

## The Alberta Living Wage Network’s 2025 Report Airdrie’s Living Wage Calculation

### Summary:

On November 13, 2025, the Alberta Living Wage Network (ALWN) released its [Alberta Living Wage Report](#) which includes Airdrie’s Living Wage rates. This document provides background information on the Alberta Living Wage Network and Airdrie’s 2025 Living Wage calculation.

### Background:

#### What is Living Wage?

The [ALWN](#) describes that Living Wage reflects the actual costs a resident and/or family need(s) to maintain a good quality of life once government transfers have been added to the family’s income and taxes have been subtracted. It includes the basic needs of an average household (food, shelter, clothing) and considers unexpected costs, small investments in education, childcare and participating in the community (recreational activities, entertainment, etc.). It assumes that each adult is working full-time (35 hours/week), and it is based on three household types as described below.

#### How is Living Wage Calculated?

The ALWN has developed a standardized methodology for calculating living wages across the province and calculates a community’s living wage in collaboration with a municipality/organization. It is based on the income needs of the following three household types: 1) A two-parent family with two young children; 2) A lone-parent family with one young child; 3) A single individual living alone.

#### City of Airdrie & the Alberta Living Wage Network

The City of Airdrie joined the ALWN in 2022 and first officially released its Living Wage numbers in November 2024. The Living Wage aligns with the [City of Airdrie’s Social Policy \(2020\)](#) and [Council’s Caring Community Focus Area \(2023-26\)](#) in that a Living Wage could potentially help some residents stay in the community as well as more fully participate in community life.

#### The Alberta Living Wage Network’s 2025 Media Release

The ALWN distributes an annual province-wide Living Wage media release. The 2025 [media release](#) includes living wage numbers from 21 participating Alberta communities. Of these 21 communities, 15 saw their living wage increase year-over-year, due to rising housing, transportation, childcare and food costs.

#### Airdrie’s 2025 Living Wage Calculation

Airdrie’s 2025 Living Wage rates have increased over last year, as presented in Table 1.

**Table 1. Airdrie’s 2024 and 2025 living wage numbers by household type**

Household types	2024	2025	% change
<i>Family of four (two incomes/two children)</i>	\$21.96	\$28.80	+31.1%
<i>Lone parent (one income/one child)</i>	\$31.35	\$35.61	+13.6%
<i>Single individual (one income)</i>	\$26.26	\$27.45	+4.5%
<i>Weighted average of three household types above</i>	<b>\$24.30</b>	<b>\$29.00</b>	<b>+19.3%</b>

**Airdrie’s Ranking Among Participating Communities (2025)**

Airdrie has the second highest living wage (\$29.00) of the participating Alberta communities. Airdrie’s living wage increased by 19.3% from 2024 to 2025 (the largest increase of all participating communities), as highlighted in Table 2.

**Table 2. 2025 Living wage rates by participating Alberta community (highest to lowest)**

Community	2024 Living Wage Rate	2025 Living Wage Rate	% Change
1. Jasper	\$31.40	\$31.80	+1.3%
2. Airdrie	\$24.30	\$29.00	+19.3%
3. Calgary	\$24.45	\$26.50	+8.4%
4. St. Albert	\$21.75	\$25.60	+17.7%
5. Stony Plain	\$21.30	\$24.30	+14.1%
6. Spruce Grove	\$20.65	\$23.70	+14.8%
7. High River	\$21.50	\$23.40	+8.8%
8. Fort McMurray	\$23.50	\$23.00	-2.1%
9. Edmonton	\$20.85	\$22.30	+7.0%
9. Lethbridge	\$20.00	\$22.30	+11.5%
10. Bonnyville	\$23.60	\$22.15	-6.1%
11. Brooks	\$18.50	\$22.00	+18.9%
12. Rocky Mountain House	\$23.75	\$21.85	-8.0%
13. Grande Prairie	\$18.85	\$21.80	+15.6%
14. Lloydminster (AB/SK)	\$18.75	\$21.65	+15.5%
15. Barrhead	\$24.50	\$21.55	-12.0%
16. Special Areas	\$22.60	\$21.25	-6.0%
17. Red Deer	\$18.90	\$20.65	+9.3%
18. Drayton Valley	\$19.85	\$20.35	+2.5%
19. Cold Lake	\$19.55	\$19.10	-2.3%
20. Medicine Hat	\$17.55	\$18.15	+3.4%

**Why has Airdrie’s Living Wage number increased?**

Airdrie’s Living Wage increased from \$24.30 in 2024 to \$29.00 in 2025. The primary driver was a rise in rental costs, particularly for three-bedroom units. Airdrie has a limited supply of purpose-built 3-bedroom rentals, and demand is strong. Rental rates increased faster than inflation, suggesting market pressures beyond general cost-of-living increases. These trends highlight the need for affordable housing strategies and solutions.

Apart from rising housing costs, childcare costs were also a major factor in Airdrie’s Living Wage increase for households with children. Rising costs for transportation and food account for the remaining increases across all household types.

### **Why does the City of Airdrie share this information publicly?**

The Living Wage is a key datapoint for our community and offers insights into affordability challenges some residents may be experiencing. It reflects what a household needs to cover essentials like rent, food, transportation and other costs. Sharing this data:

- Highlights affordability challenges some residents face.
- Provides insights for planning and advocacy for government and social service providers.
- Can build public support for initiatives such as affordable housing and programs that strengthen social well-being.

### **For More Information:**

The Alberta Living Wage Network provides information and resources including answers to [Common Questions](#), past reports, the [Alberta Living Wage Employer Guide](#) and more. Visit [www.livingwagealberta.ca](http://www.livingwagealberta.ca) or email [info@livingwagealberta.ca](mailto:info@livingwagealberta.ca).

For more information from the City of Airdrie, please contact the Social Planning Department at [social.planning@airdrie.ca](mailto:social.planning@airdrie.ca).