



MESSAGE FROM THE BUSINESS DATA LAB

This edition of *Business Insights Quarterly* — featuring spotlights on AI adoption and SMEs — points to a Canadian economy that's losing momentum, even as the headlines remain mixed. GDP growth is holding, but it's running on fumes as consumer spending and business investment cool. Business sentiment reflects that reality: Confidence remains below the neutral mark, exporters are less upbeat, and profits and hiring expectations are still under strain. Regionally, the softening is most visible along Ontario's trade corridor, while Quebec stands out as a relative bright spot.

Trade uncertainty is a major reason. With U.S. tariffs lingering and a CUSMA review on the horizon, many trade-exposed firms are shifting into "wait-and-see" mode. About one in three trade-engaged businesses reports being negatively affected by U.S. tariffs, and the hit rises with firm size. Yet most firms, especially smaller ones, have not taken meaningful action beyond price adjustments, suggesting that diversification and investment decisions may still be delayed until policy clarity improves.

Meanwhile, the labour market is cooling. Job vacancies have come down, job seekers have risen, and tightness is easing toward pre-pandemic norms. But the slowdown is uneven. Private-sector job growth has faded, while public-sector gains are doing more of the heavy lifting — masking weaker momentum underneath.

Canada's AI story is also coming into focus. Adoption is rising, but the data suggest we're in the "slow lane." Where AI is spreading, it looks less like a near-term employment shock and more like a retooling wave. Firms are changing workflows and training staff, with limited reported impact on headcounts so far. High-adoption industries continue to add jobs, and youth employment is holding up in those sectors. BDL will continue monitoring AI diffusion in 2026.

Across these themes, the message is consistent — businesses are adapting but cautiously. With softer labour market conditions and elevated trade uncertainty, competitiveness will increasingly hinge on skills, investment, and the ability to adjust business models before external pressures force faster moves. The Business Data Lab remains committed to providing timely, data-driven insights to help firms and policymakers navigate what comes next.

For more insights — including regional, employment size and sector-level trends — explore our interactive Business Insights Tracker on the BDL website.

Patrick Gill

Vice President, Business Data Lab, Canadian Chamber of Commerce



Business outlook

- **Growth is weakening beneath the surface:** GDP avoids a technical recession, but momentum is soft as spending and investment stall. The economy is staying upright, but the next shock could tip it.
- Confidence stays fragile: The Business Expectations Index remains below 100 and sentiment is uneven across regions. Firms are behaving defensively and not planning for growth.
- **Exporters are losing conviction:** Exporter sentiment softens as businesses doubt a quick trade deal is within reach. Trade exposure has firmly emerged as a confidence anchor.

Business obstacles

- **Demand uncertainty still dominates:** Weak demand continues to outpace labour challenges as a top obstacle. The binding constraint is customers, not capacity.
- Cost pressures not gone: Cooling inflation helps, yet businesses still flag cost-related frictions. Disinflation supports margins but doesn't automatically restore growth.





KEY FINDINGS

Inflation and debt constraints

- **Disinflation continues, but pricing pressure lingers:** Headline improves while core steadiness and price-hike intentions keep policy "wait-and-see." Rate relief likely to slow, and so businesses stay cautious.
- **Insolvencies remain elevated:** Insolvencies stay above historic norms. Economic weakness is showing up in business exits, not just slower hiring.
- **Debt capacity is holding (unevenly):** Nearly two-thirds say they can take on more debt if needed. Access isn't the only issue, so are confidence and demand.

Labour market

- **Softer conditions are becoming clearer:** More job seekers and fewer openings point to easing tightness despite recent monthly "bounces." Hiring power is shifting back toward employers.
- **Job growth is increasingly public-sector-led:** Private sector hiring sputters while public sector growth carries more weight. Headline job gains may overstate underlying business momentum.
- Shortages persist in specific sectors: People-facing industries still report labour challenges. Cooling is real but not evenly shared.





FINDINGS

Al adoption

- Canada's Al adoption is rising but slowly: Actual adoption is tracking the slower scenario path. The competitiveness risk is falling behind peers, not moving too fast. Unlike hardware or LLMs, Canada could still win at adoption.
- Al is becoming a skills story: The education—Al relationship strengthened in 2025 from moderate to strong. The payoff will concentrate where talent is and widen gaps where it isn't.
- **Use is broad, but advanced AI is clustered:** Front-office tools are spreading; advanced applications remain concentrated in knowledge sectors (professional services, finance, information/culture). AI diffusion is happening, but frontier capability is still narrow.
- Early signals say retooling is greater than retrenchment: Firms report workflow changes and training more than employment impacts. Industry patterns show no one-to-one "AI up equals jobs down." The immediate risk is adaptation capacity, not layoffs.
- High-Al industries are still hiring, and youth employment is holding up there: Employment indices rise post-Gen Al period in these sectors. The transition so far looks like restructuring with continued entry points for youth.





KEY FINDINGS

SMEs and trade

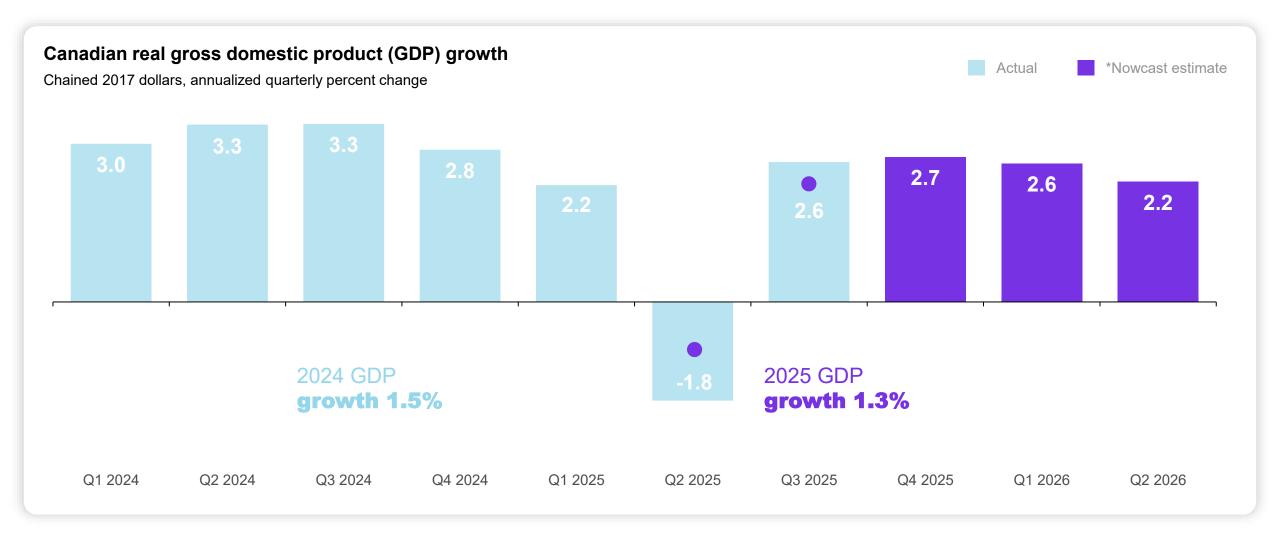
- **Small firms remain more downbeat:** Smaller firms extend "pre-trade war" pessimism relative to large firms. The confidence gap signals uneven resilience and planning capacity.
- Large firms drive recent job creation: Despite SMEs making up most of the workforce, larger firms account for most recent gains. Growth is concentrated policy and finance conditions matter for SMEs.
- **SME counts are stable, but composition is shifting:** Active SMEs hold steadier than larger firms in recent trends. While SME survival has stabilized, scaling remains the goal and the challenge.
- Tariff impacts are real and skew larger: Roughly one-third of trade-engaged firms report negative impacts; "major negative" rises for 100+ employee firms. The biggest exporters are absorbing the biggest policy risk.
- Most firms are still sitting tight: "No action taken" is the most common response, especially among smaller firms — actions concentrate among larger businesses.
 Diversification may lag until uncertainty becomes unavoidable.
- Price pass-through is a key pressure valve: Raising prices is among the more common responses. Tariff risk can show up as inflation pressure and weaker demand.



