g., real estate developments by Groupe HD Immobilier creating construction jobs) and **major layoff notices**. One example: the indefinite closure of certain sawmills in northern Quebec due to tariffs was noted, though that's outside Montreal (Source: jobbank.gc.ca). On the positive side, *major Montreal investments* like new residential towers or tech campus expansions are tallied as future job creators. These regional reports by Emploi Québec corroborate that **Montreal's current challenges include a structural shift in the nature of jobs (more part-time roles)** and a need for workforce upskilling in emerging industries (like photonics, AI, clean tech).
- **Job Posting Aggregators (LinkedIn, Indeed):** Data from online job platforms show Montreal's demand hotspots. A *LinkedIn Workforce Report* (June 2025) for Quebec highlighted big monthly gains in **wholesale/retail (+13,800 jobs)** and **construction** in the province (Source: linkedin.com) (Source: linkedin.com). It also noted professional/technical services growth in Quebec, aligning with Montreal's tech hiring (Source: linkedin.com). For job seekers, LinkedIn's advice was that **entry-level opportunities abound in retail and hospitality** given the surge, while those in tech and engineering should look to Montreal's “gaming/AI industry” which continues to thrive (Source: linkedin.com). On Indeed, Montreal consistently has a high volume of postings – as of August 2025, **over 36,000 job listings** were active in the Montreal area (Source: ca.indeed.com). Indeed's data show significant listings in *customer service, IT, accounting, warehousing, and healthcare*. The ratio of job openings to job seekers in Montreal is still fairly tight by historical standards, explaining why many employers report difficulty hiring. Additionally, *search trends* indicate Montreal job seekers are frequently looking for **“remote jobs,” “anglais seulement” (English-only) jobs**, and roles in tech and finance, reflecting the bilingual nature and sector mix of the city.
- **Local Economic Development Agencies:** Organizations like **Montréal International** and the **Chamber of Commerce of Metropolitan Montreal** produce analyses on economic and labor trends. Montréal International has pointed out the success in attracting foreign investment: e.g., *12 major life*

sciences projects in 2021 valued at \$281M were facilitated (Source: montrealinternational.com), and this momentum continued into 2023–24 with big wins like Moderna's facility. They emphasize that **Montreal's talent pool** (especially in STEM, with 40,000 students in life sciences programs and 80% of Quebec's LSHT ecosystem in Montreal) is a key selling point for investors (Source: montrealinternational.com). The Chamber of Commerce's surveys in early 2025 suggested that Montreal businesses were concerned about labor shortages and housing affordability for workers, but remained generally optimistic about growth. Publicly available data from Investissement Québec and others also highlight *which occupations have good outlooks*. The federal Job Bank's 2024–2026 outlook for Montreal shows most occupations rated "Moderate" or "Good" in prospects, with very few rated "Limited" except some clerical roles being phased out by tech (Source: jobbank.gc.ca) (Source: jobbank.gc.ca). This signals a broad-based need for workers in most fields.

- **Labor Market Challenges (from data):** Public data also shine a light on challenges. *Demographics:* StatsCan reported that Canada is experiencing record retirements; Quebec in particular has an aging workforce. Montreal's working-age population growth now relies almost entirely on **international immigration**, which was very high in 2022–23 and has since slowed somewhat (Source: rbc.com). This influx actually kept Montreal's labor force growth positive but also contributed to a higher unemployment rate as newcomers initially take time to find jobs (Source: rbc.com). *Vacancy rates:* Statistics Canada's Job Vacancy data (Q1 2025) showed vacancies easing from 2022 highs but still above pre-pandemic levels in Quebec. Montreal had notable vacancies in healthcare, accommodation/food, and manufacturing. *Union and wage data:* Quebec's Institut de la statistique data indicated **average weekly earnings in Montreal** are up year-over-year, but when adjusted for inflation, real wages have just about caught up to 2019 levels – meaning the spending power of the average worker is roughly back to pre-pandemic baseline after a dip in 2021–22. Finally, government sources note **language skills** as an issue: Montreal has a strong bilingual workforce, but as the economy grows, there's demand for more French-speaking professionals in certain sectors (the provincial government enacted laws like Bill 96 to strengthen French at work, which may affect hiring practices for non-French speakers).

In sum, public data sources corroborate many of the trends discussed in this report: *a cooling but stable job market, sectoral shifts (growth in services, pressure in trade-exposed industries), high labor demand concurrent with talent shortages*, and the crucial role of demographic and policy factors. These sources add credibility and context – for example, StatsCan numbers quantify the unemployment uptick, while Emploi Québec qualitative reports explain it in context (like part-time vs full-time changes). The insights from LinkedIn/Indeed show real-time labor market tightness and in-demand roles, and local agencies underscore Montreal's strategic strengths (talent, immigration, innovation) as well as its pain points (aging population, need for skill development). Together, these public data points present a picture of a **dynamic Montreal job market in 2025 that is adapting to economic headwinds while leveraging its fundamental strengths**.

8. Labor Market Challenges: Talent Shortages, Demographics, and Policy Impacts

Despite its generally positive trajectory, the Montreal job market faces several **challenges and structural issues** that could hinder its performance. The most significant of these include talent shortages in critical fields, demographic shifts (aging and migration), and policy or regulatory changes affecting labor supply and demand.

