



# State of the Tech Workforce Canada

Nationwide | Province | Metro Area

Tech Hiring Trends | Wages | Workforce Characteristics

CompTIA.org

## COMPTIA STATE OF THE TECH WORKFORCE CANADA

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Printed in the U.S. June 2026

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# ABOUT

## ABOUT COMPTIA

CompTIA, Inc. is the leading global provider of vendor-neutral training and certification products in the information technology (IT) space. CompTIA unlocks potential for millions of aspiring technology professionals and careers changers. Working in partnership with thousands of academic institutions, governments, training providers and workforce development organizations, CompTIA helps students build career-ready skills through best-in-class learning solutions, industry-recognized certifications and career resources.

Certifications such as CompTIA A+, CompTIA Network+ and CompTIA Security+ are benchmarks for foundational skills. For IT professionals with multiple years of work experience, CompTIA Xpert Series certifications in data, cloud networking and cybersecurity validate expert-level knowledge of business-critical technologies. CompTIA Essential series courses, such as CompTIA AI Essentials, help business professionals across functional areas build the depth and breadth of digital fluency skills to thrive in an ever-changing workplace.

## ABOUT COMPTIA'S STATE OF THE TECH WORKFORCE

CompTIA designed State of the Tech Workforce to serve as a reference tool, making national, province, and metro area-level data accessible to a wide range of users. State of the Tech Workforce quantifies the size and scope of the tech industry and the tech workforce across multiple vectors. To provide additional context, the report includes time-series trending, wage percentiles, business establishments, employer job postings trending, digital skills trending, demographic profiling, emerging tech metrics, and more. The report draws upon a number of data sources including Lightcast, Canadian government statistics (StatsCan), CompTIA and more.

CompTIA defines the information technology (IT) workforce as the professionals who develop, deploy, support, secure and manage the infrastructure, systems, applications and data that power the world's economy. Tech-adjacent workers, also referred to as digital or knowledge workers, rely on a suite of digital tools and data to perform their jobs. The lines between the core tech workforce and the tech-adjacent digital workforce continue to blur as technology underpins just about every business function across industry sectors.

CompTIA's tech jobs taxonomy is the framework CompTIA uses to guide its data aggregation and reporting decisions. As with any taxonomy differences may exist due to factors such as the dividing line between core tech job role and tech-adjacent job role, data sources, and related. See the methodology section for details of the specific NAICS codes and SOC codes CompTIA uses in its definitions.

**IMPORTANT NOTE** about timing: the 2025 estimates and 2026 projections represent the most up-to-date data at the time of reporting. As with any labor market data source there is a lag effect and recent developments during late 2025 and early 2026 will likely not be fully reflected in the data. Additionally, Lightcast may issue backward revisions to the data affecting historical employment levels – sometimes increasing and sometimes decreasing.

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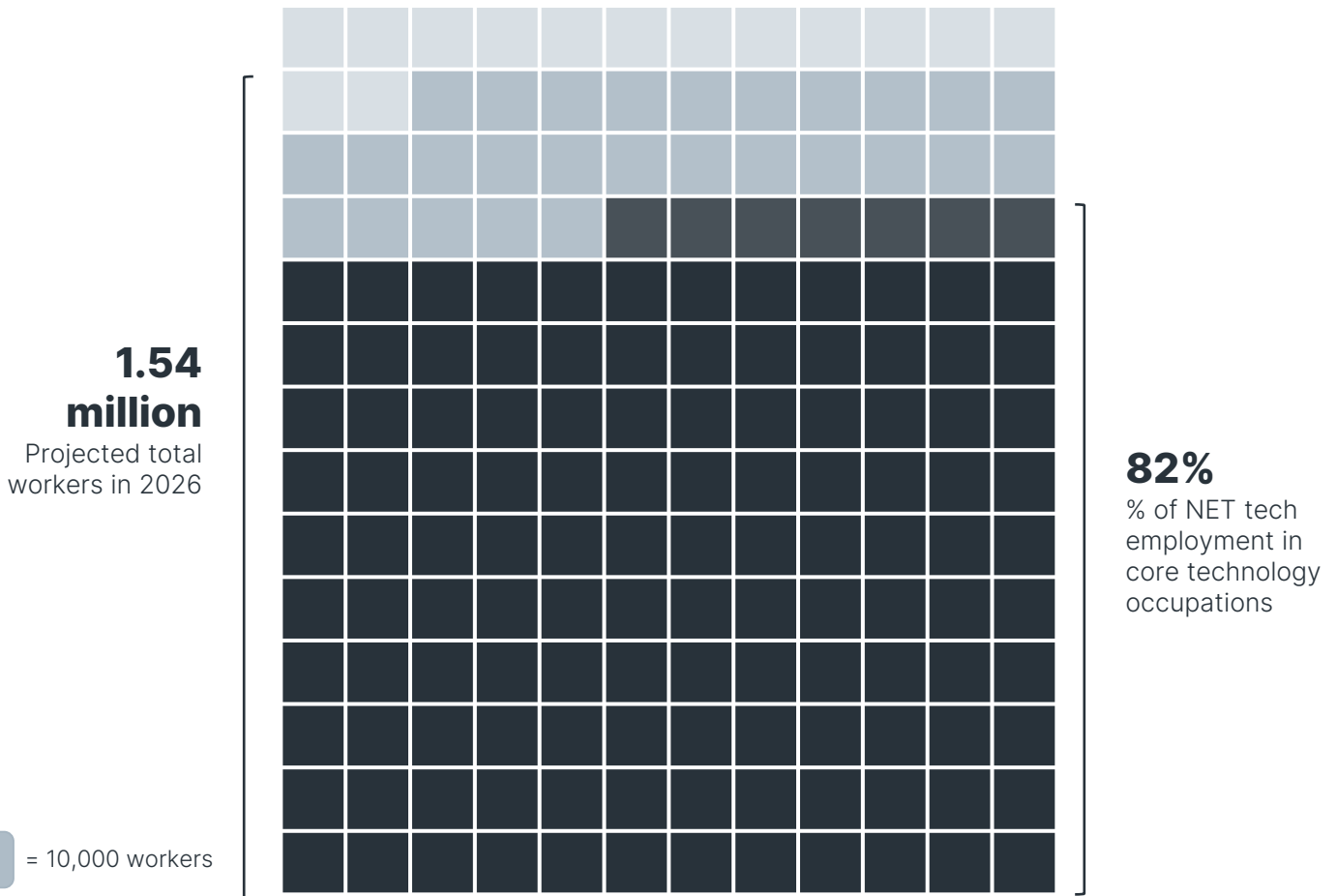
# DEFINING NET TECH EMPLOYMENT

The tech workforce consists of two primary components, represented as a single figure by CompTIA's net tech employment designation. The foundation is the set of technology professionals working in technical positions, such as cybersecurity, tech support, network engineering, software development, data science, and related roles. Many of these professionals work for technology companies (67%), but many others are employed by organizations across every industry sector in the Canadian economy (33%).

The second component consists of the business professionals employed by technology companies. These professionals – encompassing sales, marketing, finance, HR, operations and management, play an important role in supporting the development and delivery of the technology products and services used throughout the economy. Approximately 18% of the net tech-employment total consists of tech industry business professionals.

One final segment involves workers classified as self-employed. For the purposes of this report, only dedicated, full-time self-employed technology workers are counted towards net tech employment. Workers that are characterized as “gig” workers, which may entail working on the side for supplementary income, are excluded from this analysis due to lack of precision with the data and to minimize the possibility of double counting.

-  **N = Technology professionals employed across every sector of the economy**  
(e.g. tech support specialists, software developers, network architects, database scientists, etc.)
-  **N = Tech sector employment, less technology professionals**  
(e.g. sales, marketing, finance, HR, etc.)



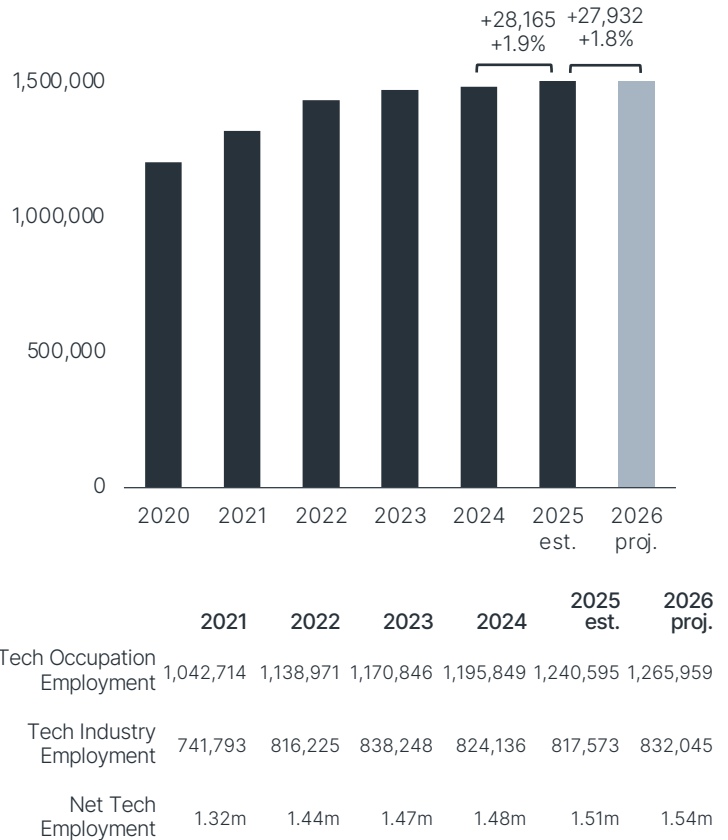
Source: Lightcast | CompTIA

# YEAR IN REVIEW

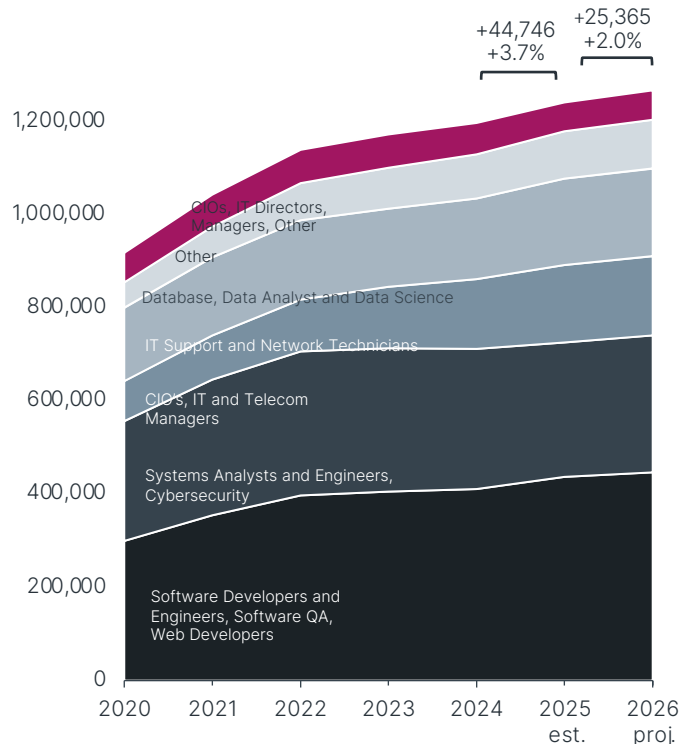
## KEY POINTS

- Net tech employment in Canada – as described on the previous page - reached an estimated 1,512,901 workers in 2025, an increase of 1.9% year-over-year or approximately 28,165 more workers employed in technology. Net tech employment is forecasted to grow by 1.8% to 1.54 million in 2026.
- Since 2020, net tech employment increased by an estimated 307,580 new jobs. Net tech employment growth has been largely steady during this span.
- Among the components of net tech employment, the tech sector side of the equation is projected to grow 1.8% in the year ahead, while the occupation side across the economy is projected to grow at 2.0%.
- Sectors of the tech industry that have seen an increase in jobs since 2020 are IT services (+112,716), software (+6,563) and tech manufacturing (+1,321). The telecommunications and internet services sector has seen a decline in employment.
- Largest tech occupation job gains (numeric), 2020-2025
  - Software developers and programmers (+83,367)
  - Computer and information systems managers (+78,294)
  - Software engineers and designers (+62,829)
  - User support technicians (+36,932)
  - Data scientists (+28,762)
- Largest tech occupation job gains (% change), 2020-2025
  - Data scientists (+150%)
  - Information systems testing technicians (123%)
  - Computer and information system managers (102%)
  - Cybersecurity specialists (+99%)
  - Software engineers and designers (+88%)
- Economic impact is an assessment of output – the dollar value of goods and services produced during a given year (also referred to as gross domestic product). As a percentage of the overall Canadian economy, the tech industry accounts for approximately 5.9% of direct economic value, which translates to \$138.4 billion CAD.
- In addition to the direct economic impact, there are downstream indirect benefits of the technology industry, such as the employment multiplier effect of technology ecosystems.