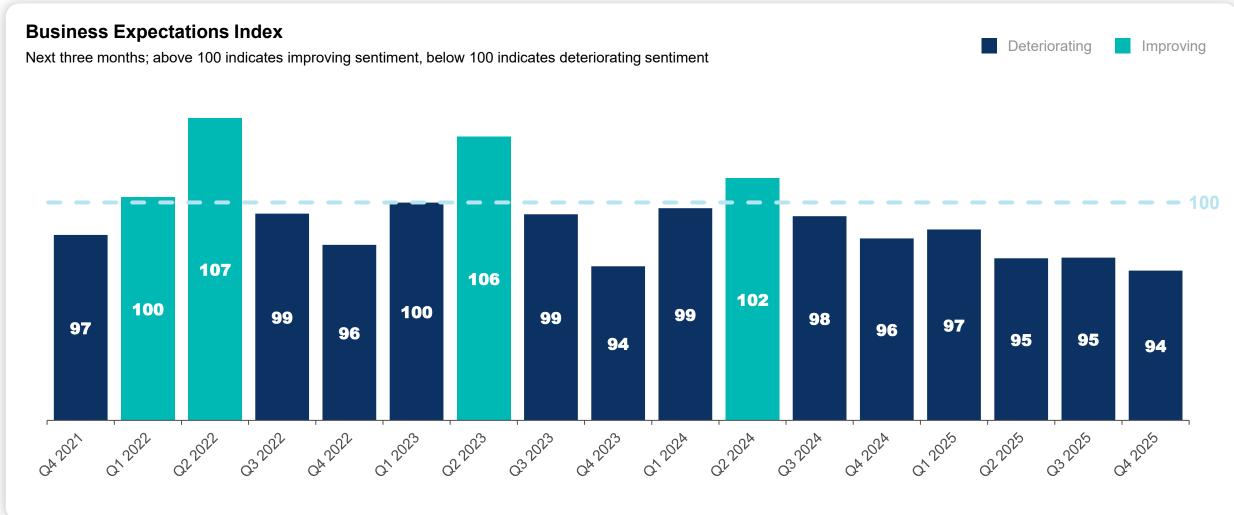
Q4 2025



Canada avoids a technical recession, but growth is running on fumes as consumer spending and business investment stall.

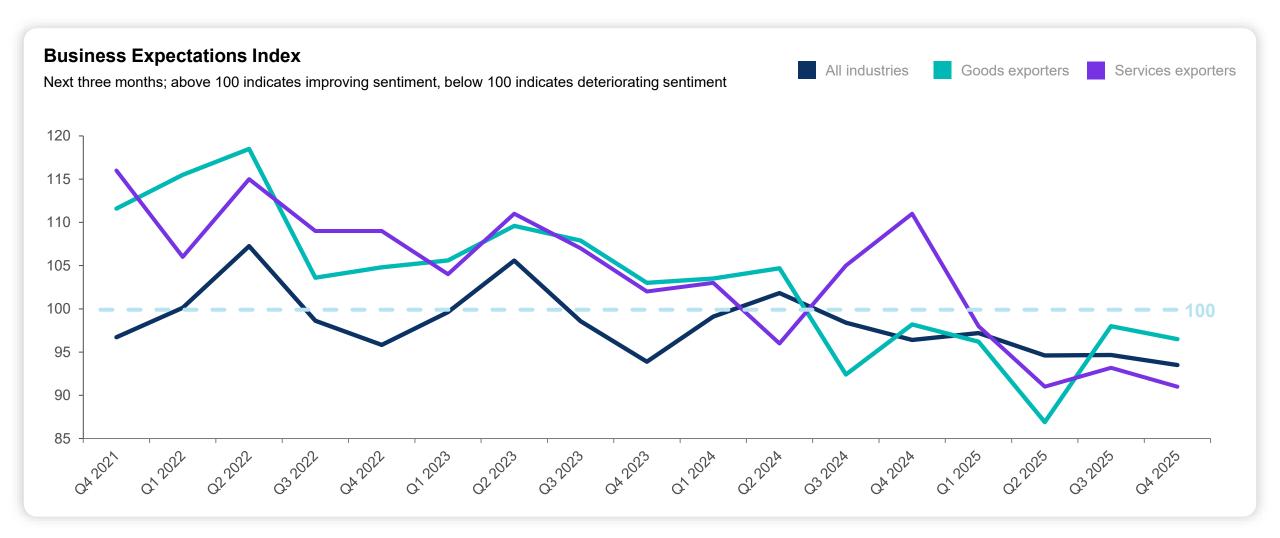






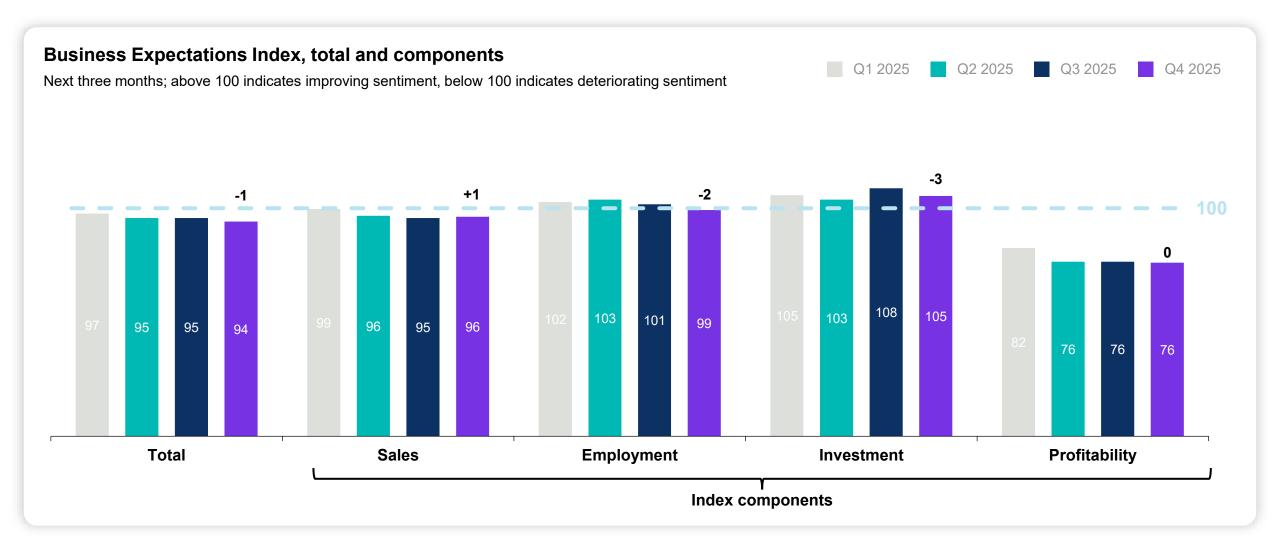


Exporter sentiment softens as businesses grow doubtful a quick trade deal is within reach.



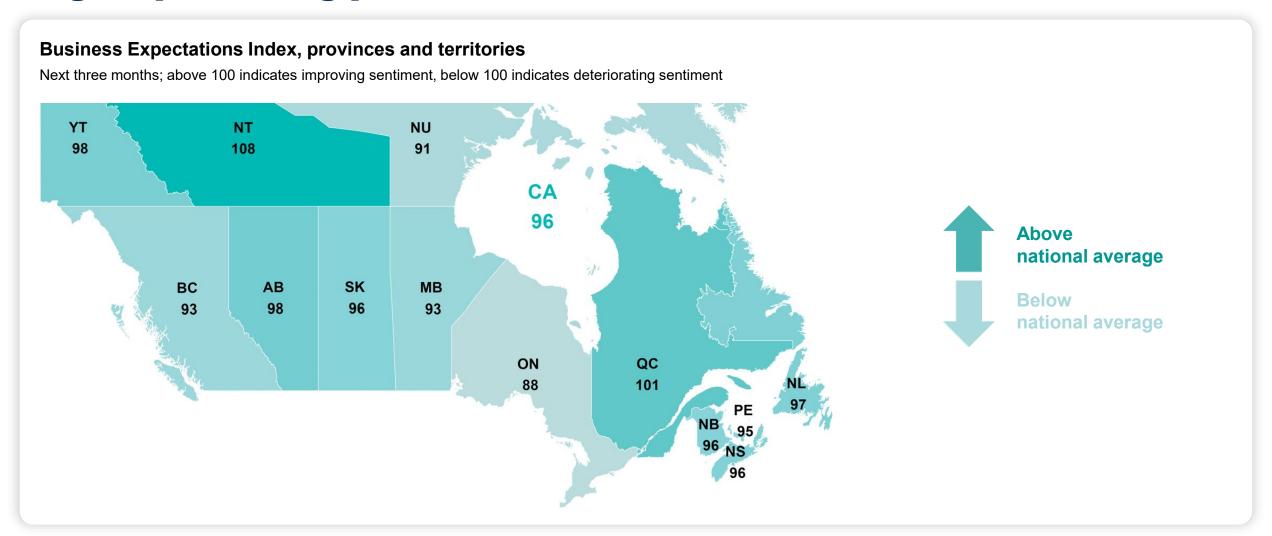


Confidence slips as profits stay depressed and hiring expectations worsen.