Talent Shortages and Skills Mismatch: Many Montreal employers continue to report difficulty finding workers with the right skills. This **skills gap** spans multiple industries:

- In **technology**, as discussed, unemployment is extremely low and companies are struggling to hire qualified candidates in AI, software development, and data science. A Robert Half survey found 88% of Canadian tech leaders can't find enough skilled applicants for open IT roles (Source: [roberthalf.com](https://www.roberthalf.com)). Montreal's burgeoning AI sector, while a boon, intensifies competition for a limited pool of machine learning experts. Smaller startups often lose talent to larger players or foreign companies that can pay more. There's an urgent need to **train or reskill workers for tech** – local universities and bootcamps are expanding programs, but it will take time to fulfill demand.
- In **healthcare**, the shortage of nurses and doctors is acute. As noted, *nearly half of young nurses are leaving the profession* due to burnout or better opportunities (Source: [iedm.org](https://www.iedm.org)), leading to chronic vacancies in hospitals. Montreal's ERs and clinics regularly reduce hours due to lack of staff, and surgical backlogs persist partly for this reason (Source: montreal.citynews.ca). Efforts to recruit from abroad have had mixed success due to licensing hurdles and language requirements. Other health roles like personal support workers, lab techs, and paramedics also face shortages. This **talent crunch in healthcare** is a top concern as the population ages.
- **Skilled trades** represent another gap area. A generation of tradespeople is retiring across Quebec, and not enough youth are entering these careers. Montreal's construction boom is at risk if it can't field sufficient electricians, welders, plumbers, etc. Journeypersons are in such short supply that project costs are rising. The provincial government has tried incentives (like scholarships for trade school) and streamlined immigration for trades, but social perceptions of trades careers and language barriers for immigrants pose challenges.
- **Bilingual talent:** Montreal's bilingual nature means many roles require fluency in French and English. Employers often find candidates proficient in one language but not the other. For example, the fast-growing videogame industry needs English-speaking coders *and* French localization experts – a tough combo to find. Similarly, customer service centers need bilingual agents. This can slow hiring,

especially when recruiting from outside Quebec. The **language laws (Bill 96)** now mandate more French usage in workplaces, which could further limit the pool for certain roles (e.g., all communications must be in French, so non-French speakers struggle to integrate).

- **Emerging sectors and green economy:** As new fields like clean tech, renewable energy, and advanced manufacturing (e.g., photonics) rise, there is often a **mismatch** where local training hasn't yet caught up. Companies have to import talent or train in-house, which can be slower. Montreal's ambition to be a leader in fields like quantum computing or electric vehicles, for instance, depends on cultivating specialized skills that are currently scarce.

Demographic Shifts – Aging and Migration: Montreal's workforce demographics pose both challenges and opportunities:

- **Retirements:** The baby boomer generation is exiting the workforce in large numbers. Quebec data indicate a record number of retirements in recent years (Source: www150.statcan.gc.ca). In Montreal, this hits sectors like education (long-tenured teachers/professors retiring), health (older nurses/doctors leaving), and government. This wave creates many job openings (good for younger workers), but also a **loss of experienced mentors** and institutional knowledge. It can be hard to replace 30-year veterans with new graduates overnight.
- **Aging population:** The flip side of retirements is increased demand for healthcare and services for seniors, exacerbating shortages in those fields as discussed. Fewer working-age people supporting more dependents could strain public finances long-term. By 2036, Montreal's ratio of workers to seniors is projected to drop significantly (3:1 or even 2.5:1) (Source: ufcw.ca), highlighting a potential labor shortage if productivity doesn't improve or immigration doesn't compensate.
- **Immigration and population growth:** On the positive side, Montreal has benefited from strong immigration. The city grew by an impressive 5.3% in 2023 (well above other Quebec cities) largely due to Canada's pro-immigration policies (Source: cultmtl.com). Some 100,000 new residents were welcomed, many of whom are skilled workers or students. Immigrants and international students are crucial to fill jobs and stem the aging issue. However, integration can be challenging: newcomers often need time to learn French or get their credentials recognized, which can delay their entry into the workforce (Source: rbc.com). The Quebec government has recently signaled it wants to *reduce* the number of temporary non-permanent residents (such as international students and temporary workers) in the province, citing housing and service capacity concerns (Source: immigration.ca). This policy stance could **constrain the labor supply** in the short term, ironically worsening shortages in sectors that rely on temporary foreign labor (e.g., hospitality, agriculture).
- **Youth retention and brain drain:** Montreal produces many graduates, but historically some have left for opportunities in Toronto, the U.S., or elsewhere ("brain drain"). Keeping young talent in Montreal is a priority. Competitive salaries, a vibrant city culture, and growth industries help – and indeed

many are staying, contributing to tech and arts scenes. But if opportunities seem better elsewhere (especially for Anglophone grads if language laws tighten), this could become a challenge again.