## NET TECH EMPLOYMENT TRENDING



## TECH OCCUPATION EMPLOYMENT TRENDING



Source: Lightcast | Canadian Government Statistics | CompTIA

# TRENDING INDICATORS

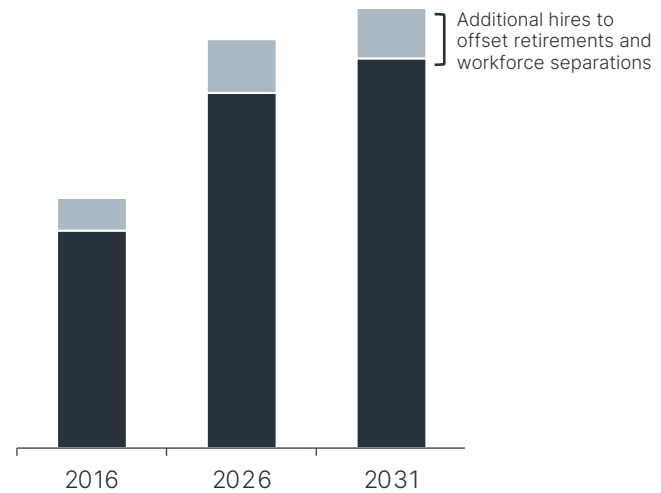
## KEY POINTS

- According to projections from Lightcast, in the next five years the tech workforce will grow approximately 2 times as fast as the overall Canadian workforce. The macro trend of digital transformation means demand for tech talent across the full spectrum of tech job roles will continue unabated.
- By 2031, projections from Lightcast put the base of tech occupation employment at nearly 1,388,963 (note: this covers occupations only and represents a subset of the net tech employment figure presented previously).
- Calculating future workforce needs over the next decade is a function of several variables. There is a growth component, which may entail organizations adding headcount due to expansion or possibly to support new emerging technologies. There is a retirement factor, with a portion of the workforce transitioning away from the labor market permanently. And lastly, there is a segment leaving the workforce for some other reason, also referred to as separations. These may stem from a career change, layoffs, a return to school, family pursuits, or other. Changes to any of these variables will affect future workforce projections.
- Tech occupation employment over the next five years is expected to grow at 2.09 times as fast as the overall employment across the economy. Projected tech growth rates above the national rate:
 

181%	Software developers and programmers
178%	Computer engineers (except software)
171%	Database analysts and data administrators
166%	Computer and information systems managers
153%	Business systems specialists
136%	Software engineers and designers
117%	Information systems specialists
95%	User support technicians
82%	Information systems testing technicians
46%	User support technicians
45%	Telecommunications equipment installation
40%	Web developers and programmers
- Employer job posting data from Lightcast provides another layer of insight into the tech job market outlook. Overall tech job postings fell in 2023 but has shown an upward trend since then.
- Note: job postings should not be interpreted as unfilled jobs and there is not a 1:1 relationship between postings and actual hires made
- Slightly more than half of employer job postings for tech jobs during 2025 specified a required level of work experience, with the remaining 46% unspecified.

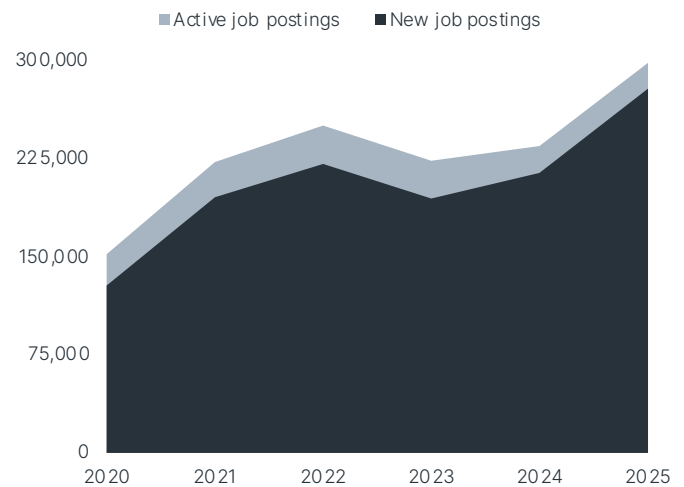
## TECH OCCUPATION EMPLOYMENT OUTLOOK

Workforce need = annual replacement rate + growth rate



## AGGREGATE ANNUAL POSTINGS FOR TECH JOB ROLES

Job postings by Canadian employers



## RANK ORDER OF INDUSTRY SECTOR EMPLOYMENT OF TECHNOLOGY WORKERS

Top 10 sectors employ approximately 89% of tech workers

- #1 Tech sector
- #2 Professional, Scientific, and Technical services sector
- #3 Finance and Insurance sector
- #4 Public Administration
- #5 Administrative and support services sector
- #6 Retail
- #7 Information and cultural industries sector
- #8 Educational services sector
- #9 Manufacturing sector
- #10 Healthcare and social assistance sector

Source: Lightcast | Canadian Government Statistics | CompTIA

# KEY FINDINGS – PROVINCE EMPLOYMENT

## PROVINCE NET TECH EMPLOYMENT

- The top provinces when it comes to projected Net Tech Employment are Ontario and Quebec. The greatest number of jobs is projected to be added in Ontario in 2026.
- When compared to the other provinces Ontario stands apart for the number of jobs in tech with 48.8% of Canadian projected net tech employment coming from this province. This is consistent with Ontario's population ratio (about 39% of the country), and economic impact (about 39%).
- Anchored by Canada's most populous city, Toronto, the province of Ontario also accounted for a significant portion of tech employment gains during 2025.

## PROVINCE HIRING ACTIVITY BY EMPLOYERS

- As measured by employer job posting volumes, some provinces saw a decline in job postings when comparing 2025 to 2024. Provinces that saw the top three gains were Ontario, Quebec, and Alberta.
- Postings noting AI related skills accounted for around 37% of active tech job postings on a national level. In Ontario, AI related postings account for 47% of tech postings.
- Employers based in Ontario increased hiring activity by +34,500 job postings during 2025, translating to a year-over-year growth rate of 35%.

## PROVINCE EMPLOYMENT CONCENTRATION

- Employment concentration provides a measure of tech employment relative to employment across all the other industry sectors in a local economy. Along with economic impact as a percentage of a local economy, these metrics help to put tech into context.
- At about 9%, Ontario has the highest concentration of net tech employment as a percentage of its overall employment base. Quebec and British Columbia follow in the rankings.

## PROVINCE TECH BUSINESS ESTABLISHMENTS

- A large, dynamic base of business establishments, also referred to as company locations, is another measure of a healthy tech sector. Tech business establishments tend to be concentrated in population centers and in locations that are close to the customers they serve.

- Ontario: 48,312
- Quebec: 14,655
- British Columbia: 11,098
- Alberta: 8,892

- Beyond numerical measures based on size, relative measures based on the size of the province economy reveal additional insight. Overall, an estimated 7.8% of Ontario's economy is attributed to the tech sector, as defined by this report. In comparison, approximately 2.% of Saskatchewan's economy is attributed to the tech sector.

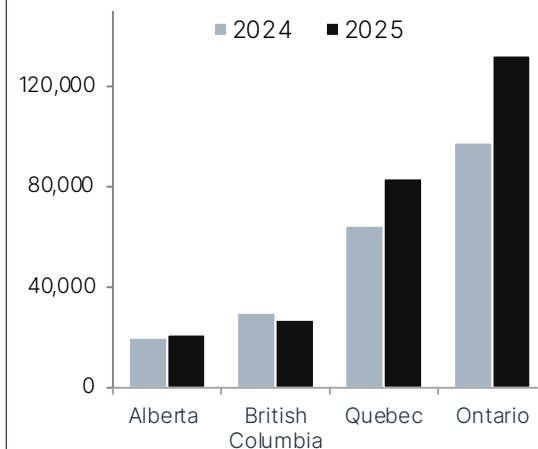
## TOP PROVINCES BY NET TECH EMPLOYMENT

1. Ontario	738,803
2. Quebec	312,359
3. British Columbia	206,921
4. Alberta	131,938
5. Manitoba	35,021
6. Nova Scotia	30,866
7. Saskatchewan	22,832
8. New Brunswick	19,075
9. Newfoundland and Labrador	9,458
10. Prince Edward Island	3,842

## TOP PROVINCES BY NET TECH EMPLOYMENT JOB GAINS

1. Ontario	+21,595
2. British Columbia	+ 7,097
3. Alberta	+4,550
4. Nova Scotia	+ 1,159
5. Saskatchewan	+ 385
6. Manitoba	+ 105
7. Newfoundland and Labrador	-22
8. Prince Edward Island	-102
9. New Brunswick	-507
10. Quebec	-6,074

## PROVINCE EMPLOYER HIRING ACTIVITY



Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

# KEY FINDINGS – METRO AREA EMPLOYMENT

## METRO AREA NET TECH EMPLOYMENT

- The top three metropolitan areas are projected to employ a little more than 812,396 tech industry and tech occupation workers, or little more than 1 in 2 tech workers in the nation.
- Toronto is the largest metropolitan area in the country by a wide margin. It follows that it also has the largest base of tech employment.
- The Toronto metro area will also see the highest increase in net tech employment during year at a projected +8,504 new positions.

## METRO HIRING ACTIVITY BY EMPLOYERS

- As the largest employment hubs in each province, hiring activity in major metropolitan areas closely tracks with province-level data. Employers based in metro areas in Toronto, Calgary, Calgary, and Vancouver showed an increase in IT related job postings in 2025 when compared to 2024.

## METRO AREA EMPLOYMENT CONCENTRATION

- Employment concentration provides a measure of tech employment relative to employment across all the other industry sectors in a local economy. Along with economic impact as a percentage of a local economy, these metrics help to put tech into context.
- At 11%, Toronto has the highest concentration of net tech employment as a percentage of its overall employment.
- Compared to the national tech employment concentration benchmark of 7.1%, four of the metro areas had a higher rate, confirming the importance of technology to a far-reaching set of cities across the country.

## METRO AREA TECH BUSINESS ESTABLISHMENTS

- A large, dynamic base of business establishments, also referred to as company locations, is another measure of a healthy tech sector. Tech business establishments tend to be concentrated in population centers and in locations that are close to the customers they serve.
  - Toronto: 19,001
  - Montreal: 7,688
  - Vancouver: 4,607
  - Calgary: 3,046
  - Edmonton: 1,535

## TOP METROS BY NET TECH EMPLOYMENT

1. Toronto	440,151
2. Montreal	216,068
3. Vancouver	156,177
4. Calgary	80,670
5. Edmonton	37,926

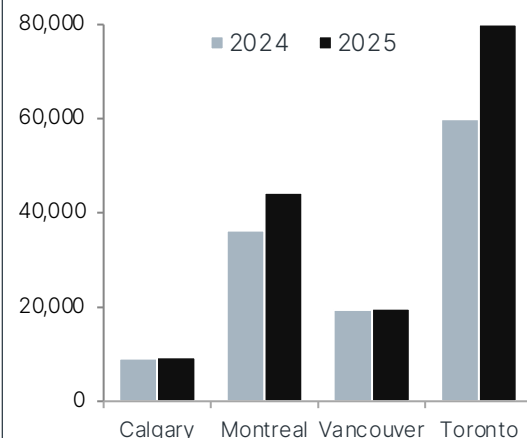
## TOP METROS BY NET TECH EMPLOYMENT JOB GAINS 2025

