

Provincial Labour Stress Score Data Tables

Complete LSS scores, component breakdowns, scenario projections, and tier classifications for all 10 Canadian provinces. Data aligned with LSS Methodology Report Table 2 (normalized calculations).

Table 1: Provincial LSS Rankings & Tier Classification

Tier thresholds: Critical (>60), Elevated (55-59.9), Moderate (<54.5)

| # | Province | LSS | Tier | Unemp. | Depression | Job Insecurity | Tech Anxiety |
|----|-------------------------|------|----------|--------|------------|----------------|--------------|
| 1 | Newfoundland & Labrador | 64.8 | Critical | 10.5% | 18.5% | 68/100 | 62/100 |
| 2 | Ontario | 57.9 | Elevated | 7.9% | 17.2% | 61/100 | 63/100 |
| 3 | Prince Edward Island | 56.8 | Elevated | 7.1% | 17.8% | 58/100 | 60/100 |
| 4 | Alberta | 56.3 | Elevated | 6.7% | 17.8% | 57/100 | 64/100 |
| 5 | New Brunswick | 55.3 | Elevated | 6.5% | 17.6% | 56/100 | 60/100 |
| 6 | Saskatchewan | 55.3 | Elevated | 6.4% | 19.4% | 55/100 | 59/100 |
| 7 | British Columbia | 54.6 | Elevated | 6.3% | 17.3% | 55/100 | 62/100 |
| 8 | Nova Scotia | 54.6 | Elevated | 6.4% | 17.5% | 55/100 | 61/100 |
| 9 | Manitoba | 53 | Moderate | 5.7% | 17.5% | 54/100 | 59/100 |
| 10 | Quebec | 48.1 | Moderate | 5.3% | 13.6% | 52/100 | 58/100 |

Table 2: Normalized Component Scores (LSS Calculation Inputs)

$$LSS = (C1 \times 0.30) + (C2 \times 0.28) + (C3 \times 0.27) + (C4 \times 0.15)$$

| Province | C1: Unemp (30%) | C2: Insecurity (28%) | C3: Depression (27%) | C4: Tech Anx (15%) | LSS Total |
|---------------|-----------------|----------------------|----------------------|--------------------|-------------|
| NL | 70.0 | 68.0 | 61.7 | 62.0 | 64.8 |
| ON | 52.7 | 61.0 | 57.3 | 63.0 | 57.9 |
| PEI | 47.3 | 58.0 | 59.3 | 60.0 | 56.8 |
| AB | 44.7 | 57.0 | 59.3 | 64.0 | 56.3 |
| NB | 43.3 | 56.0 | 58.7 | 60.0 | 55.3 |
| SK | 42.7 | 55.0 | 64.7 | 59.0 | 55.3 |
| BC | 42.0 | 55.0 | 57.7 | 62.0 | 54.6 |
| NS | 42.7 | 55.0 | 58.3 | 61.0 | 54.6 |
| MB | 38.0 | 54.0 | 58.3 | 59.0 | 53 |
| QC | 35.3 | 52.0 | 45.3 | 58.0 | 48.1 |
| Canada | 45.3 | 57.0 | 57.0 | 61.0 | 55.4 |

Table 3: 2028 Three-Scenario Projections

Optimistic = evidence-based intervention. Baseline = current trajectory. Pessimistic = compounding deterioration.

| Province | 2026 Current | 2028 Optimistic | 2028 Baseline | 2028 Pessimistic | Intervention Space |
|-------------------------|--------------|-----------------|---------------|------------------|--------------------|
| Newfoundland & Labrador | 64.8 | 48 | 53.6 | 56.2 | 8.2 pts |
| Ontario | 57.9 | 42.9 | 47.3 | 50.2 | 7.3 pts |
| Prince Edward Island | 56.8 | 41.2 | 45.8 | 49 | 7.8 pts |
| Alberta | 56.3 | 40.3 | 44.6 | 47.3 | 7 pts |
| New Brunswick | 55.3 | 40 | 44.2 | 47 | 7 pts |
| Saskatchewan | 55.3 | 41.6 | 46 | 48.7 | 7.1 pts |
| British Columbia | 54.6 | 39.5 | 43.6 | 46.4 | 6.9 pts |
| Nova Scotia | 54.6 | 39.8 | 43.9 | 46.7 | 6.9 pts |
| Manitoba | 53 | 38.2 | 42.1 | 44.8 | 6.6 pts |
| Quebec | 48.1 | 35.6 | 39.3 | 41.7 | 6.1 pts |

Table 4: Recommended Annual Investment by Risk Tier

For organizations of 10-5,000 employees.

| Risk Tier | Org Size | Annual Range | Priority Focus |
|------------|-----------|--------------|--|
| Foundation | 10-99 | \$5K-\$18K | Self-guided assessment + leader coaching + digital toolkit |
| Moderate | 100-5,000 | \$15K-\$35K | Measurement infrastructure + preventive systems |
| Elevated | 100-5,000 | \$35K-\$75K | Manager capability building + participation design |
| Critical | 100-5,000 | \$75K-\$150K | Immediate team-level intervention with external expertise |

Methodology

The Labour Stress Score (LSS) integrates four empirically-weighted components: unemployment rate (30%), job insecurity index (28%), depression prevalence (27%), and technology anxiety score (15%). Weights derive from meta-analytic evidence on relative impact to worker mental health.

Component normalization: C1 = (Unemployment Rate / 15) x 100. C2 and C4 use index values directly (0-100). C3 = (Depression Prevalence / 30) x 100.

Data sources: Statistics Canada Labour Force Survey (December 2025), Canadian Community Health Survey (Mental Health), Survey of Business Conditions (Q3 2025).