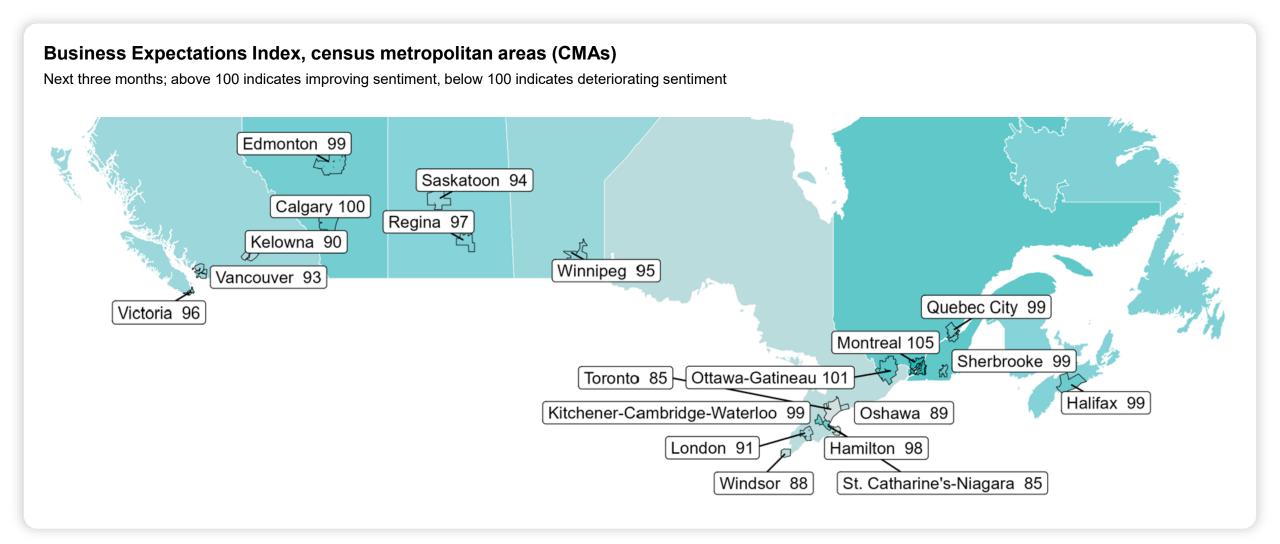


Business sentiment stays weak nationwide with Quebec the lone bright spot among provinces.



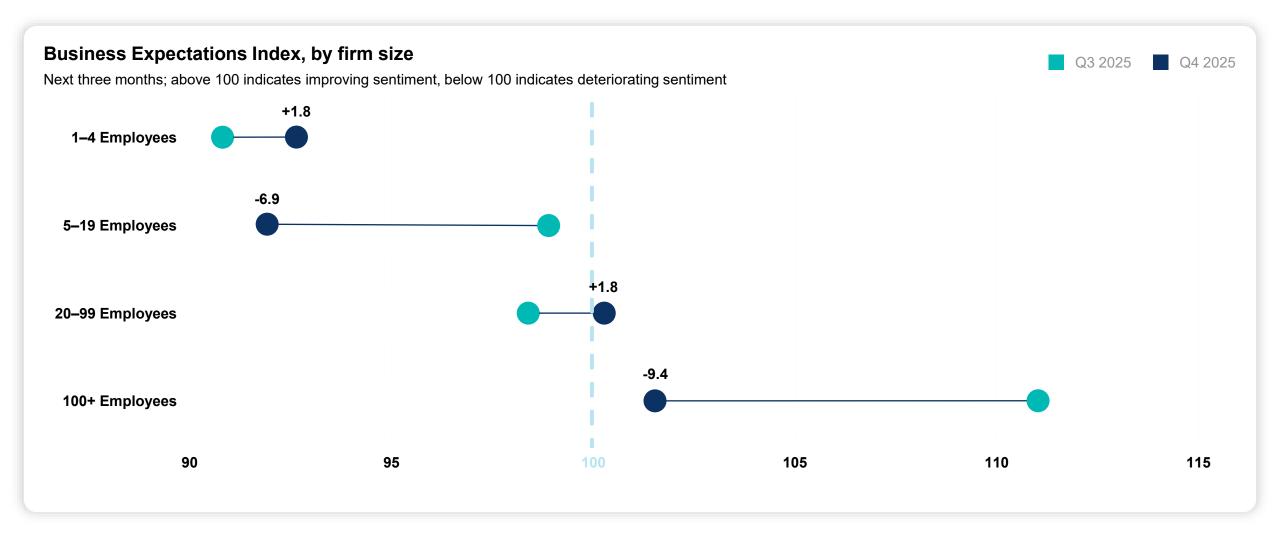


Year-over-year, sentiment drops most along Ontario's trade corridor, while the rest of Canada proves steadier.



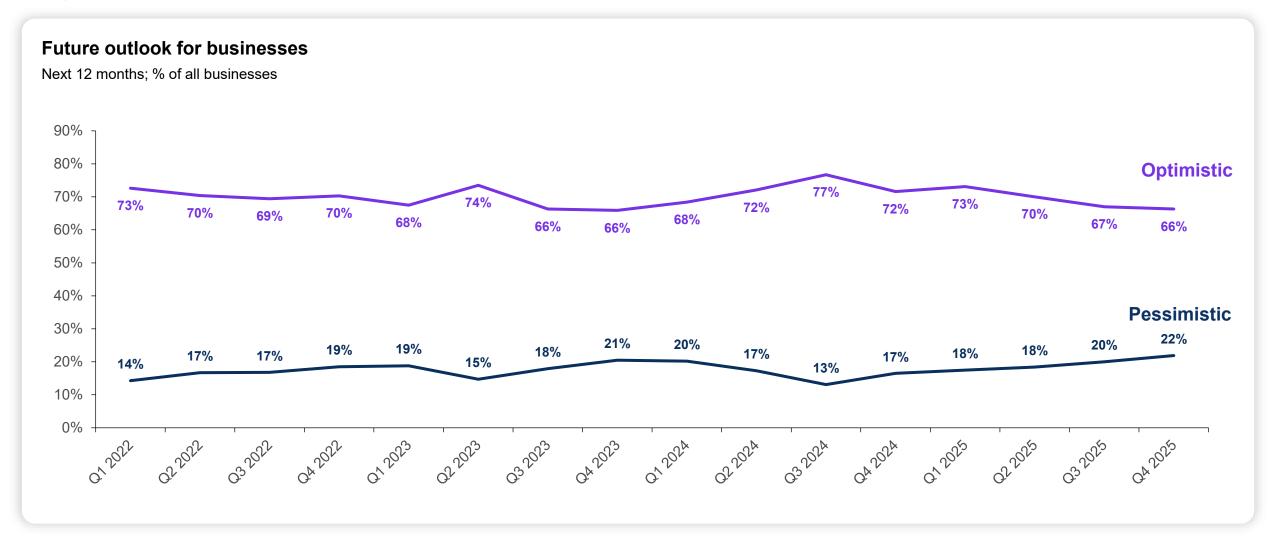


Big-business optimism takes a hit as small firms stay downbeat.





Business optimism slips again as pessimism hits a three-year high.

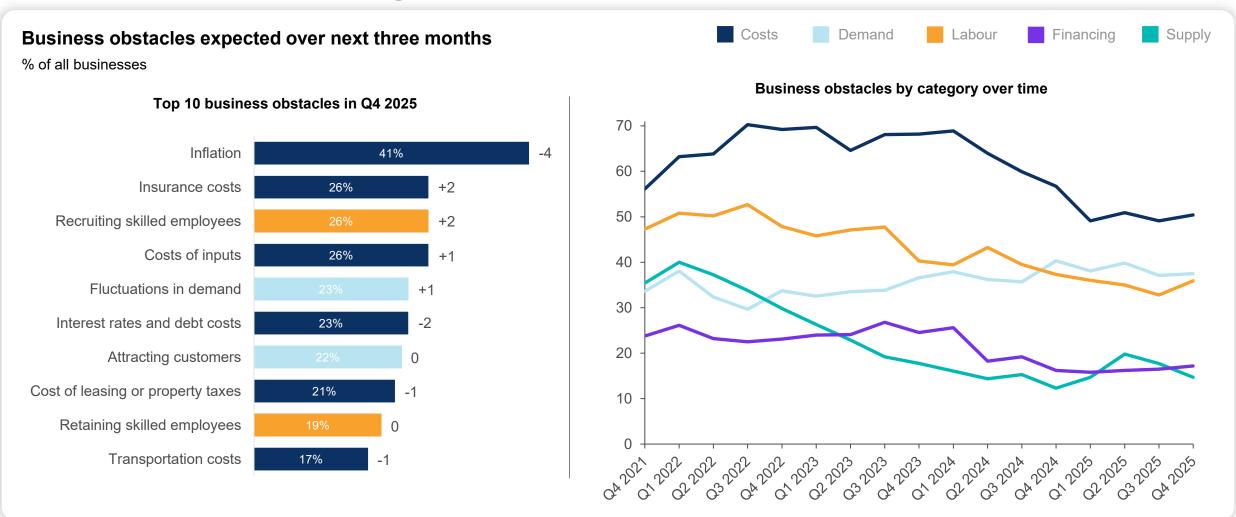






BUSINESS OBSTACLES

Cost pressures turn up, while demand uncertainty continues to outpace labour challenges.