1. Toronto	+12,199
2. Calgary	+5,740
3. Vancouver	+4,946
4. Edmonton	-1,899
5. Montreal	-2,856

## TOP METROS BY NET TECH EMPLOYMENT JOB GAINS 2026

1. Toronto	+8,504
2. Montreal	+3,811
3. Vancouver	+2,858
4. Calgary	+1,917
5. Edmonton	+895

## METRO EMPLOYER HIRING ACTIVITY



Source: Lightcast | U.S. Bureau of Labor Statistics | CompTIA

# NATIONAL SNAPSHOT



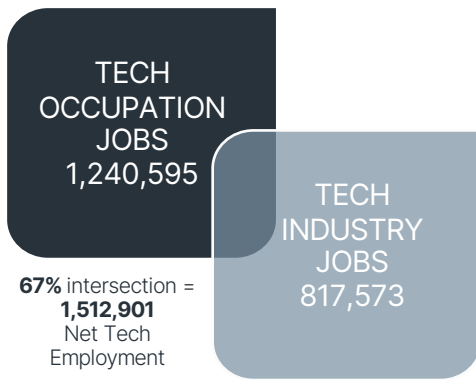
# Canada



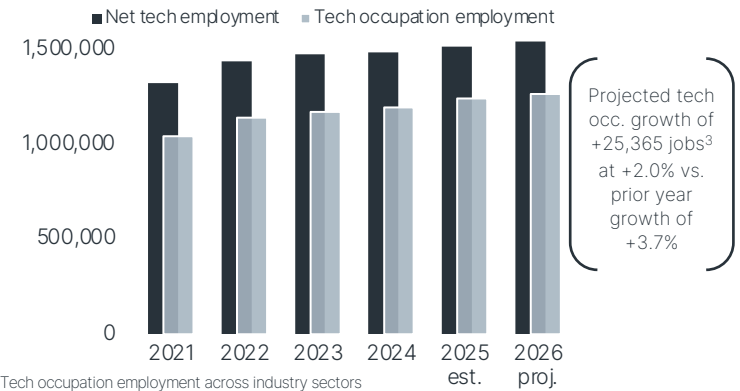
## STATE OF TECHNOLOGY SUMMARY

- 1,512,901 NET TECH EMPLOYMENT<sup>1</sup>
- 7.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 1,265,959 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 86,858 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 297,702 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 111,581 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
 Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT

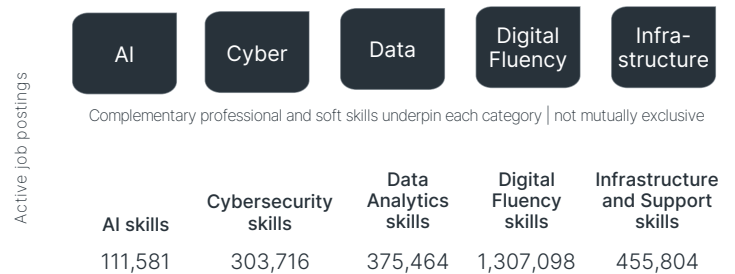


## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	437,013	2.3%	1.6x
Systems Analysts and Engineers, Cybersecurity	287,861	2.0%	1.4x
IT Support and Network Technicians	185,261	1.4%	1.0x
CIOs, IT and Telecom Managers	166,105	2.1%	1.4x
Database, Data Analyst and Data Science	102,512	2.2%	1.5x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

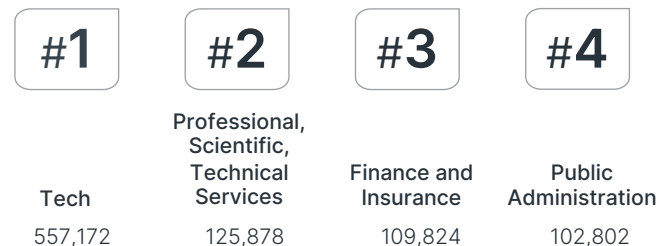
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

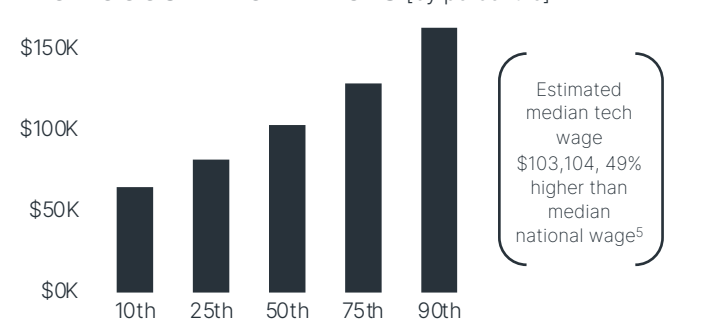
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2026

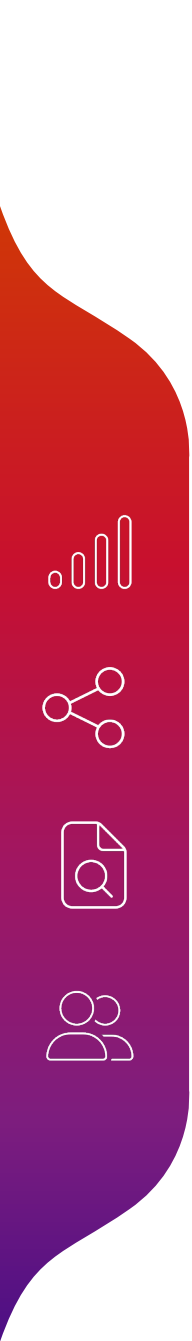


<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
 Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available



# PROVINCE SNAPSHOTS

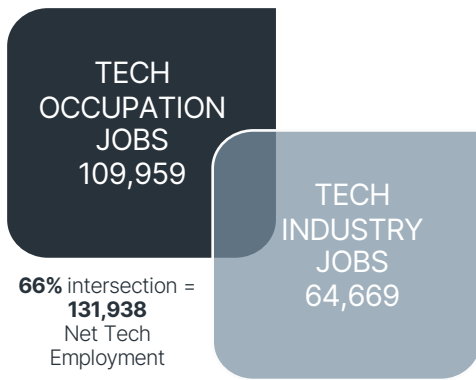
# Alberta



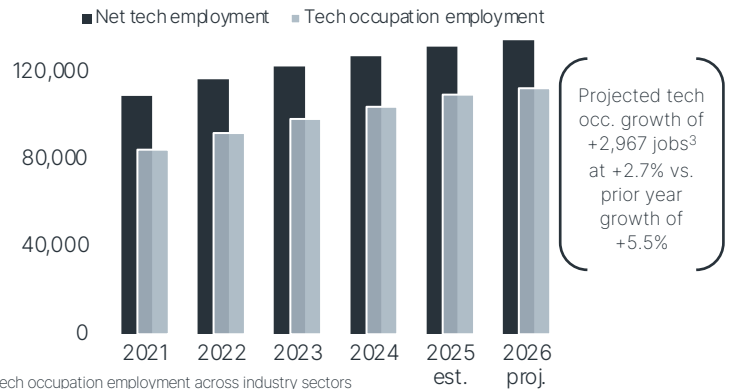
## STATE OF TECHNOLOGY SUMMARY

- 131,938 NET TECH EMPLOYMENT<sup>1</sup>
- 5.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 112,926 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 8,892 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 21,125 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 6,850 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
 Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT



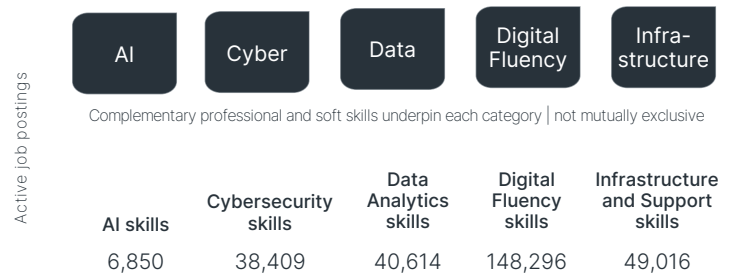
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	35,966	2.7%	1.9x
Systems Analysts and Engineers, Cybersecurity	29,071	2.3%	1.6x
IT Support and Network Technicians	17,575	1.7%	1.2x
CIOs, IT and Telecom Managers	12,532	3.4%	2.4x
Database, Data Analyst and Data Science	10,318	3.6%	2.5x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

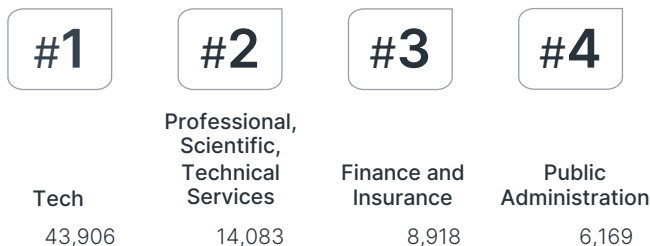
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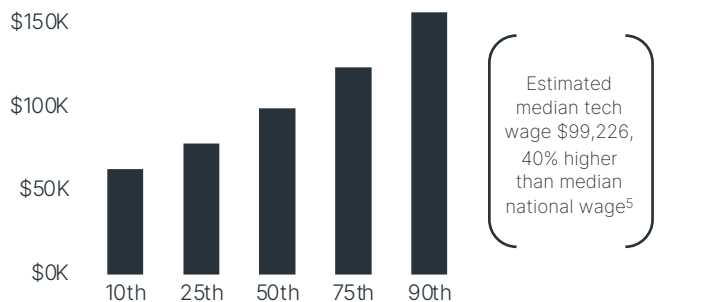
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Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
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## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

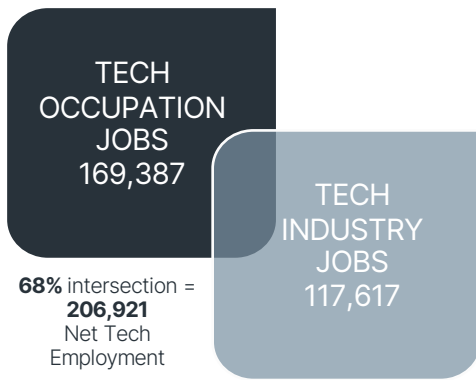
# British Columbia



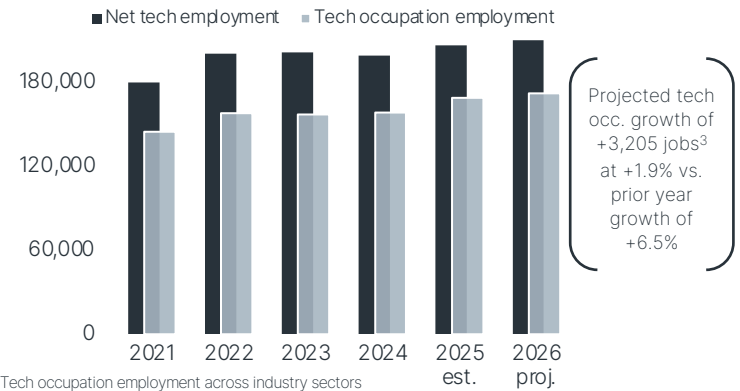
## STATE OF TECHNOLOGY SUMMARY

- 206,921 NET TECH EMPLOYMENT<sup>1</sup>
- 6.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 172,592 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 11,098 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 27,167 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 10,518 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
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## NET TECH EMPLOYMENT



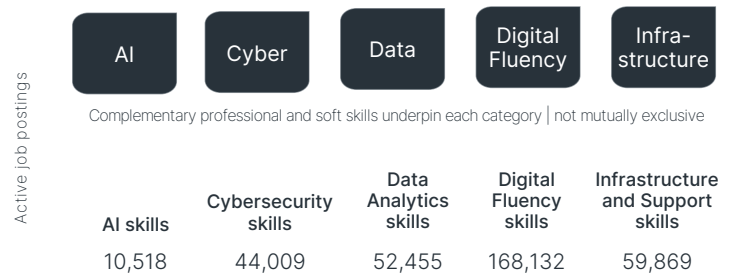
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	74,769	1.4%	1.0x
Systems Analysts and Engineers, Cybersecurity	29,979	2.4%	1.7x
IT Support and Network Technicians	24,100	0.3%	0.2x
CIOs, IT and Telecom Managers	20,587	3.9%	2.7x
Database, Data Analyst and Data Science	13,130	2.2%	1.5x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

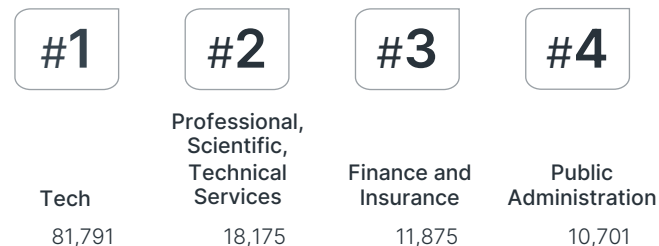
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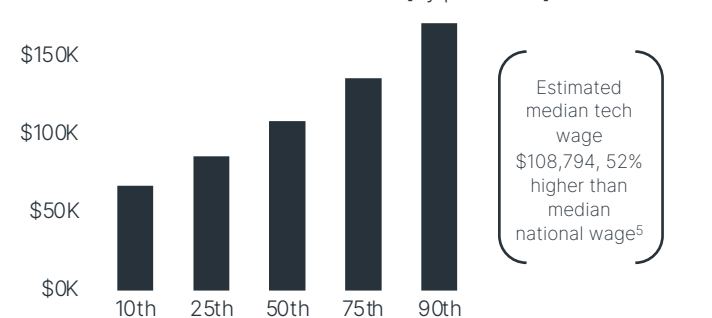
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<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

