

Labour Market Information News

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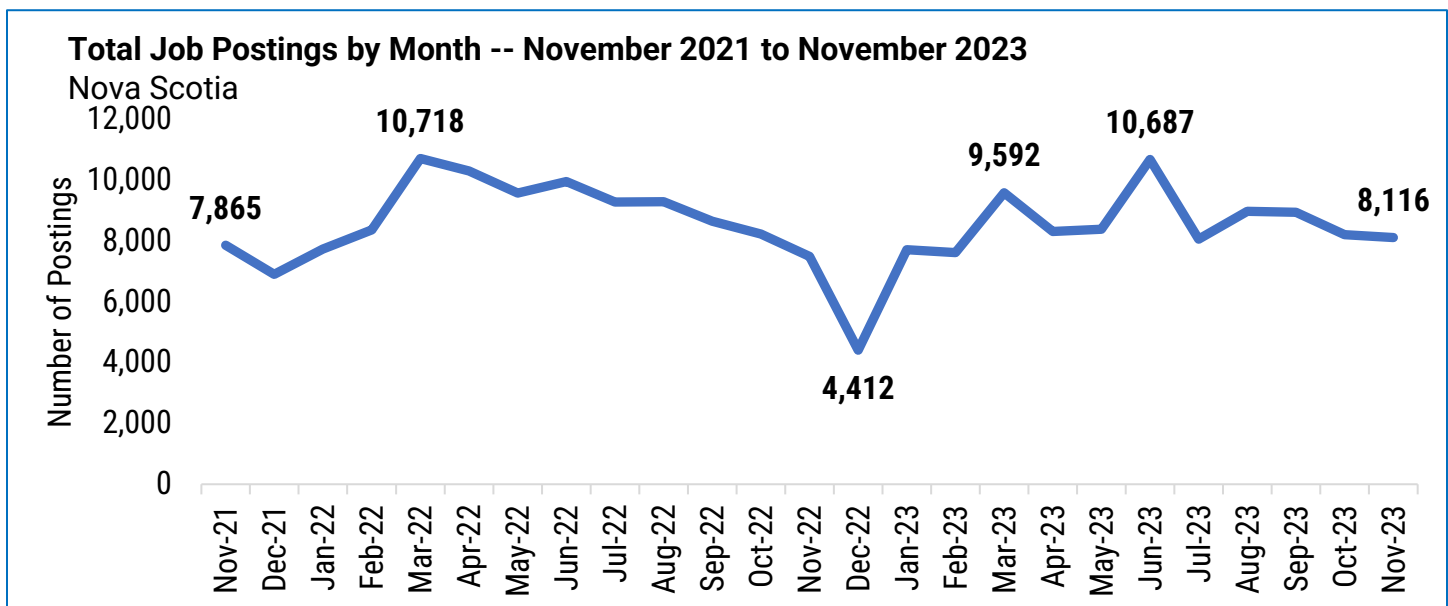
Online Job Postings in Nova Scotia – November 2023

Overview

The total number of seasonally unadjusted job postings in Nova Scotia measured by Vicinity Jobs was 8,116 during the month of November. Total postings decreased by 92 (-1.1%) compared to October. November data is preliminary and may be revised.

During the month of November, the number of job postings by industry was highest for “health care & social assistance” followed by “retail trade” and “public administration.”