Policy and Regulatory Changes: Government policies directly affect Montreal's labor market:

- **Language Legislation (Bill 96):** Implemented in 2022-2023, this strengthens requirements for French in workplaces. While aimed at preserving French, a side effect is that some companies find it harder to recruit international talent or serve a global market from Montreal if they must operate in French internally. Startups voiced concerns that this could deter some non-French-speaking tech workers. Over time, if not managed flexibly, this policy could limit Montreal's attractiveness to certain talent, though so far the impact is moderate and many firms have adapted by offering French classes.
- **Temporary Foreign Worker (TFW) Program restrictions:** As mentioned earlier, new rules introduced in late 2024 limit the proportion of low-wage TFWs to 10% of staff for many employers (Source: [immigration.ca](https://www.immigration.ca)). For Montreal's hospitality and food industries, which historically used more TFWs, this has caused acute staff shortages (Source: [immigration.ca](https://www.immigration.ca)). Hotels had to let go of reliable foreign workers whose permits couldn't be renewed, right when demand surged (Source: [immigration.ca](https://www.immigration.ca)). The policy intention was to encourage hiring of locals, but with unemployment relatively low, locals haven't filled all those spots. This "crackdown" has been called "*economic nonsense*" by industry reps (Source: [immigration.ca](https://www.immigration.ca)). If these restrictions continue, the hospitality sector will likely keep struggling unless automation or higher wages close the gap.
- **Healthcare labor policy (Bill 10):** Quebec's Bill 10 (2023) aimed to phase out private nursing agencies to bring nurses back into the public system (Source: [iedm.org](https://www.iedm.org)). While well-intentioned to reduce costs, early effects included agencies withdrawing and **regions warning of service reductions due to lack of staff** (Source: [iedm.org](https://www.iedm.org)). In Montreal, hospitals relying on agency nurses felt a pinch. The government has since adjusted tactics (like a "rapid response team" of nurses to troubled areas (Source: [iedm.org](https://www.iedm.org))), but this illustrates how policy can quickly create labor bottlenecks if not carefully implemented alongside retention measures.
- **Interest Rates and Economic Policy:** High interest rates (set by the Bank of Canada to fight inflation) have a cooling effect on the job market. They especially impact Montreal's housing and construction sector – fewer new housing starts could mean fewer construction jobs down the line. Interest-sensitive manufacturing (e.g., appliances, some consumer goods) might also slow production, risking layoffs. While not a labor policy per se, the macroeconomic policy environment is a challenge: companies face higher borrowing costs, which can deter expansion and hiring. The expectation, however, is that rates may stabilize or fall in 2025, which would alleviate this pressure.

- **Minimum Wage and Labor Standards:** Quebec has been raising the minimum wage annually (it's \$15.25 as of May 2025). Montreal, with a higher cost of living than regions, has many workers at or near that wage. These increases help workers but also squeeze small business margins. So far, moderate hikes haven't led to job losses, but it remains a balance to watch. Also, Quebec's labor code changes (like new work-hour regulations or vacation rules) can influence hiring – for example, stricter rules on overtime in trucking or new work-hour limits in retail can push employers to hire more part-timers to comply.

Productivity and Automation: Another challenge underlying all of this is **productivity**. Montreal's productivity has historically lagged Toronto and U.S. cities. To combat labor shortages, businesses and government talk about automation and AI adoption. In hospitality, for instance, Quebec officials suggested hotels invest in automation (e.g., self-check-in kiosks, cleaning robots) as a response to the worker shortage (Source: [immigration.ca](https://www.immigration.ca))(Source: [immigration.ca](https://www.immigration.ca)). Similarly, manufacturing firms are automating routine tasks to cope with fewer workers. While automation can alleviate shortages and boost productivity, it also requires investing capital and training workers to manage new tech. Small businesses may struggle with that. Moreover, rapid automation could itself be a disruption – potentially reducing certain job categories (cashiers, assembly line jobs) and demanding new skills (robot maintenance, data analysis). Montreal's challenge is to **navigate these technological changes** such that they complement the workforce rather than displace workers en masse, especially since the city still has many low-skilled workers needing employment.

In summary, Montreal's labor market challenges revolve around **ensuring a sufficient, skilled workforce in the face of growing demand and shifting supply**. Talent shortages in key areas are a pressing problem that could constrain economic growth if unaddressed. Demographic aging means the city must rely on immigration and retention of youth to fill the ranks, each with its own complexities. Policy choices – whether about language, foreign labor, or sector funding – have significant ripple effects that need careful calibration to avoid unintended consequences like exacerbating shortages. The consensus among experts is that tackling these challenges will require a multi-faceted approach: **investing in education and training, improving job conditions to retain workers (better pay, work environment), smart immigration policy, and embracing innovation** to increase productivity. Montreal's future prosperity hinges on how well it can meet these labor market challenges head-on.