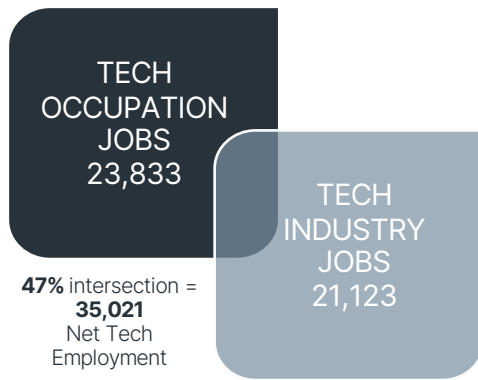
# Manitoba



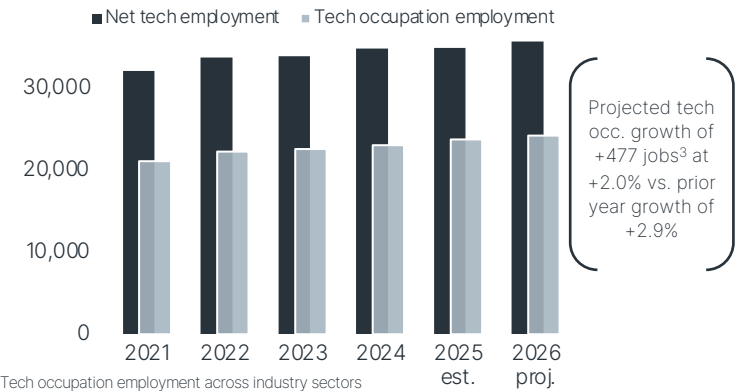
## STATE OF TECHNOLOGY SUMMARY

- 35,021 NET TECH EMPLOYMENT<sup>1</sup>
- 4.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 24,309 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 1,011 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 4,020 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 1,200 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
 Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT

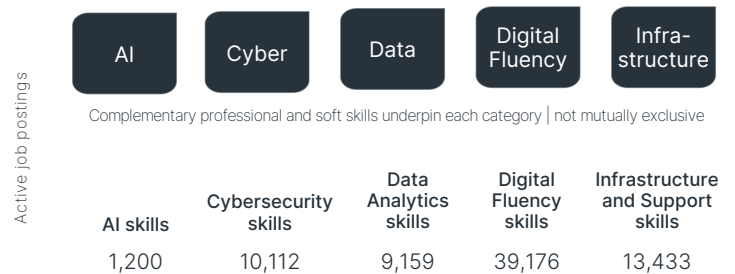


## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	6,994	2.8%	2.0x
IT Support and Network Technicians	5,760	2.1%	1.5x
Systems Analysts and Engineers, Cybersecurity	4,976	1.8%	1.3x
CIOs, IT and Telecom Managers	3,084	2.2%	1.5x
Database, Data Analyst and Data Science	1,940	-1.0%	0.0x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

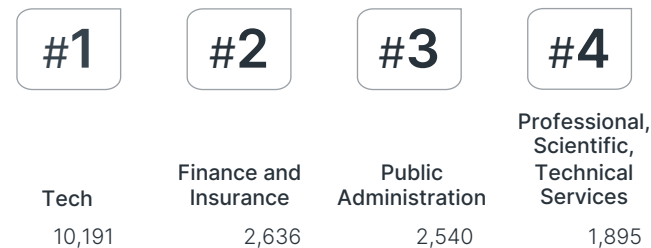
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

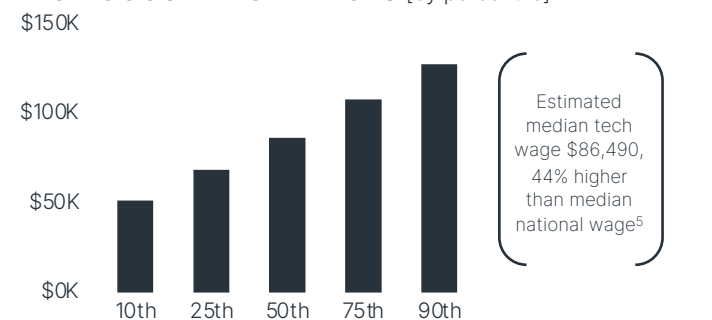
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
 Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

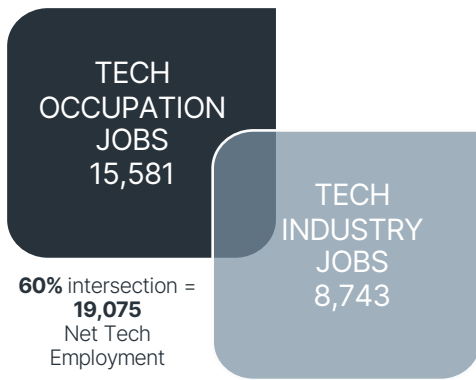
# New Brunswick



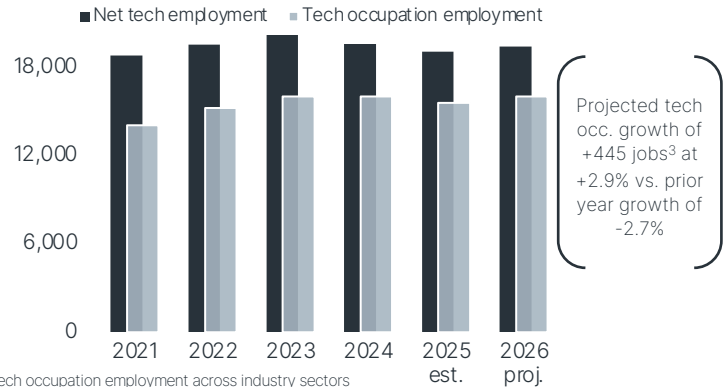
## STATE OF TECHNOLOGY SUMMARY

- 19,075 NET TECH EMPLOYMENT<sup>1</sup>
- 4.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 16,026 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 583 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 3,052 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 1,068 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
 Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT



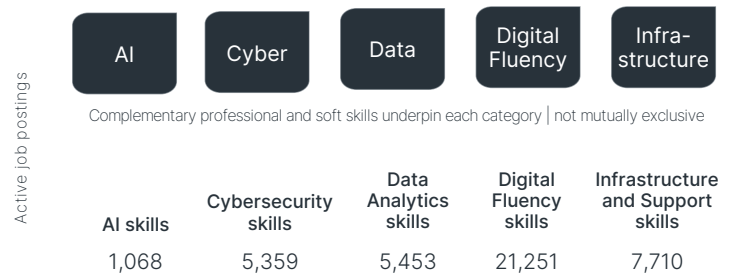
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	4,567	2.6%	1.8x
Systems Analysts and Engineers, Cybersecurity	3,562	5.2%	3.6x
IT Support and Network Technicians	3,552	1.9%	1.3x
CIOs, IT and Telecom Managers	1,736	2.3%	1.6x
Database, Data Analyst and Data Science	1,234	2.4%	1.7x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

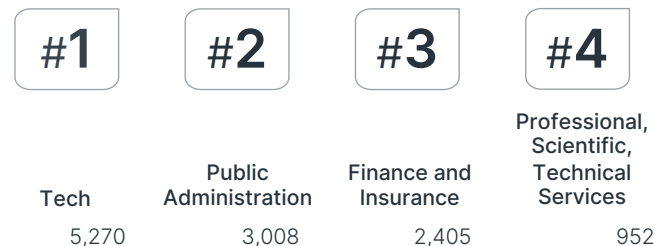
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

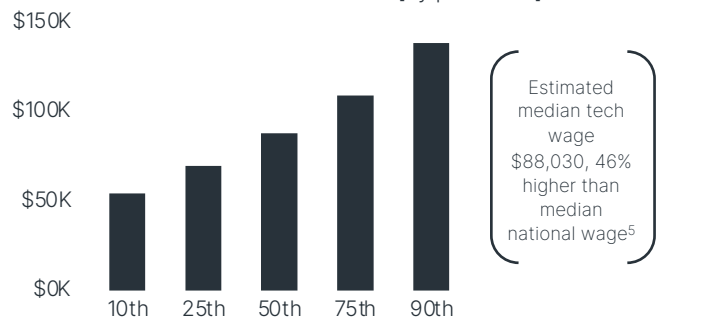
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
 Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

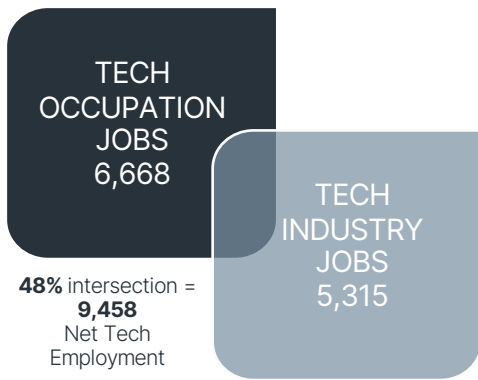
# Newfoundland & Labrador



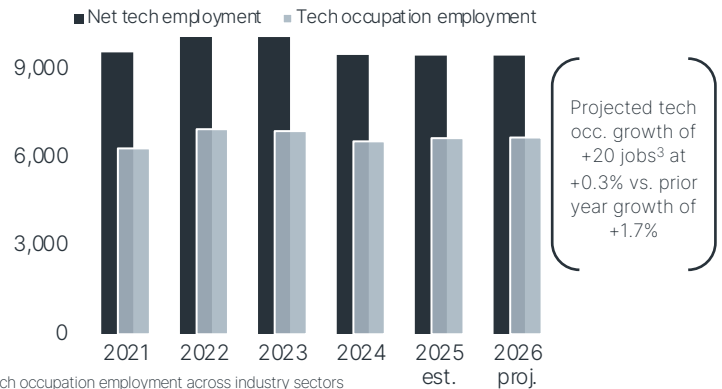
## STATE OF TECHNOLOGY SUMMARY

- 9,458 NET TECH EMPLOYMENT<sup>1</sup>
- 3.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 6,688 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 191 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 1,317 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 588 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
 Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT



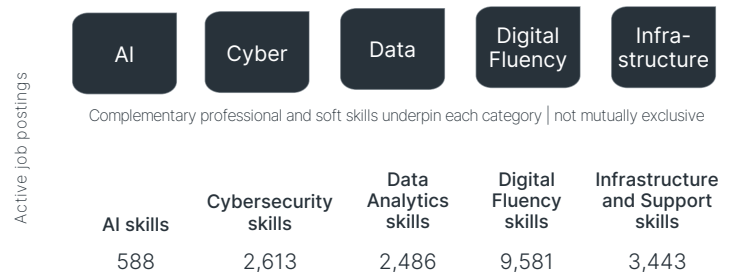
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

Category	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	1,962	2.2%	1.5x
Systems Analysts and Engineers, Cybersecurity	1,608	0.1%	0.1x
IT Support and Network Technicians	1,360	-0.6%	0.0x
CIOs, IT and Telecom Managers	799	-2.3%	0.0x
Database, Data Analyst and Data Science	365	-1.3%	0.0x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

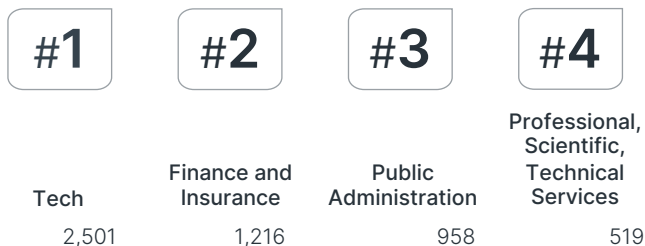
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

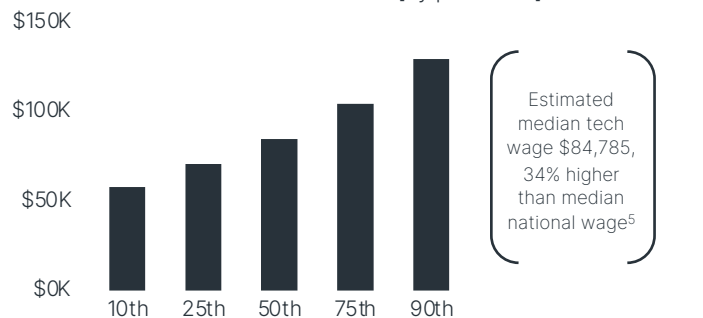
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
 Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