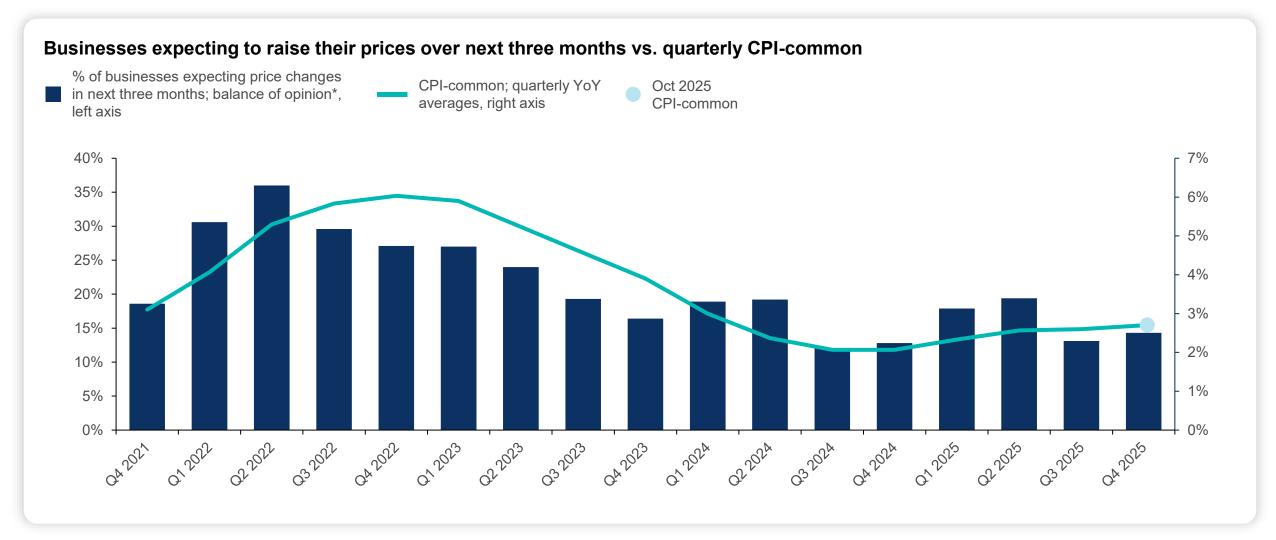






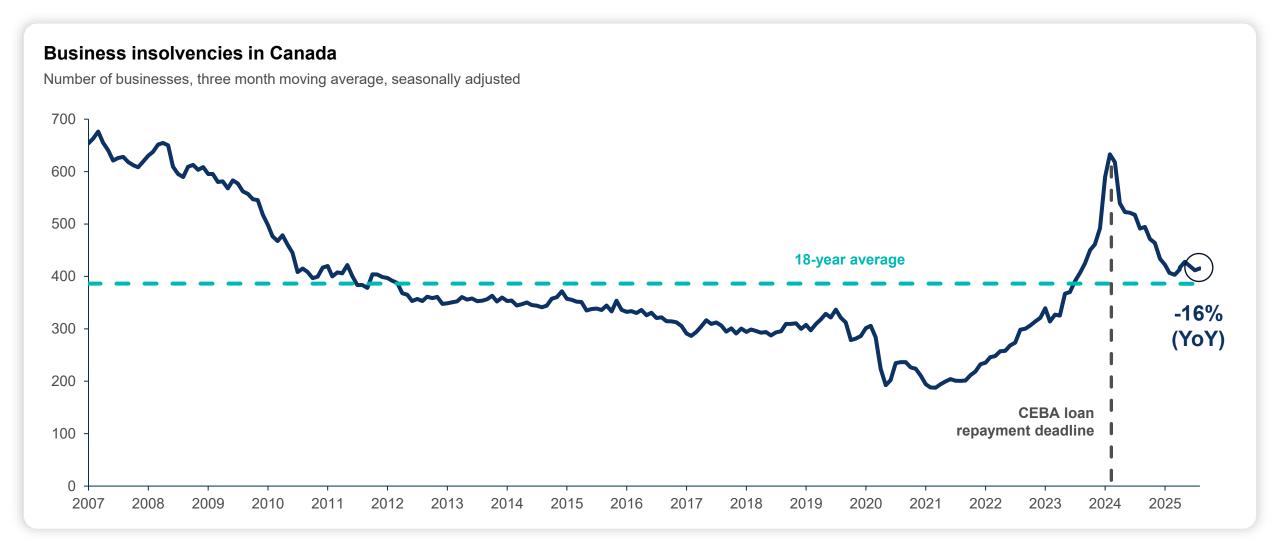
INFLATION AND DEBT CONSTRAINTS

Disinflation continues. Headline improves, but steady core and continued pricehike intentions keep the Bank of Canada in wait-and-see mode.



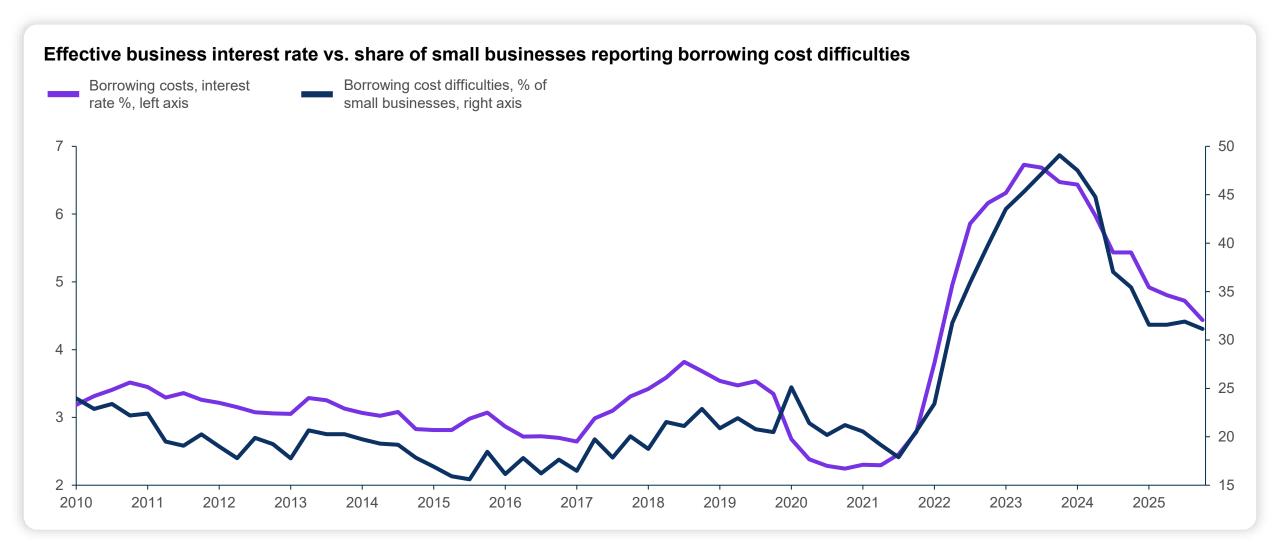


Insolvencies stay above historic norms, signalling a weaker economy beneath the surface.





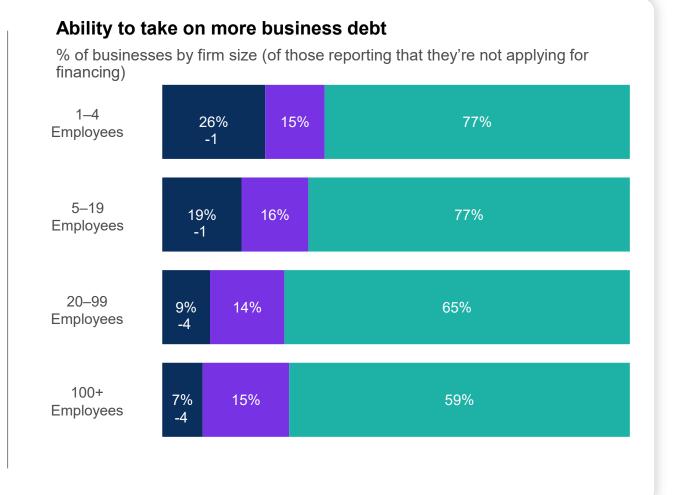
Borrowing improves, but credit still isn't back to normal — adding to weak demand headwinds.





Debt capacity holds. Nearly two-thirds of businesses can take on more borrowing if warranted.