9. Impact of Macroeconomic Factors on Montreal's Job Market

Broader macroeconomic forces in 2024–2025 have significantly influenced Montreal's employment landscape. Here we examine how interest rates, inflation, trade dynamics, and other big-picture factors are affecting the city's job market:

Interest Rates and Monetary Policy: In response to high inflation, the Bank of Canada raised interest rates sharply through 2022 and 2023. By 2024–2025, rates are at their highest in over a decade. This has a cooling effect on the economy:

- **Consumer Spending and Housing:** Higher borrowing costs have dampened consumer spending on big-ticket items. In Montreal, sectors like real estate, construction, and retail for durable goods have felt this. Home sales in Montreal slowed in 2023–24 due to expensive mortgages, and new housing starts tempered. Consequently, growth in construction employment, while still positive in Quebec, is not as rapid as it might be under low-rate conditions. TD Economics notes that Quebec's housing market is subdued, contributing to a forecasted rise in the unemployment rate into late 2025 (to ~6.6% provincially before easing) (Source: economics.td.com)(Source: economics.td.com). For Montreal, this implies a moderate drag on jobs tied to housing (contractors, real estate services). On the flip side, the Bank of Canada signaled a pause in rate hikes by mid-2025, which could mean stabilization. Indeed, RBC economists expect that *earlier aggressive rate hikes will help "stabilize the labour market early in 2025"*, preventing further deterioration (Source: hrreporter.com).
- **Business Investment:** Expensive credit has led some Montreal companies to delay expansion or hiring. Small and medium enterprises, important in Montreal's economy, cite high loan rates as a constraint. However, larger firms with cash reserves (or those in booming sectors like AI) have continued to invest. If interest rates peak and start to come down in 2025 as some predict, that would likely **boost hiring and economic activity** in interest-sensitive areas towards 2026.

Inflation and Cost of Living: Inflation surged in 2022 (hitting ~7-8% in Canada) and remained above target in 2023. By mid-2025, it has eased toward 3%. In Montreal:

- Workers experienced a **cost of living squeeze**, which pushed them to seek higher wages (contributing to the wage growth we discussed). High rents and grocery prices in Montreal have pressured especially lower-income households, affecting labor supply as some workers took second jobs or gig work to cope.
- The positive side is that inflation's retreat means real income is stabilizing. But during the high-inflation period, some businesses struggled with input costs. Restaurants and manufacturers, for instance, saw profit margins shrink and in some cases cut staff or closed. Now with inflation moderating and supply chain issues improved, these pressures are lessening, which should help sustain employment. The Bank of Canada expects inflation to continue trending down, which would likely allow a more **predictable hiring environment** (no sudden wage spirals or abrupt rate hikes).
- One lingering effect is that Montreal's housing costs jumped in recent years, making talent attraction slightly harder (especially for those moving from abroad expecting Montreal to be cheap). Companies might need to offer higher salaries or housing assistance.

Trade and Global Economic Factors: Montreal, as an open economy, is affected by international trade dynamics:

- **U.S. Trade Policy and Tariffs:** The U.S. has implemented tariffs on various goods (steel, aluminum, lumber) that impact Quebec's exporters. Montreal's large port and manufacturing base mean trade tensions are felt in jobs. RBC notes that "*trade-related vulnerabilities*" have created job losses in manufacturing, resources, and transportation (Source: [rbc.com](https://www.rbc.com)). For example, tariffs on aluminum (a major Quebec export, produced largely in Saguenay but impacting Montreal through corporate offices and port traffic) are estimated to shave about 0.3 percentage points off Quebec's GDP in 2025 (Source: economics.td.com). Some Montreal metal-processing firms and equipment manufacturers have scaled back production or paused hiring due to weaker U.S. demand and pricier inputs. Additionally, uncertainty around U.S. auto tariffs or Buy America provisions can make Montreal's sizable aerospace and rail manufacturing cautious. However, any resolution or easing of tariffs would be a boon; RBC assumed gradual easing in forecasts beyond 2025 (Source: economics.td.com).
- **Global Slowdown and U.S. Comparison:** The U.S. economy in 2024 remained relatively resilient, whereas Canada's slowed more. Montreal's fortunes are closely tied to the U.S. since it's the biggest export market. RBC economists pointed out that while Canada's unemployment rose 0.5 points over the year, the U.S.'s was more stable, implying softer demand here (Source: hrreporter.com). If the U.S. continues to grow (and particularly if it avoids recession), Montreal's export-oriented sectors (aerospace, machinery, software services) will benefit from American orders. Conversely, a U.S. slowdown would hit Montreal's economy – possibly raising unemployment. The current outlook suggests **cautious optimism** that North America will see a soft landing (slow growth but no deep recession) (Source: hrreporter.com), which would mean Montreal's job market should stabilize rather than lurch downward.
- **Commodity Prices:** Montreal isn't a commodities town like Calgary, but it still feels effects. Oil prices affect airline and transport sectors, for instance. In 2023 fuel costs were high, hurting airlines like Air Canada (which then kept a lid on some hiring or passed costs to consumers, dampening travel demand slightly). As oil prices fluctuated down in 2024 and then up with global events, it created uncertainty. Similarly, lumber and metal price swings impacted Quebec forestry and mining – indirectly affecting Montreal engineering and headquarters jobs. At present, commodity headwinds (like low lumber demand due to high interest rates) have been one cause of job weakness in certain regions of Quebec (Source: [rbc.com](https://www.rbc.com)). Montreal, having a diversified economy, is partially insulated but not immune.