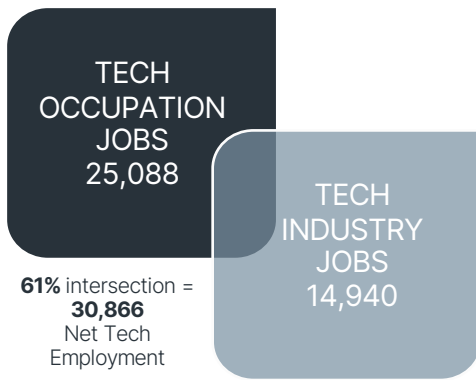
# Nova Scotia



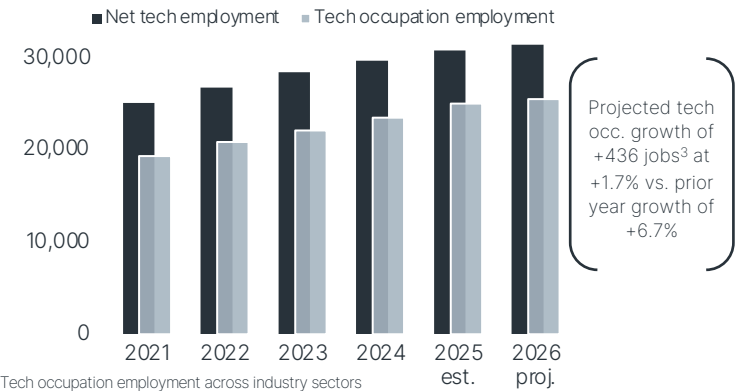
## STATE OF TECHNOLOGY SUMMARY

- 30,866 NET TECH EMPLOYMENT<sup>1</sup>
- 5.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 25,524 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 1,012 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 5,015 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 1,760 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT



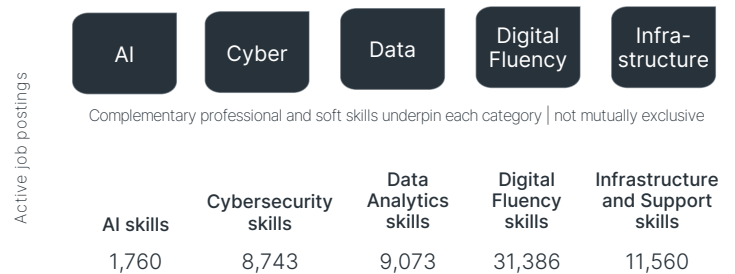
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	8,768	2.4%	1.6x
Systems Analysts and Engineers, Cybersecurity	6,278	0.7%	0.5x
IT Support and Network Technicians	4,486	2.2%	1.5x
CIOs, IT and Telecom Managers	2,749	2.6%	1.8x
Database, Data Analyst and Data Science	2,066	1.0%	0.7x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

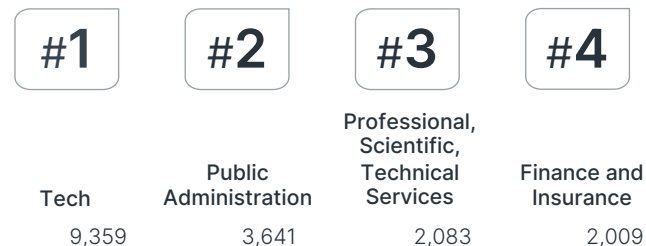
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

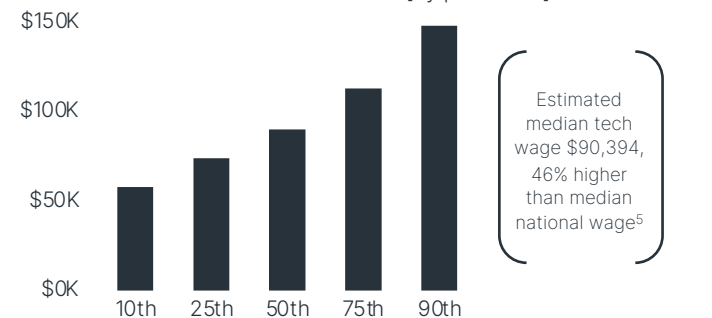
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

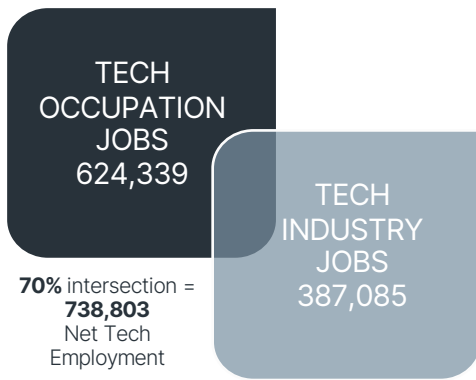
# Ontario



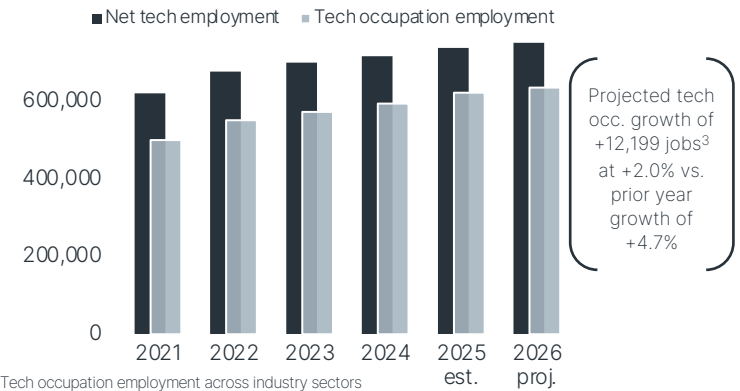
## STATE OF TECHNOLOGY SUMMARY

- 738,803 NET TECH EMPLOYMENT<sup>1</sup>
- 8.9% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 636,539 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 48,312 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 132,254 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 62,796 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT



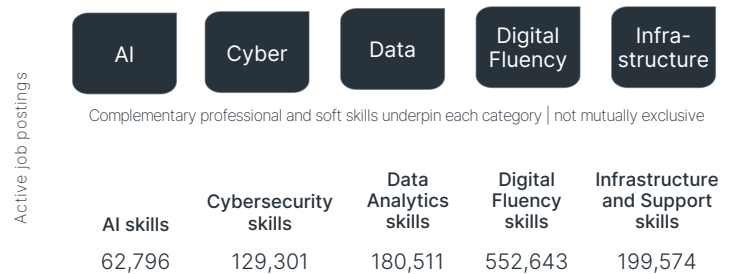
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

Category	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	219,891	2.7%	1.8x
Systems Analysts and Engineers, Cybersecurity	146,864	1.6%	1.1x
CIOs, IT and Telecom Managers	90,195	1.9%	1.3x
IT Support and Network Technicians	82,433	0.7%	0.5x
Database, Data Analyst and Data Science	57,837	2.3%	1.6x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

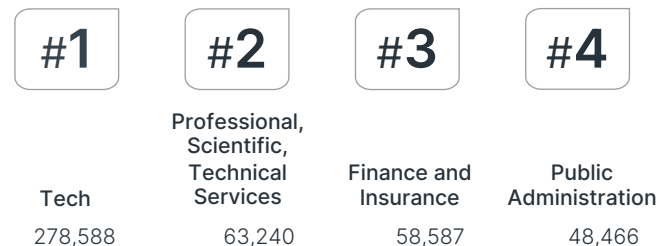
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

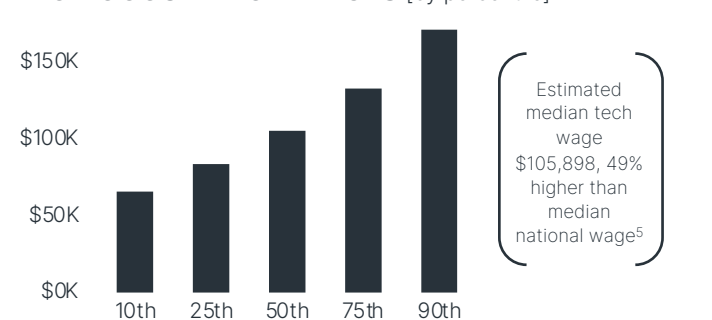
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

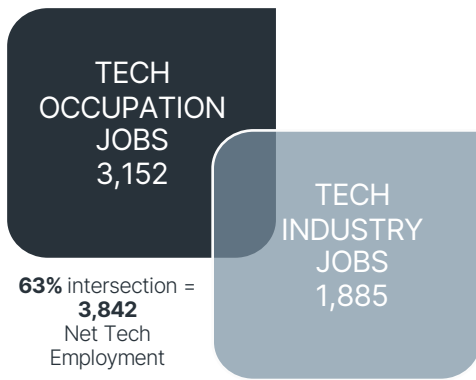
# Prince Edward Island



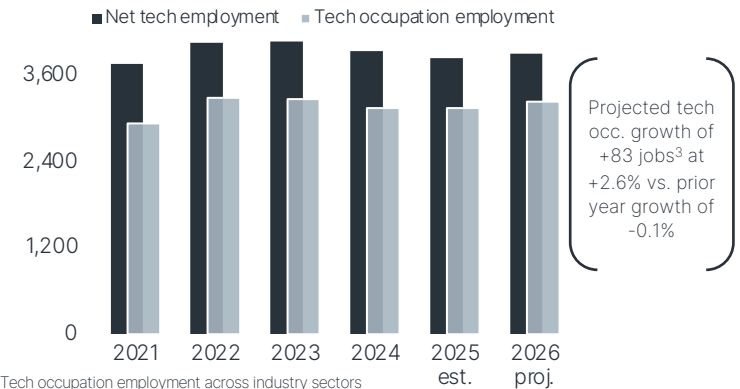
## STATE OF TECHNOLOGY SUMMARY

- 3,842 NET TECH EMPLOYMENT<sup>1</sup>
- 4.1% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 3,236 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 139 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 470 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 200 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
 Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT



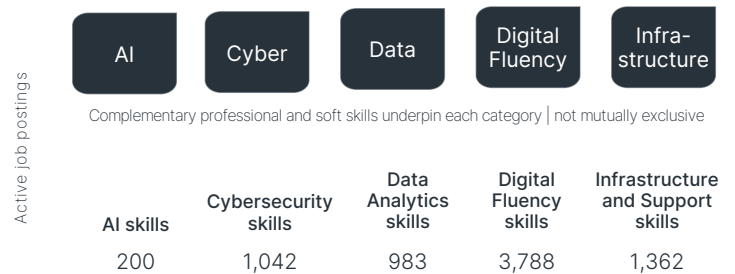
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	957	1.1%	0.8x
Systems Analysts and Engineers, Cybersecurity	850	1.8%	1.3x
IT Support and Network Technicians	498	6.6%	4.6x
CIOs, IT and Telecom Managers	469	3.0%	2.1x
Database, Data Analyst and Data Science	165	2.8%	1.9x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

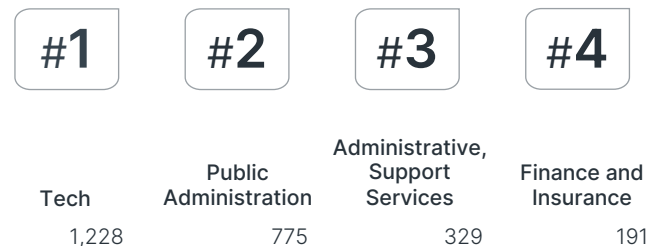
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

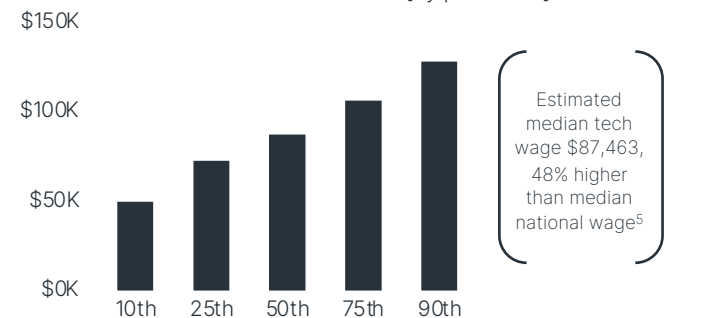
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
 Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