Ability to take on more business debt % of businesses (of those reporting that they're not applying for financing) Q4 2025 21% 15% 64% Q3 2025 22% 13% 64% Q2 2025 26% 14% 61% Q1 2025 14% 24% 62% Q4 2024 23% 16% 61% Q3 2024 22% 13% 65% Q2 2024 22% 63% 15% Q1 2024 25% 16% 59% Q4 2023 24% 58% 18% Q3 2023 24% 13% 63% Q2 2023 25% 19% 57% Q1 2023 26% 17% 56% Q4 2022 26% 17% 57% Can't take on more debt Unknown Can take on more debt

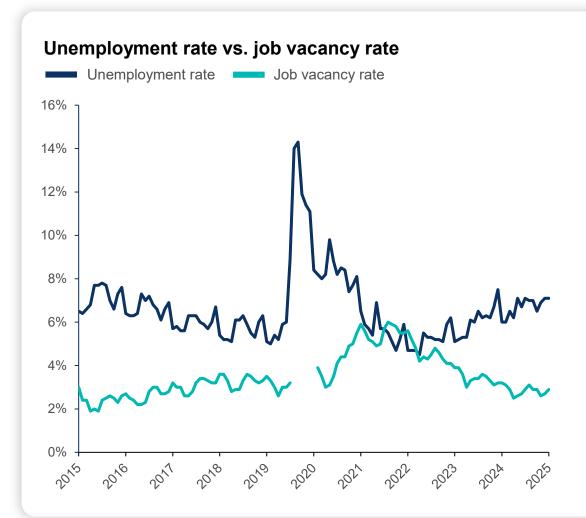


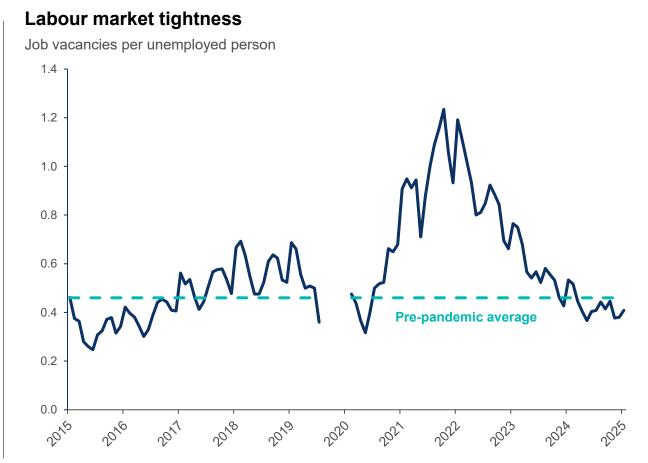




LABOUR MARKET

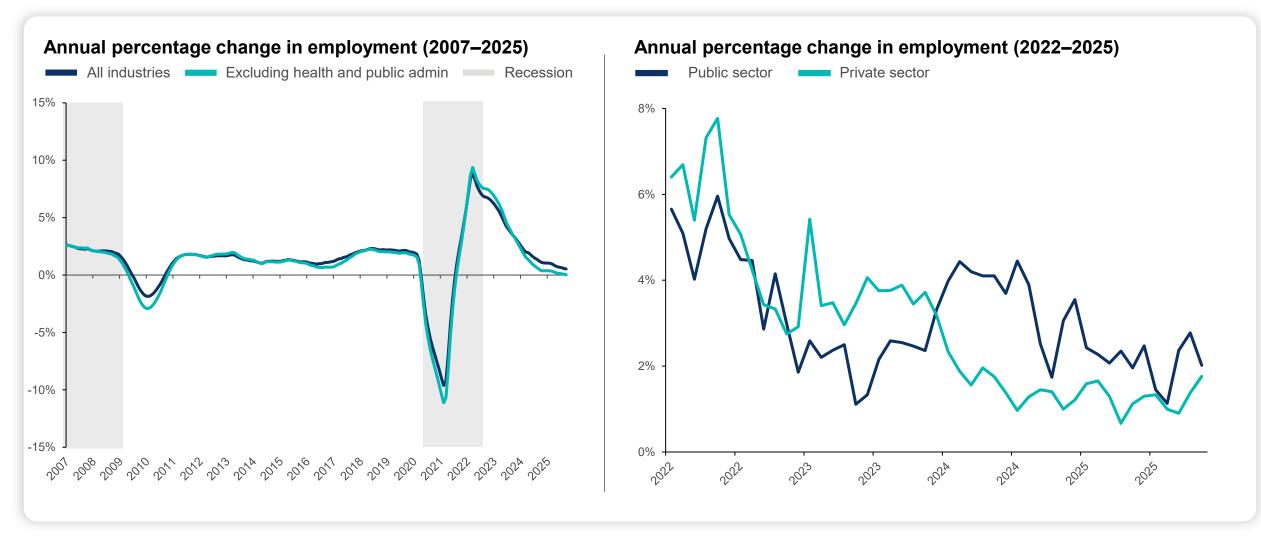
Context: More job seekers, fewer openings — Canada's labour market remains softer despite November's bounce.







Canada's job growth is fading, and what's left is increasingly a public sector story as private sector hiring sputters.





Lower

Hiring pressures persist in people-facing sectors, even as the labour market cools elsewhere.

Labour challenges expected over next three months

% of all businesses by industry

Accommodation, food services Construction Retail trade Health care, social assistance Manufacturing All Industries Other services Administrative services Arts, entertainment, recreation Transportation, warehousing Finance, insurance Wholesale trade Mining, oil, gas extraction Professional services Agriculture, forestry, fishing Information, culture Real estate

Labour obstacle expected	Recruiting skilled employees	Retaining skilled employees	Labour force shortage			
52	35	28	34			
49	33	20	28			
43	35	24	18			
41	32	21	14			
39	32	20	12			
36	26	19	17			
36	26	18	18			
34	25	17	21			
34	27	21	16			
33	22	16	17			
32	27	14	12			
30	25	19	15			
27	24	17	15			
25	17	18	10			
23	18	12	11			
21	14	11	11			
14	7	6	4			

Higher



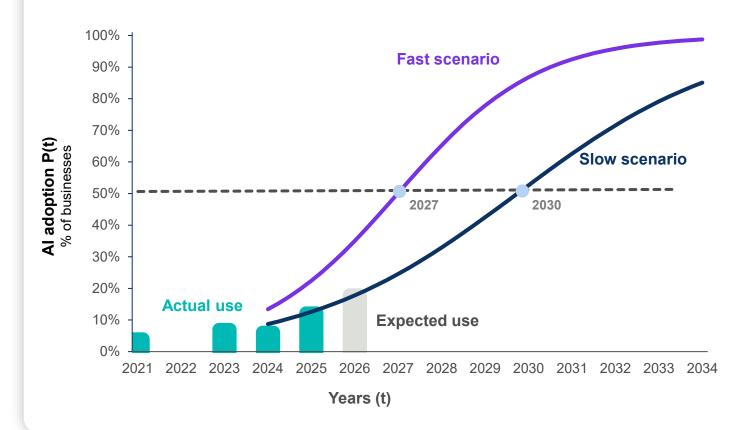


AI ADOPTION

Canada's Al adoption is rising, but it's in the slow lane.

Projection and measurement of Al adoption rates by Canadian businesses

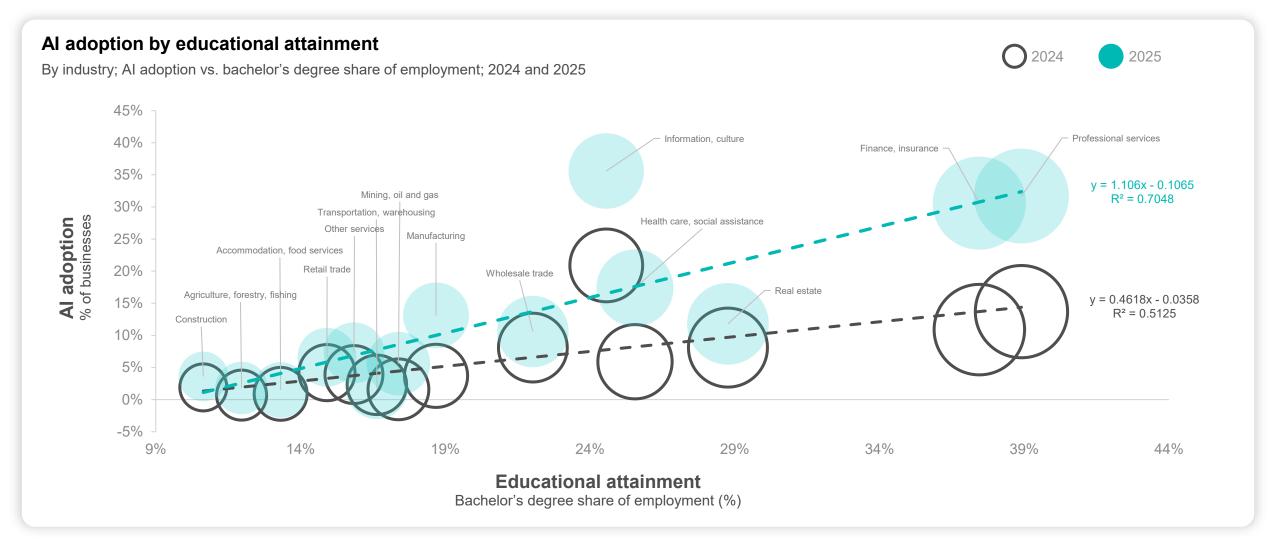
% of businesses (reporting actual use in past 12 months or those expected use in the next 12 months)



- Historically, the adoption of transformative technologies (such as electricity, the internet, and mobile phones) has followed an S-shaped curve. Initially, adoption is slow, then it accelerates rapidly, and finally levels off as saturation is reached. Supported by Moore's Law, the speed of technology adoption has quickened over time.
- Based on two adoption scenarios ("fast" and "slow"), in 2024, BDL projected that AI adoption by Canadian businesses would reach a tipping point of 50% within the next three to six years.
- This may seem fast, but it is probably not fast enough to keep pace with global peers.
- Based on 2025 Statistics Canada data, adoption is following BDL's slower scenario path.



Al adoption is increasingly a skills story. The education–Al link strengthened in 2025 — shifting from moderate to strong.