Total Online Job Postings

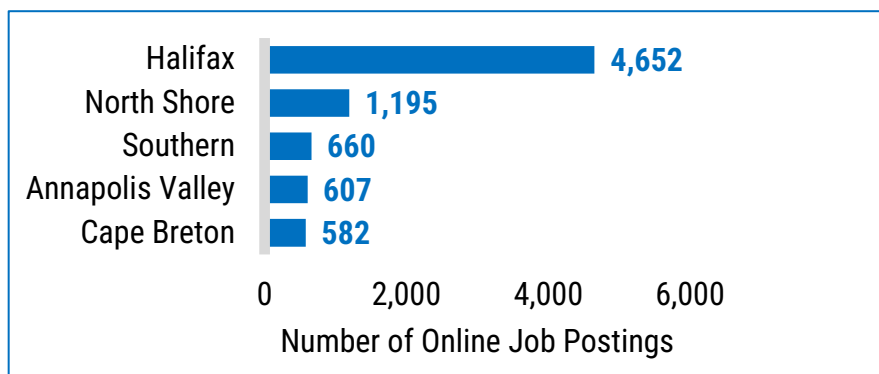


- During the month of November 2023, there were 8,116 online job postings in Nova Scotia – down 1.1% (-92 postings) from the prior month. Year-over-year, the number of postings were 8.3% lower than November of 2022, when 7,494 jobs were posted.
- The average number of postings over the trailing 12-month period (December 2022 to November 2023) was 8,254 – 7.0% lower than the average in the same period in the previous year (December 2021 to November 2022) of 8,879.

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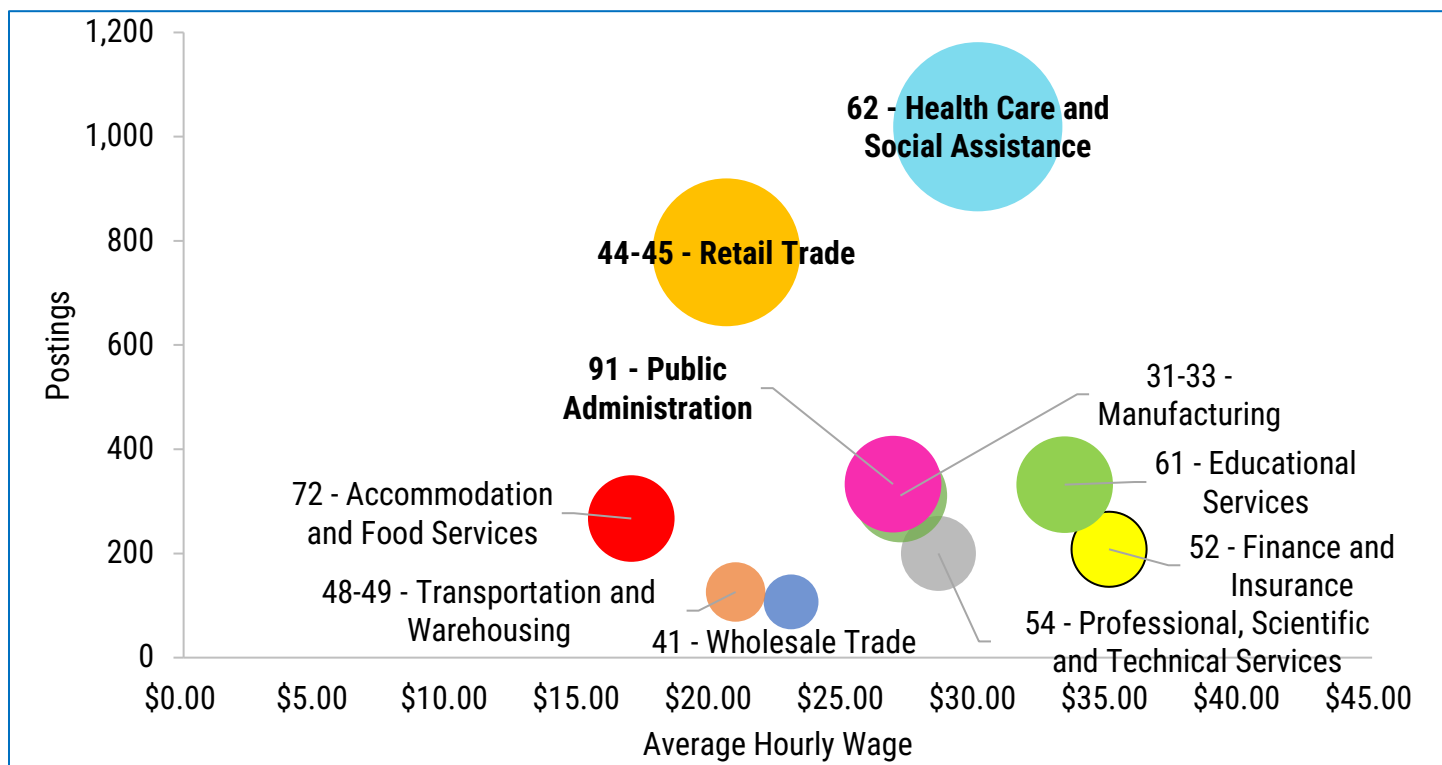
November 2023 Online Job Postings by Economic Region