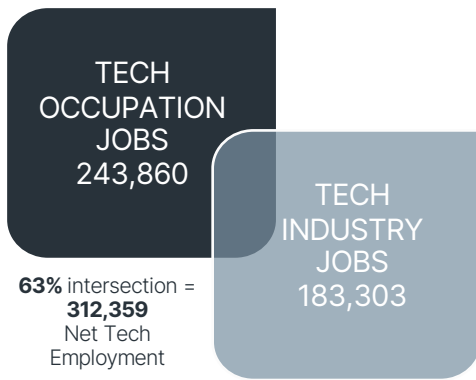
# Quebec



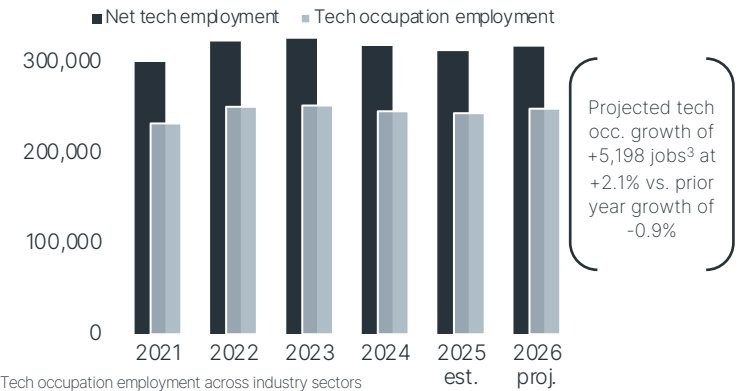
## STATE OF TECHNOLOGY SUMMARY

- 312,359 NET TECH EMPLOYMENT<sup>1</sup>
- 6.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 249,057 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 14,655 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 83,434 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 17,517 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT



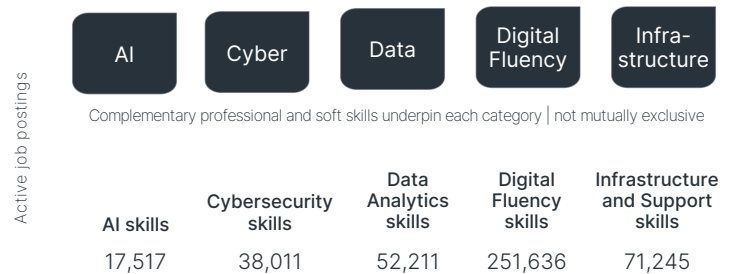
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	79,466	1.8%	1.2x
Systems Analysts and Engineers, Cybersecurity	59,694	2.8%	2.0x
IT Support and Network Technicians	40,574	3.2%	2.2x
CIOs, IT and Telecom Managers	32,089	0.8%	0.5x
Database, Data Analyst and Data Science	13,771	1.3%	0.9x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

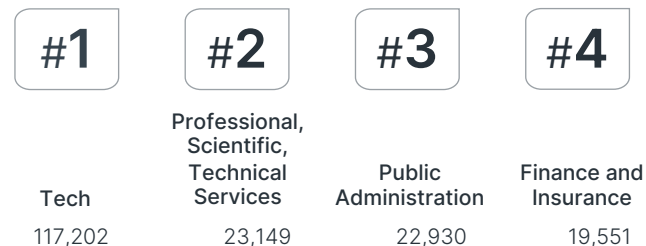
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

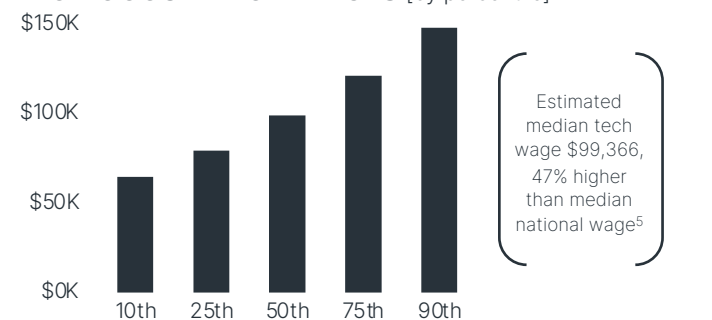
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

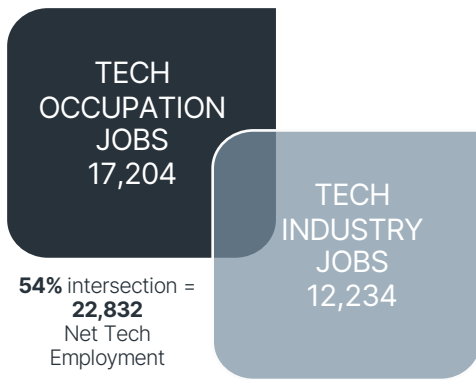
# Saskatchewan



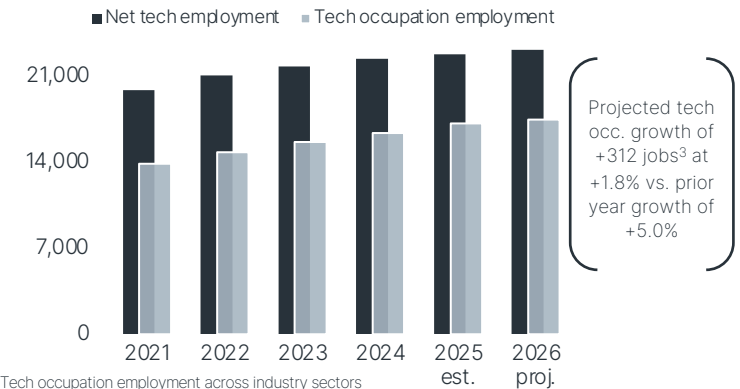
## STATE OF TECHNOLOGY SUMMARY

- 22,832 NET TECH EMPLOYMENT<sup>1</sup>
- 3.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 17,516 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 914 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 4,630 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 1,184 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



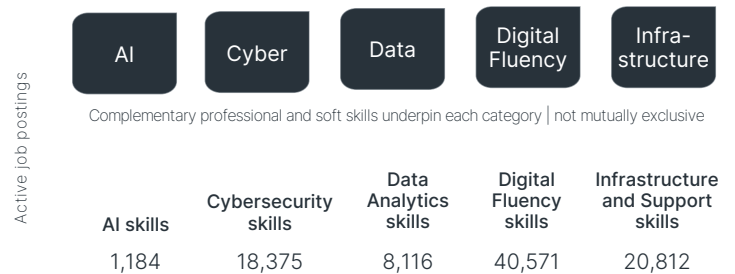
## NET TECH EMPLOYMENT



## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Systems Analysts and Engineers, Cybersecurity	4,610	3.2%	2.2x
IT Support and Network Technicians	4,419	-0.4%	0.0x
Software Developers and Engineers, Software QA, Web Developers	3,532	1.7%	1.2x
CIOs, IT and Telecom Managers	1,613	4.4%	3.1x
Database, Data Analyst and Data Science	1,540	3.7%	2.5x

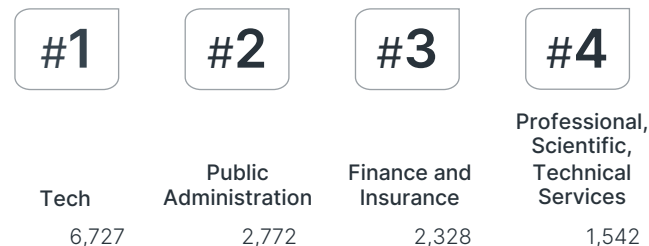
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



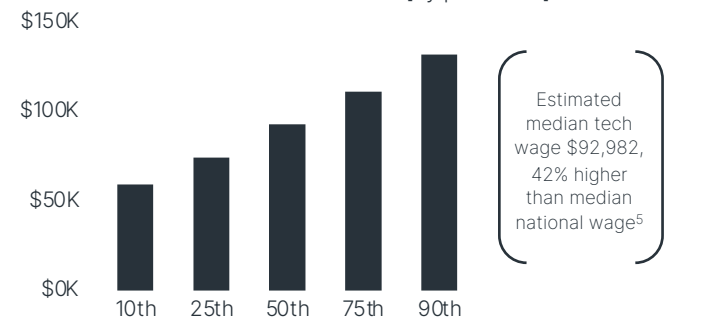
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



## TECH OCCUPATION WAGES [by percentile]



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

<sup>5</sup>2025 data | most recent available



# METRO AREA SNAPSHOTS

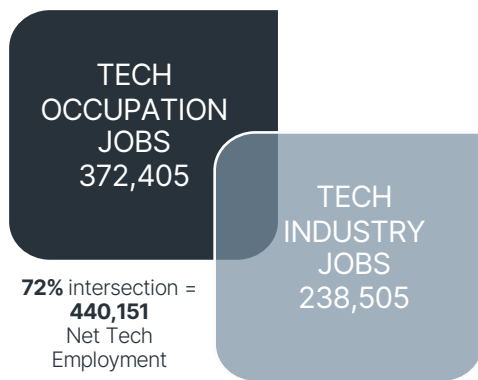
# Toronto



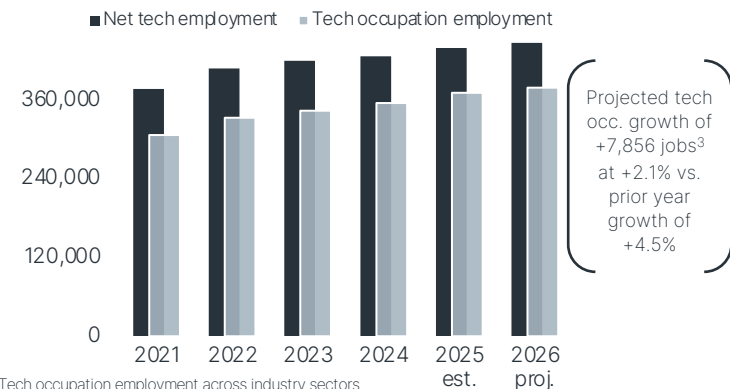
## STATE OF TECHNOLOGY SUMMARY

- 440,151 NET TECH EMPLOYMENT<sup>1</sup>
- 11.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 380,261 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 19,001 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 79,982 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 37,206 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT



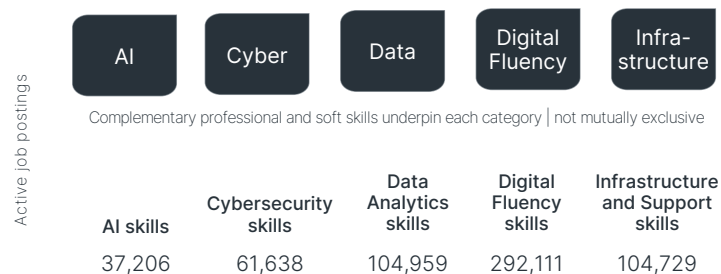
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	135,684	2.7%	1.9x
Systems Analysts and Engineers, Cybersecurity	85,379	2.3%	1.6x
CIOs, IT and Telecom Managers	57,159	2.2%	1.6x
IT Support and Network Technicians	44,146	0.3%	0.2x
Database, Data Analyst and Data Science	35,864	2.1%	1.5x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

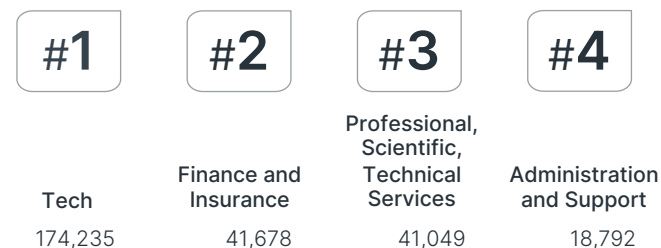
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

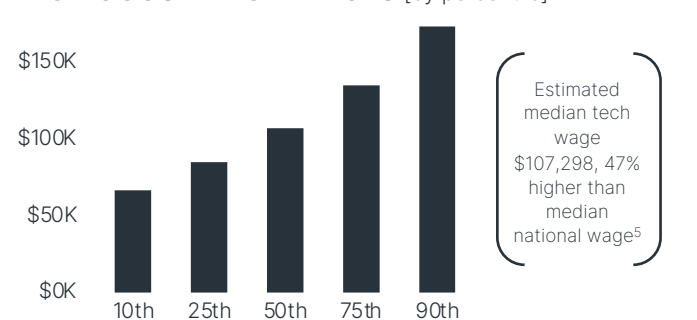
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