Immigration and Population Growth (Macro level): Canada's aggressive immigration targets (near record levels of over 400k newcomers annually in 2022-24) have macro effects. They *boost labor supply* and domestic demand in cities like Montreal. Montreal saw an influx of new workers (e.g., in tech via the

Global Talent Stream). This population growth has been a major reason Montreal hasn't seen a labor force decline. However, it also contributed to the unemployment rate uptick, as RBC highlighted: *"unemployment had been rising mainly because the labour force grew faster than employment, especially due to new graduates and newcomers struggling to find work quickly"* (Source: [rbc.com](https://www.rbc.com)). Over time, those newcomers do find work (in fact, historically immigrants to Montreal have high employment rates after a few years), which should be a positive for the economy. A potential risk is if policy changes reduce immigration drastically; then Montreal's labor force could stagnate given low natural increase, tightening the labor market in an unhealthy way and limiting growth. Currently, though, immigration is seen as a macro factor that overall **supports Montreal's long-term employment base**, even if it has short-term transitional friction.

Fiscal and Public Investment: Macro-level fiscal policies also play a role:

- The Canadian federal government and Quebec provincial government both undertook considerable spending during the pandemic and continued infrastructure and social spending after. Quebec's 2025 budget increased infrastructure outlays by \$4 billion/year (Source: [economics.td.com](https://www.economics.td.com)), including in Montreal transit and health facilities. These investments create construction and engineering jobs in the short term and improve economic efficiency in the long term (e.g., the new REM electric rail network in Montreal should improve commute times and expand labor market reach). Government spending has thus far helped buffer employment – for instance, public administration and healthcare jobs grew even when some private sectors faltered.
- However, governments are now facing high debt and considering restraint. If fiscal policy tightens (to fight inflation or restore budgets), we could see slower public-sector hiring. Already, the Quebec government is trying to streamline some departments. Any significant public sector layoffs or hiring freezes would weigh on Montreal, which is home to many government offices and public institutions. So far in 2025, no major cuts have occurred, but it's a factor to watch.

Outlook and Resilience: Putting it together, macroeconomic factors in 2025 have created a more challenging environment than the boom of 2021. That's why Montreal's **unemployment rate climbed from ~6.2% in 2023 to ~7-8% in 2024-25** (Source: [economie.gouv.qc.ca](https://www.economie.gouv.qc.ca)) – a reflection of tighter monetary conditions, slower global growth, and rapid labor force growth. Yet, these factors seem to be leading to a *normalization rather than a crisis*. Economists describe the situation as the labor market finding equilibrium after overheating. Montreal's jobless rate, while up, is still not very high by historical standards and remains below levels seen in recessions.

Forward-looking, if interest rates come down gently in late 2025 and 2026 (as inflation is tamed), Montreal could see an uptick in interest-sensitive jobs (construction, real estate, manufacturing) and an overall easing of unemployment. RBC's forecast expects **stabilization in 2025** and notes that slower population growth ahead (the federal government signaled slightly lower targets) will naturally limit labor

force gains, allowing job growth to catch up (Source: [hrreporter.com](https://www.hrreporter.com)). This suggests unemployment in Montreal might peak in the latter half of 2025 and then gradually decline. Additionally, any resolution of U.S. tariff disputes (e.g., a softening of the protectionist stance after the 2024 U.S. elections) could boost Montreal's manufacturing and export sectors.

Conversely, downside macro risks include a potential U.S. recession or financial shock, which would quickly spill into Montreal via reduced demand for exports and tourism. Also, if inflation were to flare up again requiring even tighter monetary policy, that could stifle growth. But most forecasts (OECD, big banks) see Canada's economy in a slow growth, disinflationary pattern with no severe recession on the horizon (Source: [hrreporter.com](https://www.hrreporter.com)).

In conclusion, **macroeconomic factors have shifted Montreal's job market into a lower gear in 2024–2025**, cooling the rapid post-pandemic recovery but not reversing it. Interest rates and trade issues increased unemployment modestly and created winners and losers across sectors. Montreal's diversified economy and strong fundamentals (talent, innovation, public support) provide resilience. If global and national conditions improve as expected (with inflation under control and trade uncertainties clearing), Montreal's job market is poised to resume a steadier growth path, with macro forces turning from headwinds to neutral or even mild tailwinds by the end of 2025.

10. Short-Term and Long-Term Employment Outlook

Short-Term Outlook (Next 12–18 months): The Montreal job market in the immediate future (late 2025 into 2026) is expected to be **stable with moderate growth**, barring any major external shocks. Economic analysts anticipate that the period of softening experienced in early 2025 will plateau and improve slightly:

- RBC Economics suggests that Canada's labour market will **"stabilize" in early 2025**, helped by the lagged effect of interest rate cuts and a slight tapering of labor force growth (Source: [hrreporter.com](https://www.hrreporter.com)). By extension, Montreal – as a major urban market – should also stabilize. This means the rapid rise in unemployment seen through mid-2024 to mid-2025 is likely to stop. Indeed, June 2025 already showed a tiny downtick in unemployment nationally (Source: www150.statcan.gc.ca) (Source: www150.statcan.gc.ca). Montreal's own unemployment rate may hover around the high-6% to low-7% range through 2025, then gently start to decline if hiring picks up.
- **Hiring sentiment** remains positive among employers, though slightly less exuberant than last year. A survey by Express Employment in Canada found nearly 46% of companies plan to add new permanent roles in H1 2025 – a modest dip from 52% in late 2024 (Source: [hrreporter.com](https://www.hrreporter.com)). This indicates continued net job creation. In Montreal, sectors like tech, healthcare, education, and

hospitality are expected to keep hiring due to structural demand. Construction could see a mild slowdown if high interest rates persist, but public infrastructure projects (the ongoing REM train expansion, road upgrades, a new hospital wing, etc.) will sustain construction employment.