- Most online job postings in the month of November were in the Halifax economic region (4,652 postings, 60.4% of postings with identified economic regions).
- This was followed by the North Shore (15.5%), Southern (8.6%), Annapolis Valley (7.9%) and Cape Breton (7.6%) regions.
- 94.8% of job postings had identifiable economic regions.

November 2023 Online Job Postings by Industry

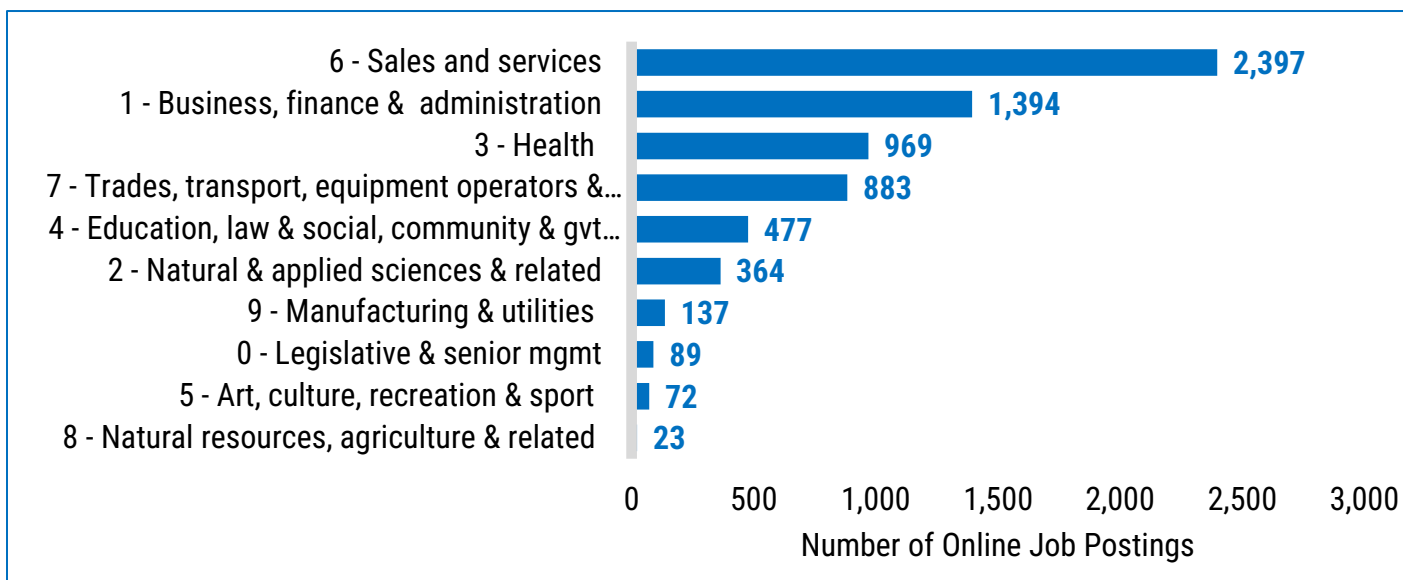
- The chart below contains the top ten industries by total online job postings in Nova Scotia and their offered average hourly wage over the month of November 2023.
- “Health Care and Social Assistance” had the highest number of job postings in November. “Retail Trade” was second highest, and “Public Administration” came in third.
- The highest average hourly wage was offered in “Utilities” (\$45.48/hour), followed by “Construction” (\$35.50/hour) and “Finance and Insurance” (\$35.04/hour).