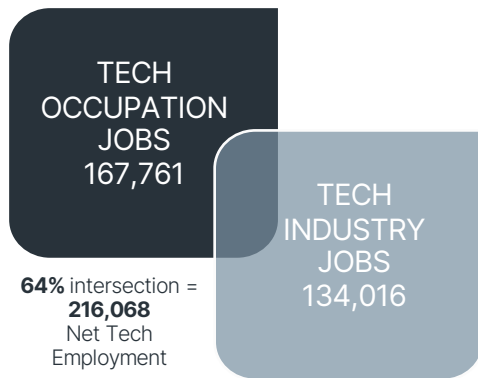
# Montreal



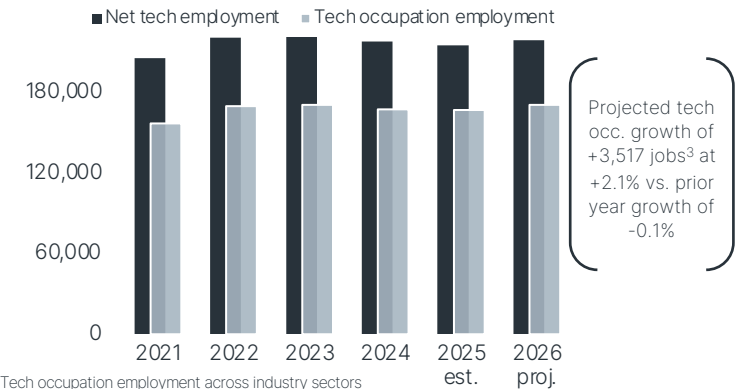
## STATE OF TECHNOLOGY SUMMARY

- 216,068 NET TECH EMPLOYMENT<sup>1</sup>
- 8.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 171,278 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 7,688 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 44,241 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 10,880 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
 Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT

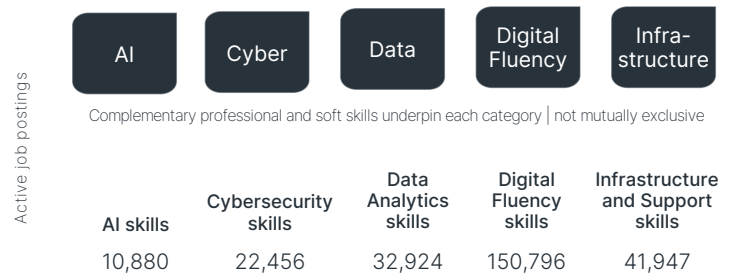


## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	59,278	1.5%	1.0x
Systems Analysts and Engineers, Cybersecurity	38,769	2.5%	1.7x
IT Support and Network Technicians	25,083	4.3%	3.0x
CIOs, IT and Telecom Managers	23,691	0.6%	0.4x
Database, Data Analyst and Data Science	10,071	1.1%	0.8x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

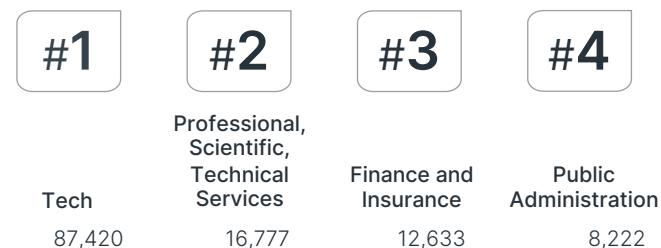
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

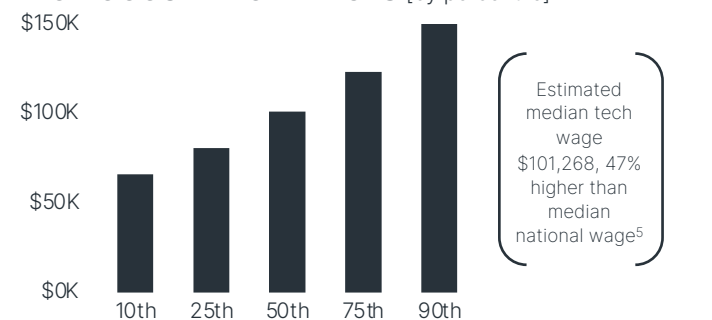
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
 Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

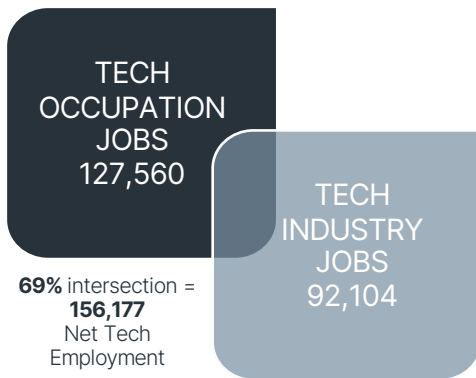
# Vancouver



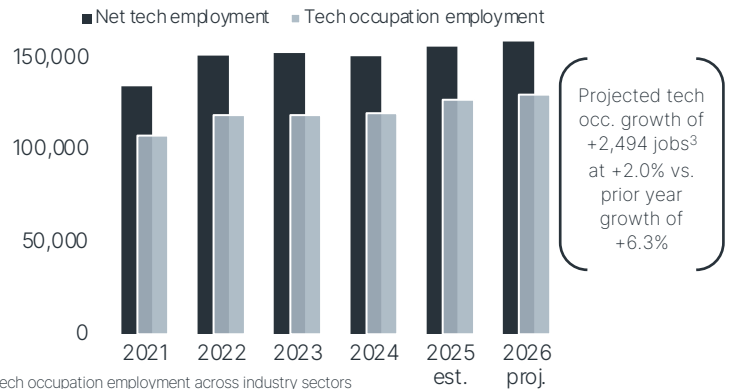
## STATE OF TECHNOLOGY SUMMARY

- 156,177 NET TECH EMPLOYMENT<sup>1</sup>
- 9.0% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 130,054 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 4,607 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 19,700 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 7,921 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT



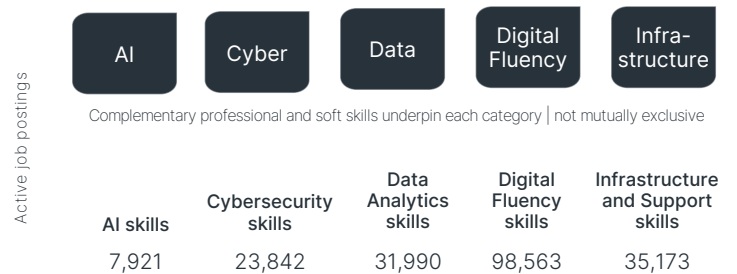
<sup>3</sup>Tech occupation employment across industry sectors

## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	60,175	1.7%	1.1x
Systems Analysts and Engineers, Cybersecurity	21,909	2.2%	1.5x
IT Support and Network Technicians	16,079	-0.2%	0.0x
CIOs, IT and Telecom Managers	15,267	4.3%	3.0x
Database, Data Analyst and Data Science	9,549	2.7%	1.9x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

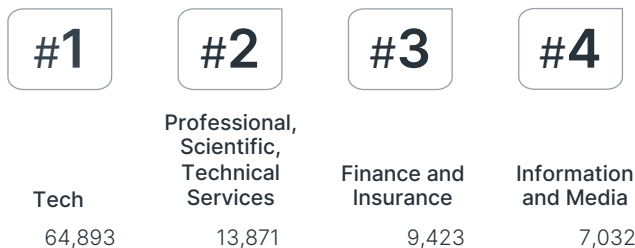
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

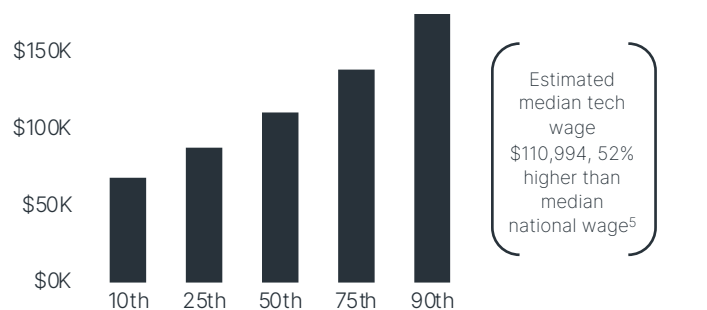
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2025 data | most recent available

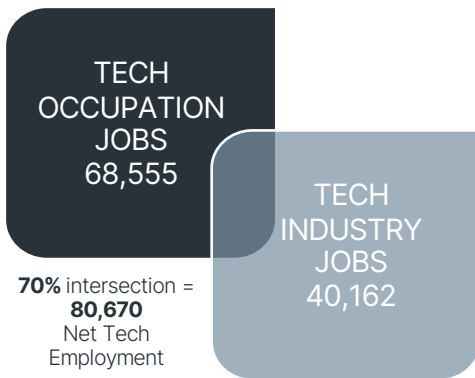
# Calgary



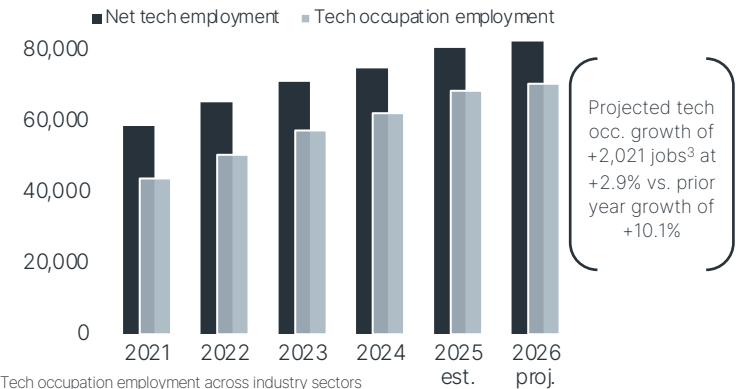
## STATE OF TECHNOLOGY SUMMARY

- 80,670 NET TECH EMPLOYMENT<sup>1</sup>
- 8.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 70,576 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 3,046 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 9,360 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 3,155 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



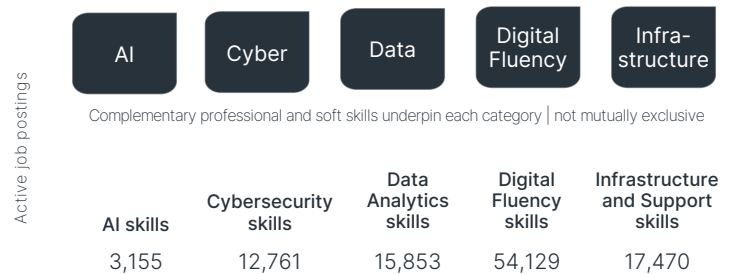
## NET TECH EMPLOYMENT



## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	24,860	2.5%	1.7x
Systems Analysts and Engineers, Cybersecurity	16,629	2.8%	1.9x
IT Support and Network Technicians	9,721	2.5%	1.7x
CIOs, IT and Telecom Managers	8,509	4.7%	3.3x
Database, Data Analyst and Data Science	6,563	2.9%	2.0x

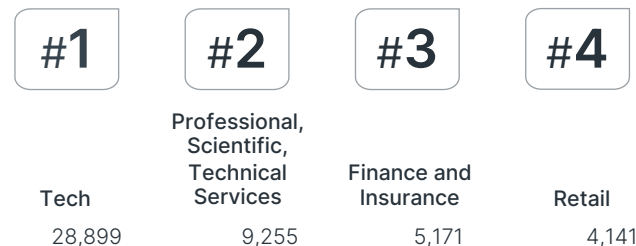
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



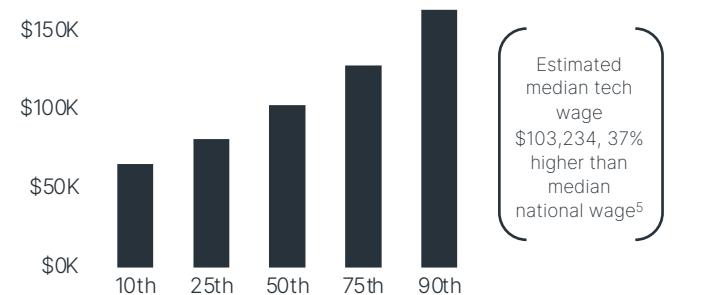
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