Highest value

Every sector is dabbling. While front-office AI is spreading, advanced AI remains clustered in knowledge sectors.

Al use in producing goods or services: application type

% of businesses (of those reporting AI use in the last 12 months)

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		Machine learning		Virtual agents or chat bots	Speech or voice recognition using Al	Suggestion systems using Al	Large language models	Text analytics using Al	Data analytics using Al	Neural networks	Augmented reality	Decision making systems based on Al	Deep learning	Image or pattern recognition	Machine or computer vision	Robotics process automation
	All industries	12%	19%	23%	25%	20%	14%	19%	36%	26%	3%	3%	6%	7%	11%	3%
Himb	Professional services	32%	21%	24%	32%	22%	19%	28%	44%	26%	4%	4%	4%	6%	9%	1%
High- adoption -	Finance and insurance	31%	22%	29%	35%	22%	14%	22%	41%	19%	2%	5%	8%	3%	11%	3%
sectors	Information and cultural	36%	35%	41%	29%	14%	24%	27%	29%	30%	1%	11%	26%	9%	11%	9%
	Healthcare, social assistance	17%	5%	21%	11%	24%	2%	13%	11%	17%	3%	1%	5%	3%	17%	0%
	Agriculture, forestry, fishing	2%	0%	18%	2%	2%	0%	23%	12%	8%	0%	22%	18%	2%	0%	3%
	Mining, oil and gas	6%	13%	6%	4%	0%	20%	16%	3%	4%	0%	21%	0%	0%	1%	0%
	Construction	4%	1%	0%	17%	0%	18%	1%	6%	0%	15%	0%	19%	0%	0%	0%
	Manufacturing	13%	0%	19%	4%	2%	2%	18%	10%	3%	0%	0%	0%	3%	14%	2%
Retail tra	Wholesale trade	11%	24%	22%	40%	19%	13%	3%	31%	28%	0%	1%	3%	5%	18%	12%
	Retail trade	7%	27%	24%	21%	19%	12%	24%	33%	37%	1%	1%	3%	10%	16%	13%
	Transportation, warehousing	2%	28%	0%	20%	0%	17%	13%	12%	0%	17%	0%	18%	0%	0%	0%
	Real estate	12%	24%	31%	36%	15%	15%	11%	57%	32%	9%	9%	10%	16%	21%	10%
	Administrative services	10%	9%	5%	19%	13%	36%	7%	25%	30%	0%	0%	11%	25%	4%	4%
	Arts, entertainment, recreation	14%	28%	38%	10%	2%	18%	19%	30%	11%	0%	3%	4%	2%	7%	1%
	Accommodation and food services	2%	7%	32%	21%	20%	11%	15%	22%	26%	0%	0%	2%	2%	2%	10%
	Other services	7%	4%	17%	16%	13%	11%	5%	0%	15%	7%	0%	3%	10%	8%	5%

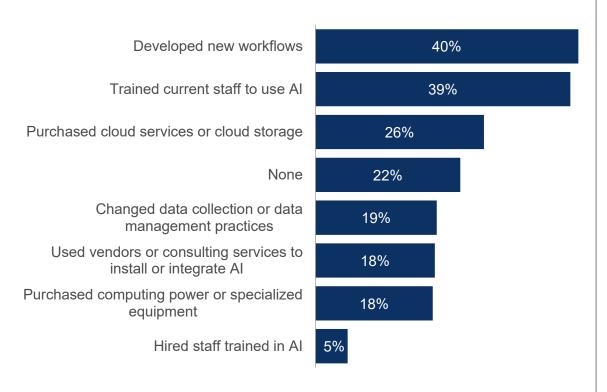
Lowest value



Al is changing how firms work, not how many people they employ.

Changes made when using AI to produce goods or services

% of businesses (of those reporting AI use in the last 12 months)



Extent to which AI has reduced tasks performed by employees

% of businesses (of those reporting AI use in last 12 months)



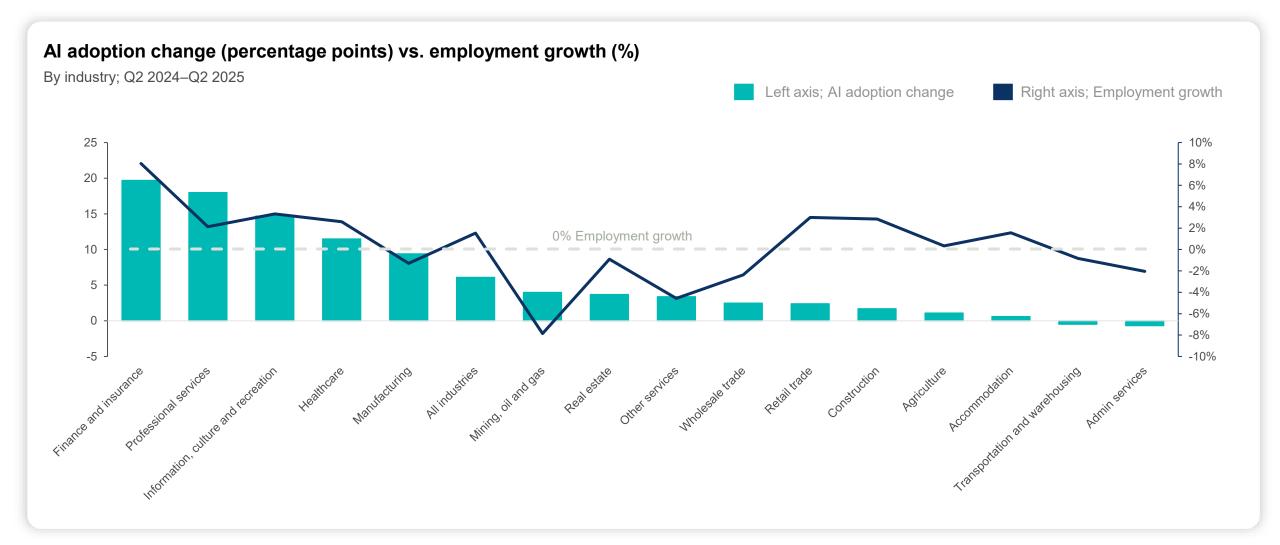
Impact of AI use on total employment

% of businesses (of those reporting AI use in last 12 months)



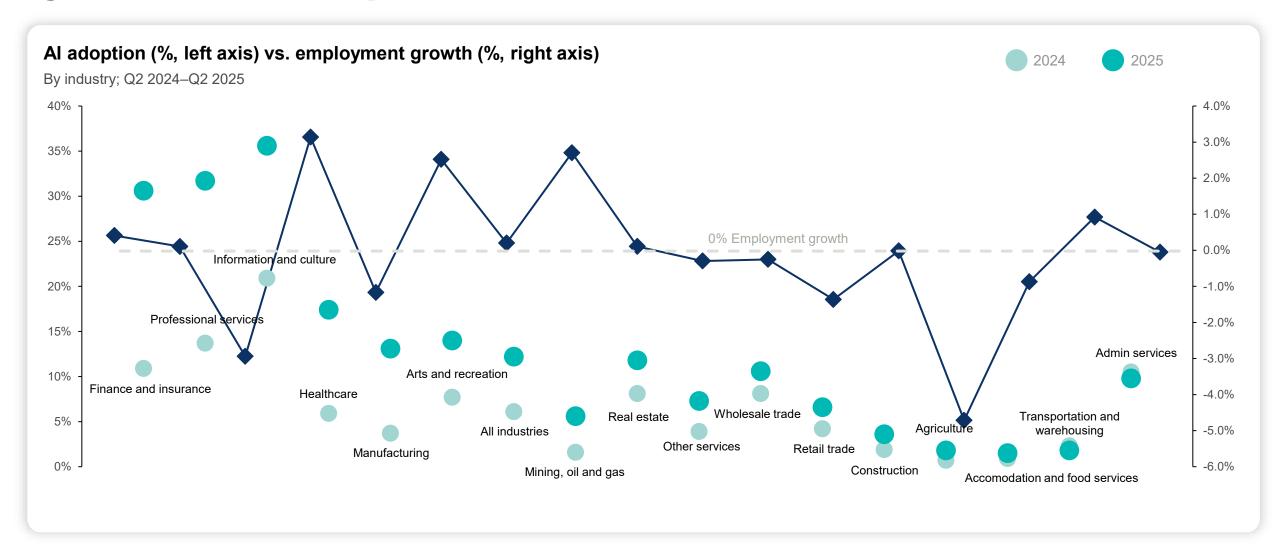


No simple story: Industries with rising AI adoption saw both job gains and job softness. AI up doesn't equal jobs down.





No one-to-one relationship. Employment shifts are shaped by industry dynamics, not Al adoption alone.