- **No major shocks foreseen:** The baseline forecasts assume no severe recessions. Canada's GDP is projected to grow weakly but positively (~1% in 2024, ~1.5% in 2025) (Source: economics.td.com), which is enough to keep unemployment in check. The Bank of Canada might even begin gently reducing interest rates in mid to late 2025 if inflation stays on target, which would spur more investment and hiring. Short of an unexpected global event (like a financial crisis or geopolitical conflict), Montreal's economy should avoid contraction. Sectors tied to consumer spending in Montreal (retail, entertainment) might even get a boost if interest rates ease and consumer confidence rises.
- **Unemployment near peak:** Most economists think the unemployment rate in Canada hasn't yet peaked as of mid-2025 but is close. It rose from a low of ~5% in 2022 to ~7% in 2025 nationally (Source: rbc.com)(Source: hrreporter.com). It might increase a few tenths more by late 2025 (RBC mentioned it's "not likely at its peak yet" as of Jan 2025 (Source: hrreporter.com)), but by 2026 it should start edging down again. For Montreal specifically, that translates to perhaps topping out around 7.5–8% unemployment, then improving. Job vacancies have declined from record highs, meaning the labour market is looser than before, but this is a normalization rather than a slump.
- **Wage growth cooling but continuing:** In the short term, wage growth is expected to slow alongside the job market normalization (Source: hrreporter.com). We've seen it go from ~5% annual gains to ~3%. It may settle around 3% or even slightly lower in 2025, which is still above inflation (assuming inflation ~2%). This should help businesses manage costs while workers maintain purchasing power. One potential short-term issue is if inflation doesn't fall as expected, which could trigger more rate hikes and then a sharper slowdown. Currently that risk seems low, with inflation trending downward.

Long-Term Outlook (5–10 years): Over the longer horizon into the late 2020s and early 2030s, the prospects for Montreal's job market are broadly positive, though not without challenges:

- **Economic Growth and Diversification:** Montreal is projected to continue growing its economy, albeit at a modest pace. Forecasts for Quebec's real GDP growth average around 1.0–1.5% annually over the next few years (Source: economics.td.com). Montreal, as the engine of Quebec (contributing roughly half of provincial GDP), will mirror that. There might be periods of faster growth if, for example, a tech breakthrough or major investment influx occurs. The city's focus on innovation (AI, gaming, green tech) positions it well for future industries. *Montreal 2030*, the city's economic plan, aims to foster talent and entrepreneurship; since its launch in 2018, it's been credited with helping create thousands of SMEs (Source: cultmtl.com). By 2030, this could yield a robust ecosystem of new companies providing jobs.

- **Unemployment Normalization:** Long-term, Montreal's unemployment rate is likely to gravitate back toward its historical baseline (pre-pandemic Montreal was around 6% in 2019). Demographic pressures may actually lower unemployment – as baby boomers retire, fewer people are in the labor force, which (all else equal) reduces unemployment. However, that comes with the issue of labor shortages. Many analysts expect Canada's (and Montreal's) unemployment to settle somewhat higher than the extreme lows of 2022, but still low by historical standards. For instance, the OECD projects Canada's unemployment around 5% in the late 2020s (Source: [oecd.org](https://www.oecd.org/)) (though that's national, Montreal is typically ~2 points higher historically). Achieving a Montreal rate in the 5–6% range long-term would be a healthy scenario indicating near full-employment with some frictional joblessness.
- **Labor Force and Talent Pool:** Montreal's ability to meet long-term labor demand depends on population and immigration trends. Quebec has slightly reduced its annual immigrant intake targets compared to the peak of 2022, aiming for stability around 50,000 newcomers a year. If Montreal secures a large share of those and integrates them successfully, it will offset natural population decline. Additionally, Montreal's universities attract international students, many of whom stay and join the workforce (especially in tech/engineering). The long-run outlook thus includes a more culturally diverse workforce, and potentially a more multilingual one. **However, an aging population** will mean a higher dependency ratio: more healthcare jobs, and possibly fewer people available for full-time work due to caregiving responsibilities etc. This might encourage more **automation and productivity improvements**, which are a double-edged sword for jobs – boosting some sectors while eliminating certain roles. Historically, though, technological change tends to create as many jobs as it displaces, just in different areas.
- **Industry Transformations:** By 2030, we can expect some structural shifts:
 - **AI and Automation** will likely be deeply integrated in many Montreal industries. This could elevate the region's status as an AI hub, creating new high-skilled jobs (AI ethics, maintenance, development) even as some routine jobs in offices or factories are automated.
 - **Green Economy:** Climate change policies and the global energy transition will spawn new jobs in Montreal in fields like electric vehicle infrastructure, public transit, building retrofits, and clean energy research. Montreal's engineering companies are already pivoting to such projects. The federal and provincial governments have funding and targets that will ensure growth in environmental sectors.
 - **Traditional Manufacturing:** could decline further in employment share (continuing a decades-long trend), but output might remain steady or grow with fewer workers due to automation. Aerospace should remain a key sector; Bombardier's long-term outlook seems stable (focused

on business jets) and other players like Airbus Canada (A220 assembly) give Montreal a role in global aviation for years to come.