## TECH OCCUPATION WAGES [by percentile]



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

<sup>5</sup>2025 data | most recent available

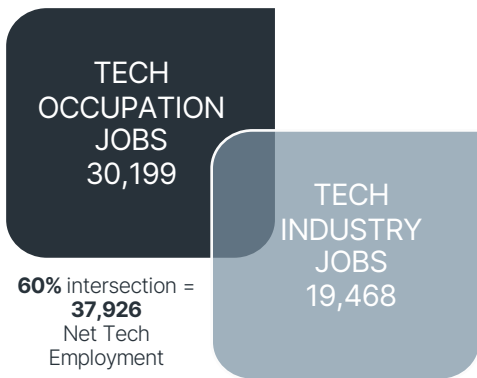
# Edmonton



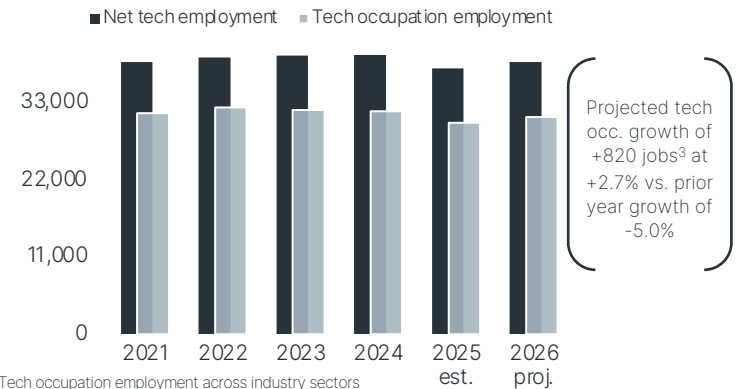
## STATE OF TECHNOLOGY SUMMARY

- 37,926 NET TECH EMPLOYMENT<sup>1</sup>
- 4.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 31,019 TECH OCCUPATION EMPLOYMENT [2026 projection]
- 1,535 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 5,665 EMPLOYER JOB POSTINGS [2025 active postings total for tech occupations]
- 1,794 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2025 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2025-2026 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT

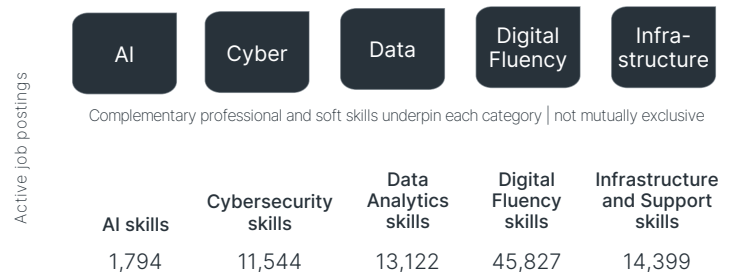


## TECH OCCUPATION CATEGORY GROWTH

	2025 base	2026 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Systems Analysts and Engineers, Cybersecurity	9,905	1.7%	1.2x
Software Developers and Engineers, Software QA, Web Developers	8,427	4.1%	2.9x
IT Support and Network Technicians	4,723	1.5%	1.1x
Database, Data Analyst and Data Science	3,144	4.9%	3.4x
CIOs, IT and Telecom Managers	2,847	-0.2%	0.0x

<sup>4</sup>Projected growth rate for 2026 | <sup>4</sup>Benchmark comparison to overall national rate of 1.4%

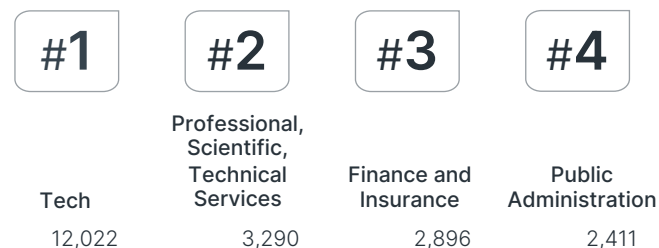
## EMPLOYER HIRING FOR ESSENTIAL SKILLS



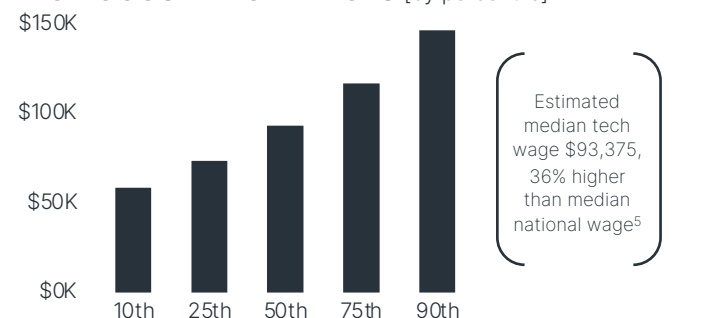
CompTIA analysis of Lightcast employer job posting data | Totals across all jobs | 2025

## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025



## TECH OCCUPATION WAGES [by percentile]



<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

<sup>5</sup>2025 data | most recent available



# APPENDIX TABLES

NET TECH EMPLOYMENT	2020	2021	2022	2023	2024	2025	2026 proj.
Canada	1,205,321	1,322,731	1,435,601	1,472,950	1,484,736	1,512,901	1,540,833
Alberta	99,431	109,199	116,788	122,727	127,388	131,938	134,897
British Columbia	158,929	180,256	200,887	202,017	199,823	206,921	210,555
Manitoba	28,546	32,175	33,846	33,988	34,916	35,021	35,832
New Brunswick	17,036	18,784	19,552	20,256	19,582	19,075	19,401
Newfoundland and Labrador	8,688	9,579	10,213	10,101	9,480	9,458	9,468
Nova Scotia	22,605	25,145	26,814	28,490	29,708	30,866	31,455
Ontario	571,219	621,184	677,647	701,424	717,207	738,803	752,504
Prince Edward Island	3,314	3,761	4,058	4,078	3,944	3,842	3,908
Quebec	275,048	300,853	322,885	326,252	318,433	312,359	317,827
Saskatchewan	18,762	19,915	21,118	21,845	22,447	22,832	23,195
Toronto	348,593	378,168	408,944	420,938	427,952	440,151	448,655
Montreal	187,541	206,202	221,477	223,710	218,923	216,068	219,879
Toronto	117,706	134,575	151,424	152,845	151,231	156,177	159,035
Calgary	52,924	58,720	65,445	71,143	74,931	80,670	82,587
Edmonton	35,429	38,817	39,524	39,716	39,826	37,926	38,822
<b>INDUSTRY EMPLOYMENT</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 proj.</b>
Canada	697,760	741,793	816,225	838,248	824,136	817,573	832,045
Alberta	56,793	58,968	62,511	64,410	64,607	64,669	65,877
British Columbia	90,443	100,159	122,338	126,283	119,282	117,617	119,754
Manitoba	16,938	19,817	21,091	20,525	21,220	21,123	21,714
New Brunswick	9,466	10,341	9,937	10,152	9,127	8,743	8,646
Newfoundland and Labrador	5,303	5,864	6,198	6,193	5,499	5,315	5,280
Nova Scotia	11,951	12,951	13,839	14,918	14,915	14,940	15,290
Ontario	334,289	347,570	378,556	388,714	386,412	387,085	394,553
Prince Edward Island	1,797	1,951	1,944	2,063	2,049	1,885	1,900
Quebec	159,195	171,696	186,540	191,509	187,682	183,303	185,972
Saskatchewan	10,820	11,648	12,515	12,790	12,693	12,234	12,405
Toronto	208,275	215,981	235,730	242,411	238,117	238,505	242,629
Montreal	115,958	125,539	135,831	138,523	136,477	134,016	136,021
Vancouver	69,619	77,528	95,221	98,534	93,426	92,104	93,874
Calgary	33,837	36,313	39,209	39,867	39,349	40,162	40,910
Edmonton	17,928	17,823	18,071	19,302	20,037	19,468	19,825
<b>OCCUPATION EMPLOYMENT</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>	<b>2026 proj.</b>
Canada	917,923	1,042,714	1,138,971	1,170,846	1,195,849	1,240,595	1,265,959
Alberta	73,755	84,605	92,267	98,853	104,226	109,959	112,926
British Columbia	122,686	145,022	158,367	157,675	159,014	169,387	172,592
Manitoba	18,709	21,169	22,370	22,676	23,156	23,833	24,309
New Brunswick	12,502	14,077	15,218	16,016	16,020	15,581	16,026
Newfoundland and Labrador	5,593	6,314	6,958	6,901	6,557	6,668	6,688
Nova Scotia	16,866	19,375	20,914	22,138	23,516	25,088	25,524
Ontario	444,456	501,447	552,244	573,950	596,206	624,339	636,539
Prince Edward Island	2,443	2,934	3,294	3,273	3,154	3,152	3,236
Quebec	206,826	232,493	251,067	252,209	246,088	243,860	249,057
Saskatchewan	12,802	13,883	14,824	15,664	16,384	17,204	17,516
Toronto	274,391	307,551	334,415	344,470	356,363	372,405	380,261
Montreal	139,340	157,613	170,410	171,634	167,863	167,761	171,278
Vancouver	90,800	108,104	119,075	119,110	120,010	127,560	130,054
Calgary	37,953	43,873	50,651	57,469	62,264	68,555	70,576
Edmonton	27,381	31,515	32,371	32,038	31,788	30,199	31,019

Source: Lightcast | Canadian Government Statistics | CompTIA



# METHODOLOGY

### **CLASSIFICATION SYSTEMS AND CHANGES OVER TIME**

State of the Tech Workforce Canada utilizes the North American Industrial Classification System (NAICS) to define the tech industry. The NAICS is a hierarchical system, with six-digit numbers assigned to the most specific industries. The NAICS is constructed around the concept of production and is able to reflect advances in technology, including many new service-oriented businesses. Economic units with similar production processes are classified in the same industry. Because State of the Tech Workforce Canada analyzes the tech industry by using industry classifications, the report in general focuses on companies and sectors, not individual occupations.

NAICS was devised by the United States, Canada, and Mexico to allow industry analysis across all three nations. NAICS codes are revised periodically to reflect the emergence of new industry sectors or sub-sectors. The State of the Tech Workforce Canada NAICS definition of the tech industry has evolved over the years to reflect these changes. Consequently, the data in this report may not be entirely comparable with previous reports.

For occupation analysis, State of the Tech Workforce Canada utilizes National Occupational Classification (NOC) System, which is a standard used by federal agencies to classify workers into occupational categories.

Additionally, government labor market sources do occasionally enact backward revisions to the data, which may affect year-over-year comparisons, especially with percent changes. The wage data is presented as current dollars, meaning the figures are for the given year and not adjusted for inflation.

### **NET TECH EMPLOYMENT**

The tech workforce consists of two primary components. The foundation is the set of technology occupation professionals working in technical positions, such as IT support, network engineering, software development and every related roles. Many of these professionals work for technology companies (67%), but many others are employed by organizations across every industry sector in the Canadian economy (33%).

The second component of the discussion consists of the business professionals employed by technology companies. These professionals play an important role in supporting the development and delivery of the technology products and services used throughout the economy. About 18% of the net tech employment total consists of tech industry business professionals.

See page 5 of this report for more details on the concept of Net Tech Employment.

### **TECH INDUSTRY DEFINITION**

There are a number of considerations when developing a definition of the technology industry. In some cases, NAICS codes do not perfectly reflect industry dynamics. This can be especially challenging in times of rapid innovation, when new tech sectors emerge in a short period of time. More recently, the degree to which technology has become core to so many industry sectors poses new questions. For example, a technology platform designed to facilitate the online sale of goods may have traditionally been viewed as a retailer, although given the intense use of technology, an argument could be made to classify it as a technology firm.

Conceptually, State of the Tech Workforce Canada focuses on the sectors involved in making, creating, enabling, integrating, or supporting technology, whether as a product or service. At this time, State of the Tech Workforce Canada does not include industry sectors categorized primarily as users of technology.

State of the Tech Workforce Canada includes 14 NAICS codes in its definition of the tech industry. Broadly these can be thought of in two broad categories: tech manufacturing and tech services. These industries sufficiently represent the technology industry within the framework provided under the NAICS system.

### **TECH OCCUPATION DEFINITION**

The occupations covered by State of the Tech Workforce Canada are broadly categorized into core information technology (IT) positions and then engineering, repair, technician, and assembly positions. In total, 17 distinct NOCs are used to define the tech occupations found across every industry sector of the economy.

### **JOB POSTING DATA**

Job posting data in this report refers to active job postings—postings that were live during the time period, even if originally posted in a previous period. Quarterly job postings data are estimates and should be viewed as directional. The essential skills job postings chart is based on skills categorization groupings created by CompTIA using Lightcast employer job posting data.

CompTIA is responsible for all content contained in this report. Any questions regarding this report should be directed to CompTIA Research & Market Intelligence staff at [research@comptia.org](mailto:research@comptia.org).



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