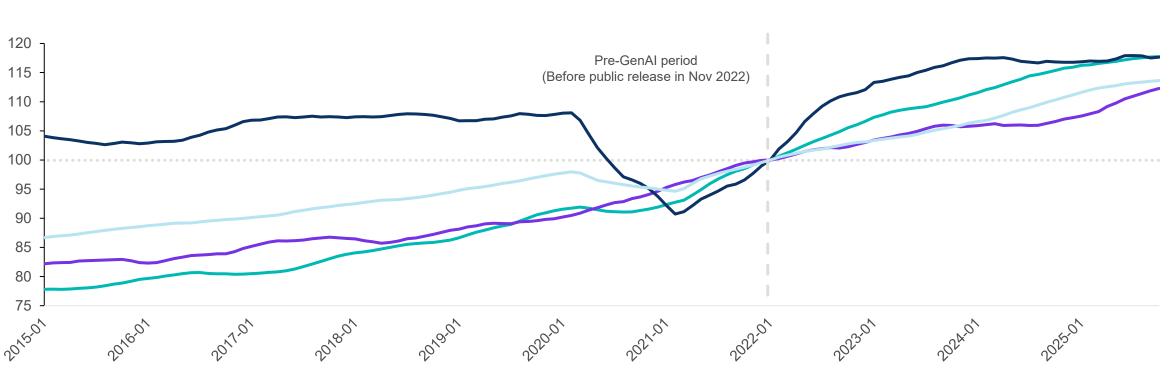


High-Al sectors are still hiring. Adoption is rising alongside employment growth.

Employment trends in high Al-adoption-growth industries

All workers (15+), 12-month moving average; indexed to Jan 2022 (=100)

Professional services Finance, insurance Information, culture I

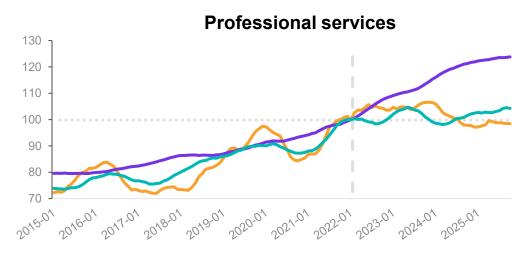


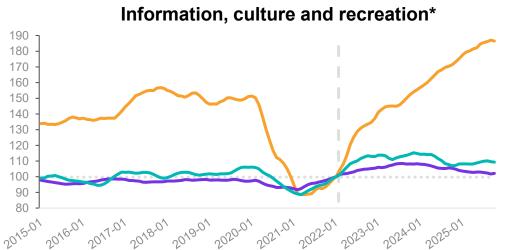


Youth employment is holding up in high Al adoption-growth industries.

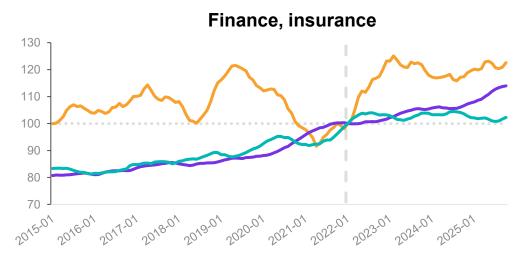
Employment trends by age in high Al-adoption-growth industries

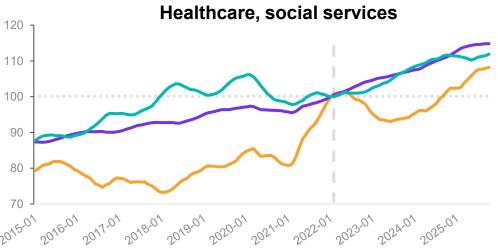
Workers by age group, 12-month moving average; indexed to January 2022 (=100)









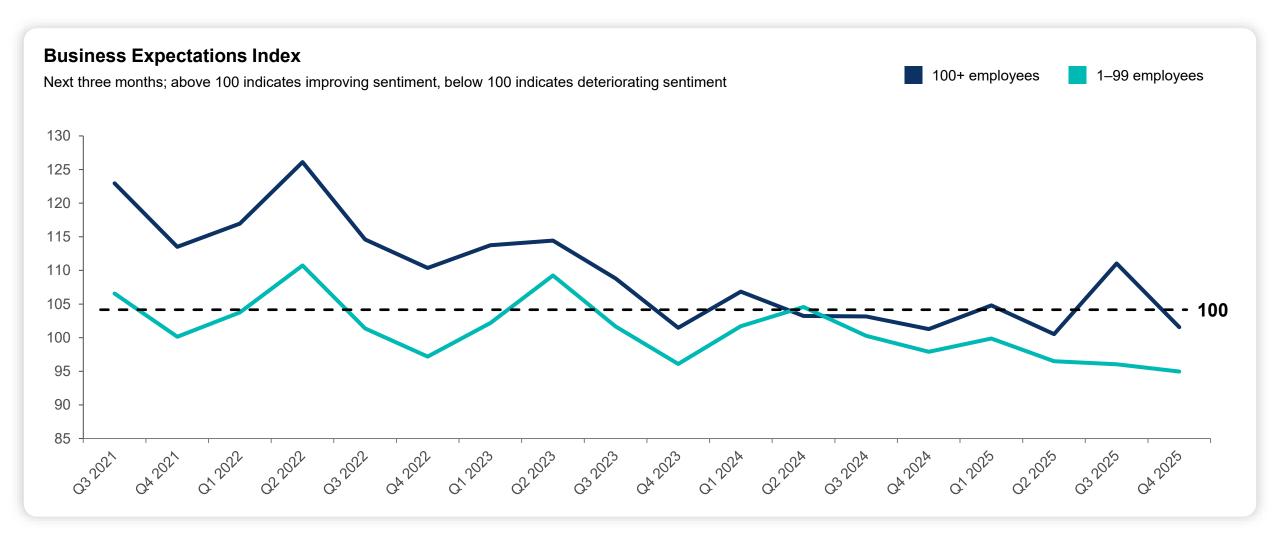






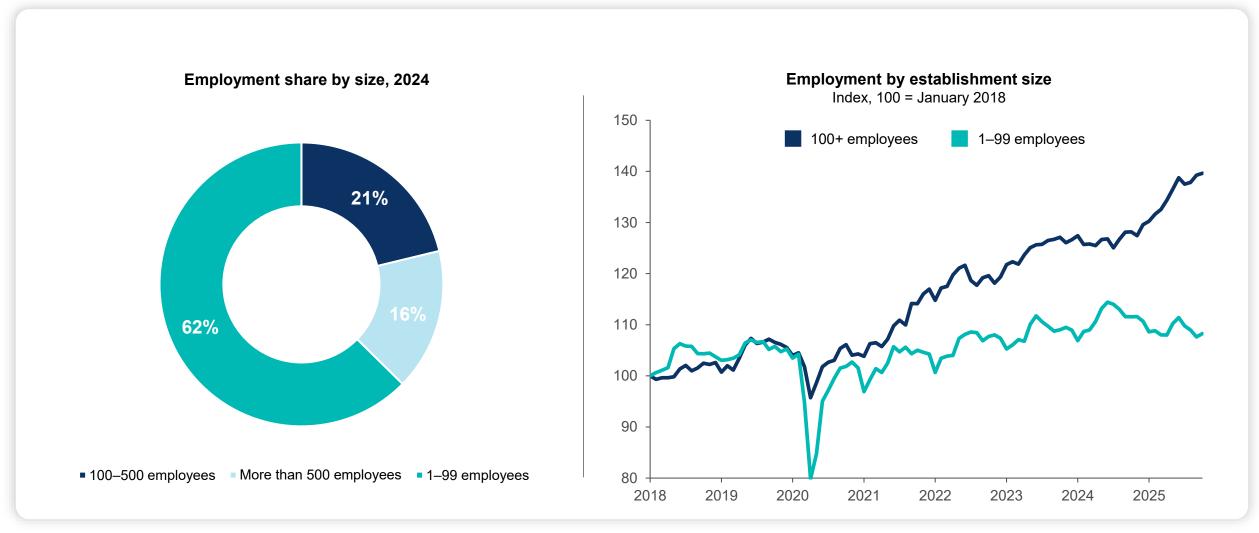
SMES AND TRADE

Smaller firms extend pre-trade war pessimism.



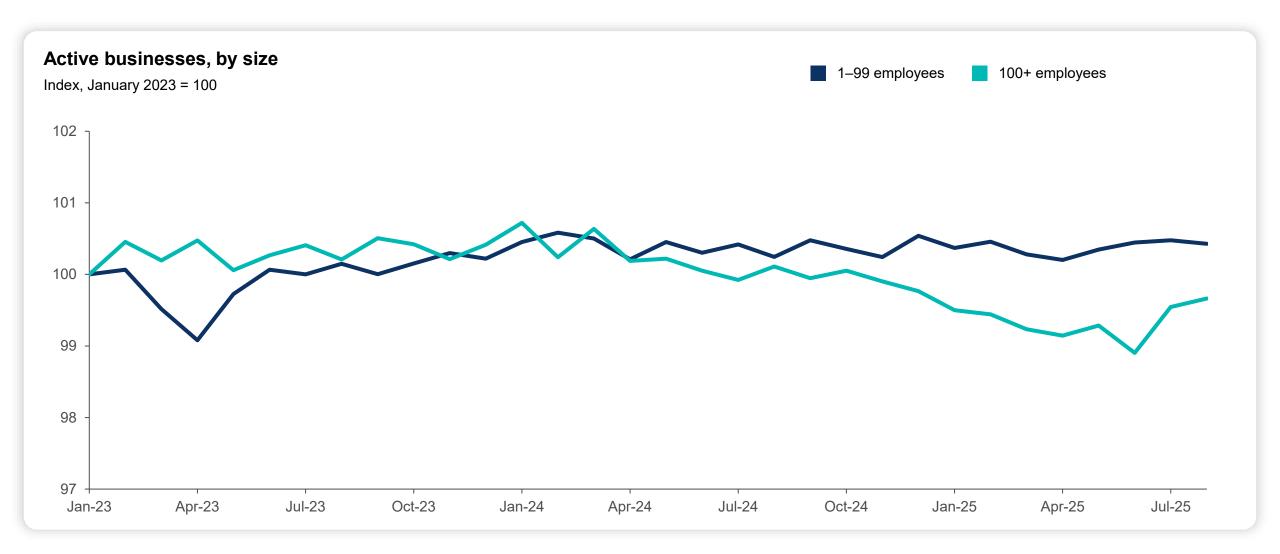


Larger businesses account for most of the recent job creation, despite SMEs accounting for most of the workforce.