- **Services Dominance:** The service sector (tech, health, education, finance, creative industries) will constitute an ever larger portion of jobs. These tend to be resilient and harder to automate fully (especially healthcare and education). Montreal's cultural industries (film, gaming, arts) likely will flourish with continued investment and global demand for content.
- **Infrastructure and Urban Development:** Montreal is investing in infrastructure (e.g., extending the metro, new bridges, revitalizing neighborhoods like the old port and entertainment district). This not only creates construction jobs in the medium term, but also enhances the city's attractiveness for businesses and talent long-term. A more accessible, modern city can draw in companies (say, if commute times drop or if there's a high-tech district that clusters startups).
- **Education and Upskilling:** To meet the future, Montreal is likely to intensify focus on education and vocational training. We might see more programs aligning with industry needs (like coding bootcamps, specialized college diplomas in AI, or rapid training for immigrants in French and job skills). Over the long term, if successful, this should alleviate some skill shortages and reduce unemployment among marginalized groups. The challenge will be funding and scaling these initiatives.

Potential Long-Term Risks: No outlook is without uncertainty. Some risks include:

- A significant **global downturn or financial crisis** in the late 2020s could derail progress and spike unemployment temporarily.
- **Protectionism or de-globalization** could hurt Montreal's export sectors and reduce foreign investment (Montreal has benefited a lot from international companies setting up offices; a retreat from globalization could slow that).
- **Climate change impacts** – while Montreal is geographically somewhat protected, extreme weather or climate-related regulation could influence certain industries (e.g., if carbon-intensive industries decline faster than new green jobs appear).
- **Demographic misalignment** – if younger people increasingly move to suburbs or out of province for cheaper housing, Montreal could face a local labor shortage or have to work harder to attract commuters.
- **Government policy shifts** – e.g., a sharp cut in immigration or inadequate response to labor shortages in health/education could hamper service delivery and economic potential.

But assuming no extreme events, Montreal's long-term trend is one of **moderate growth, low to medium unemployment, and a shifting job composition requiring adaptability**. Policymakers and business leaders are aware of the challenges (talent, innovation, inclusion) and are actively working on them, which bodes well.

Outlook Summary: In the short run, Montreal's job market is expected to hold steady and gradually improve as we move past the interest rate peak. Unemployment should peak around late 2025 and then start easing. Hiring will continue in most sectors, with particular strength in services and knowledge-based industries, while more rate-sensitive sectors carefully navigate the high-interest environment. Wages will grow modestly, supporting consumer confidence.

Over the longer term, Montreal has a favorable outlook as a diversified, innovative economy, though it will contend with an older population and the need to remain competitive for talent and investment. If it leverages its strengths – a highly educated workforce, cultural vibrancy, strategic location, and strong public institutions – the city can look forward to sustained job creation. By the end of the decade, Montreal could see an employment landscape characterized by **even greater roles in tech and creative fields, a robust healthcare and education workforce modernized with new talent, and an economy that continues to transition away from older industries into more sustainable, high-value sectors**. Unemployment in such a scenario would likely be low (possibly **back to ~5-6%**, similar to the late 2010s levels) assuming economic growth is steady and policies are in place to integrate all available workers (Source: economie.gouv.qc.ca).

In essence, Montreal's job market outlook is **cautiously optimistic**. The city has weathered the worst of the pandemic shock and the inflation shock, and now stands to benefit from stability and its ongoing investments in human capital and innovation. Challenges will persist, but Montreal has demonstrated resilience and an ability to reinvent itself – qualities that will be crucial for the successes of both its workforce and employers in the years ahead.

Sources:

- Statistics Canada & Institut de la statistique du Québec – *Labour Force Survey, Montreal/Quebec Highlights*(Source: economie.gouv.qc.ca)(Source: cdn-contenu.quebec.ca).
- Emploi Québec – *Bulletin mensuel du marché du travail, Montréal (July 2025)*(Source: cdn-contenu.quebec.ca)(Source: cdn-contenu.quebec.ca).
- Government of Canada Job Bank – *Quebec June 2025 Snapshot & Montreal Outlook*(Source: jobbank.gc.ca)(Source: jobbank.gc.ca).
- Cult MTL – *"How Montreal Is Becoming a Leading Tech Hub"* (Jan 2025) (Source: cultmtl.com) (Source: cultmtl.com).

- Robert Half Canada – *2025 Salary Guide and Remote Work Trends*(Source: roberthalf.com)(Source: roberthalf.com).
- LinkedIn (S. The Recruiter) – *“June 2025 Job Market Trends – Quebec”*(Source: linkedin.com)(Source: linkedin.com).
- CTV/Immigration.ca – *Reports on Quebec hospitality staff shortages (Apr 2025)*(Source: immigration.ca)(Source: immigration.ca).
- Montreal Intl. – *News on Moderna investment & Life Sciences sector*(Source: montrealinternational.com).
- RBC Economics – *Thought Leadership (July 2025): labour market soft spots*(Source: rbc.com)(Source: rbc.com), *Canadian HR Reporter (Jan 2025): outlook*(Source: hrreporter.com)(Source: hrreporter.com).
- Normandin Beaudry – *2025 Salary Increase Survey*(Source: newswire.ca)(Source: newswire.ca).
- Journal de Montréal / Randstad – *Top 15 In-Demand Jobs 2025*(Source: journaldemontreal.com)(Source: journaldemontreal.com).
- The Canadian Press – *Quebec teacher shortage report (Sep 2024)* (Source: nsnews.com)(Source: nsnews.com).
- Montreal FindJobsCanada Blog – *Top Employers in Montreal 2025*(Source: blog.findjobscanada.ca)(Source: blog.findjobscanada.ca).
- TD Economics – *Provincial Economic Forecast (2025)*(Source: economics.td.com)(Source: economics.td.com).
- Montreal Gazette / MEI – *Press release on nurse retention (Sep 2024)* (Source: iedm.org)(Source: iedm.org).

Tags: labour market, employment statistics, unemployment rate, montreal, quebec economy, economic indicators, labour force, job market data

About 2727 Coworking

2727 Coworking is a vibrant and thoughtfully designed workspace ideally situated along the picturesque Lachine Canal in Montreal's trendy Griffintown neighborhood. Just steps away from the renowned Atwater Market,

members can enjoy scenic canal views and relaxing green-space walks during their breaks.

Accessibility is excellent, boasting an impressive 88 Walk Score, 83 Transit Score, and a perfect 96 Bike Score, making it a "Biker's Paradise". The location is further enhanced by being just 100 meters from the Charlevoix metro station, ensuring a quick, convenient, and weather-proof commute for members and their clients.

The workspace is designed with flexibility and productivity in mind, offering 24/7 secure access—perfect for global teams and night owls. Connectivity is top-tier, with gigabit fibre internet providing fast, low-latency connections ideal for developers, streamers, and virtual meetings. Members can choose from a versatile workspace menu tailored to various budgets, ranging from hot-desks at \$300 to dedicated desks at \$450 and private offices accommodating 1–10 people priced from \$600 to \$3,000+. Day passes are competitively priced at \$40.

2727 Coworking goes beyond standard offerings by including access to a fully-equipped, 9-seat conference room at no additional charge. Privacy needs are met with dedicated phone booths, while ergonomically designed offices featuring floor-to-ceiling windows, natural wood accents, and abundant greenery foster wellness and productivity.

Amenities abound, including a fully-stocked kitchen with unlimited specialty coffee, tea, and filtered water. Cyclists, runners, and fitness enthusiasts benefit from on-site showers and bike racks, encouraging an eco-conscious commute and active lifestyle. The pet-friendly policy warmly welcomes furry companions, adding to the inclusive and vibrant community atmosphere.

Members enjoy additional perks like outdoor terraces and easy access to canal parks, ideal for mindfulness breaks or casual meetings. Dedicated lockers, mailbox services, comprehensive printing and scanning facilities, and a variety of office supplies and AV gear ensure convenience and efficiency. Safety and security are prioritized through barrier-free access, CCTV surveillance, alarm systems, regular disinfection protocols, and after-hours security.

The workspace boasts exceptional customer satisfaction, reflected in its stellar ratings—5.0/5 on Coworker, 4.9/5 on Google, and 4.7/5 on LiquidSpace—alongside glowing testimonials praising its calm environment, immaculate cleanliness, ergonomic furniture, and attentive staff. The bilingual environment further complements Montreal's cosmopolitan business landscape.

Networking is organically encouraged through an open-concept design, regular community events, and informal networking opportunities in shared spaces and a sun-drenched lounge area facing the canal. Additionally, the building hosts a retail café and provides convenient proximity to gourmet eats at Atwater Market and recreational activities such as kayaking along the stunning canal boardwalk.

Flexible month-to-month terms and transparent online booking streamline scalability for growing startups, with suites available for up to 12 desks to accommodate future expansion effortlessly. Recognized as one of Montreal's top coworking spaces, 2727 Coworking enjoys broad visibility across major platforms including Coworker, LiquidSpace, CoworkingCafe, and Office Hub, underscoring its credibility and popularity in the market.

Overall, 2727 Coworking combines convenience, luxury, productivity, community, and flexibility, creating an ideal workspace tailored to modern professionals and innovative teams.

DISCLAIMER

This document is provided for informational purposes only. No representations or warranties are made regarding the accuracy, completeness, or reliability of its contents. Any use of this information is at your own risk. 2727 Coworking shall not



be liable for any damages arising from the use of this document. This content may include material generated with assistance from artificial intelligence tools, which may contain errors or inaccuracies. Readers should verify critical information independently. All product names, trademarks, and registered trademarks mentioned are property of their respective owners and are used for identification purposes only. Use of these names does not imply endorsement. This document does not constitute professional or legal advice. For specific guidance related to your needs, please consult qualified professionals.