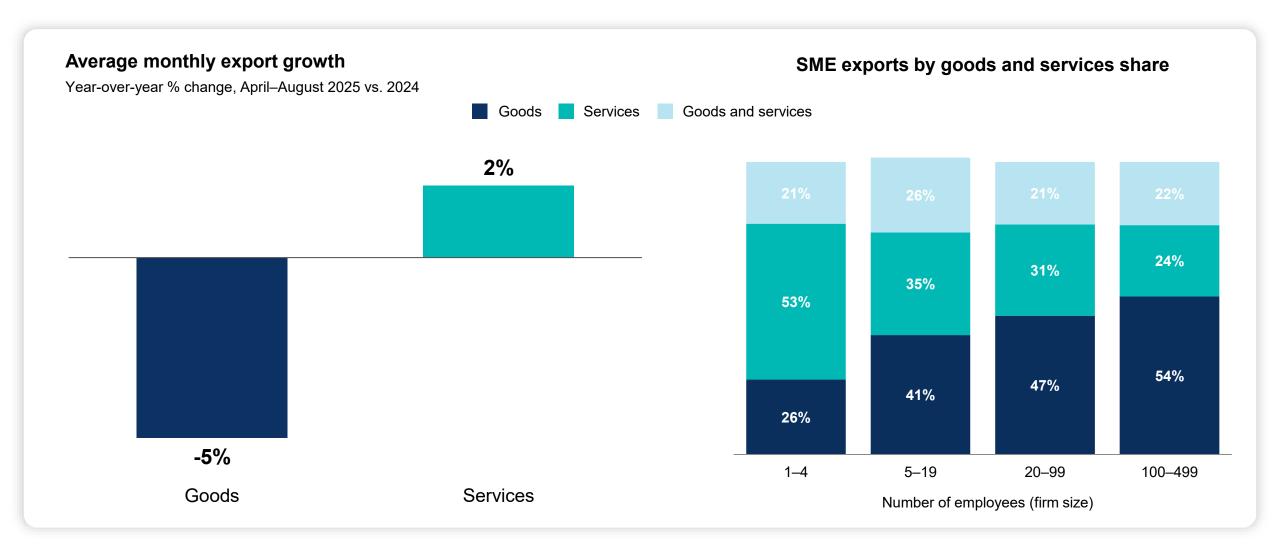


Number of active SMEs relatively stable despite fewer larger firms.





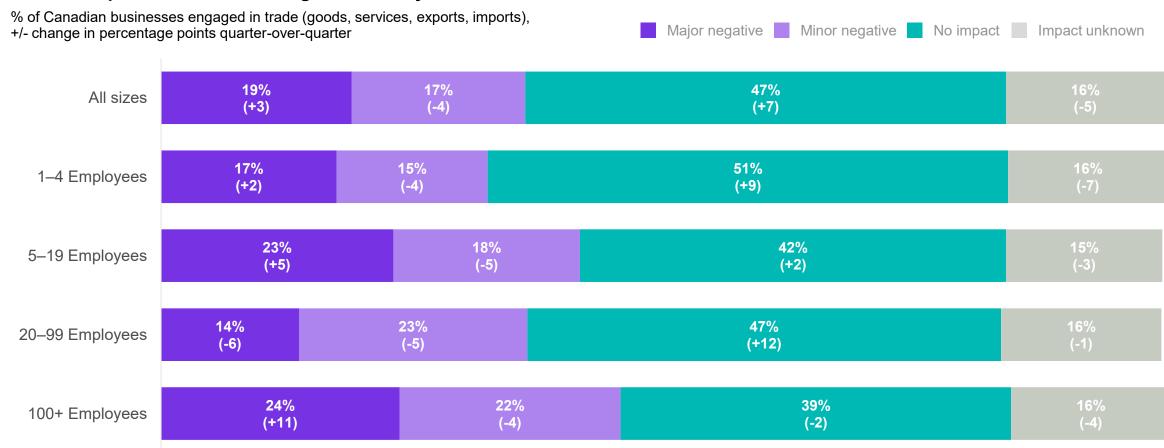
SMEs can help lead trade diversification in services.





About one-third of trade-engaged firms report tariff harm. The hit rises with firm size.

Level of impact of U.S. tariffs on goods sold by businesses in Canada





Most firms haven't responded to U.S. tariff risks. Action is concentrated among larger businesses.

Planned actions over the next 12 months because of any tariffs applied by the U.S. on imports from Canada

% of all businesses and exporters (goods and services) by firm size; +/- change in percentage points quarter-over-quarter



Diversified sales outside of the U.S.



Diversified suppliers outside of the U.S.



Delayed major investments



Increased inventories



Delayed Canadian expansion



Established operations in the U.S.



Raised prices



No actions have been taken

All industries	4% -2	12% -2	6% -2	3% N.C.	5% N.C.	1% N.C.	17% +2	49% +3
1–4 Employees	4%	9%	5%	2%	4%	1%	12%	57%
5–9 Employees	4%	15%	8%	3%	7%	1%	23%	41%
20–99 Employees	5%	18%	6%	4%	4%	1%	20%	42%
100+ Employees	7%	21%	3%	2%	3%	1%	12%	33%



APPENDIX

Business Expectations Index methodology

Objectives: The Business Expectations Index captures the near-term outlook according to Canadian businesses. The index is timely, forward-looking and useful for a wide variety of business contexts.

Methodology: The BDL leverages Statistics Canada's *Canadian Survey on Business Conditions* (CSBC) as a key input to construct quantitative business sentiment indicators for Canada and many business sub-populations. The index uses a diffusion methodology commonly applied to business surveys, constructed as follows:

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Index_i = 100 * (2*P_{l,i} + 1*P_{NC,i} + 0*P_{D,i}), where P_{l,i} = \% of businesses who expect series i to "increase"; P_{NC,i} = \% of businesses who expect in series i to "stay about the same"; P_{D,i} = \% of businesses who expect series i to "decrease".
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Where i = sales, employment, investment and profitability. "Not applicable" responses are removed by re-weighting each component series separately. The headline composite index is calculated by applying equal weights to firms' expectations over the next three months for these four components. Results are available for the following 71 business contexts:

- 36 regions (national, provincial, territorial, rural and urban, as well as 20 major cities).
- 16 industries (at the NAICS two-digit level, e.g., manufacturing, construction) as well as private-sector businesses.
- Six business ownership groups (including women, Indigenous, immigrant and visible minorities).
- Four firm sizes (by employment: 1–4 employees, 5–19 employees, 20–99 employees, 100+ employees).
- Four firm ages (2 years or less, 3–10 years, 11–20 years, 20+ years).
- Three firm trade statuses (goods exporters and importers, and not globally engaged).

Interpreting the index: Index scores range from a minimum of zero (if all businesses expect a decrease/deterioration) to a maximum of 200 (if all businesses expect an increase/improvement). A value of 100 indicates "no net change" in business expectations relative to last quarter. Values above 100 indicate an improving outlook, while values below 100 signal a deteriorating outlook.



Survey methodology

Survey objectives: The *Canadian Survey on Business Conditions* (CSBC) was created in spring 2020 by Statistics Canada in partnership with the Canadian Chamber of Commerce to provide timely, relevant data on business conditions in Canada, as well as businesses' expectations and views on emerging issues. These surveys are used by governments, business associations and analysts to monitor evolving business conditions and devise policies to support Canadian business.

Survey period: The Q4 2025 CSBC data collection period was October 1-November 5, 2025.

Survey approach: The survey was conducted by Statistics Canada via electronic questionnaire, using a stratified random sample of business establishments with employees, classified by geography, industry sector and size. Population totals are estimated using calibration weights. The survey is based on responses from 9,129 businesses or organizations.

Note: Charts may not sum to 100% due to rounding.

Contact: This report presents CSBC analysis conducted by the Canadian Chamber of Commerce's Business Data Lab. For questions, comments or inquiries, contact Patrick Gill, Vice President of the Business Data Lab (PGill@Chamber.ca).









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