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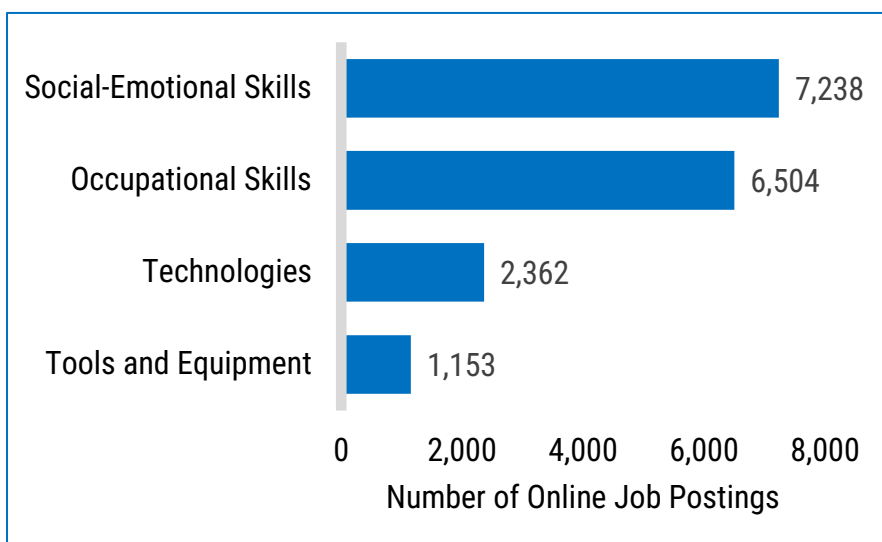
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November 2023 Online Job Postings by Occupation Category



- The occupation category with the most online job postings in November was “sales and services,” accounting for 35.2% of all identifiable postings, having decreased by 690 postings (-22.4%) compared with October.

November 2023 Online Job Postings by Skill Group



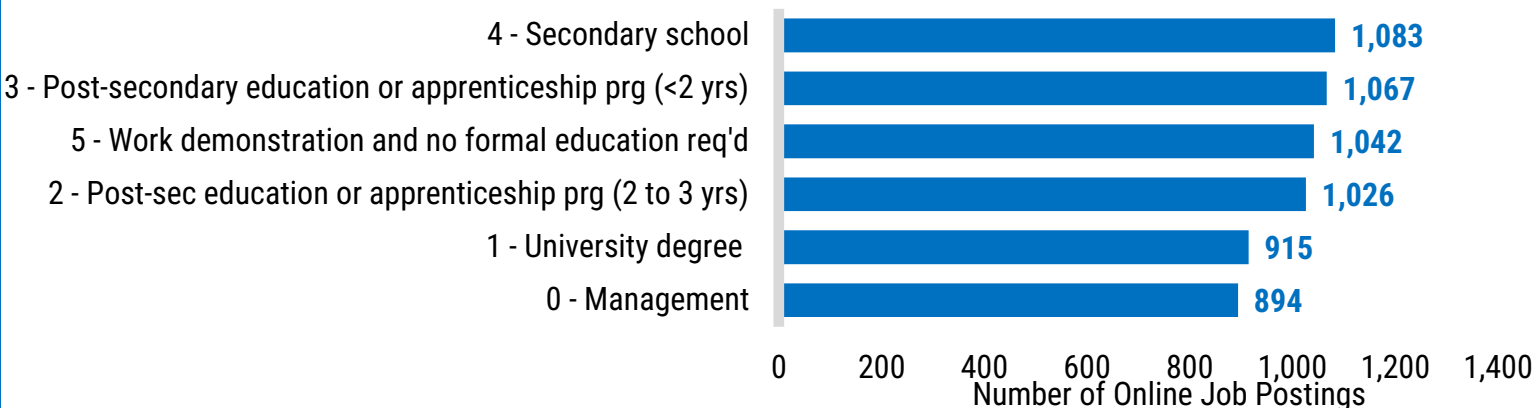
- Among online job postings where skill requirements could be identified, 93.2% of postings in November (7,238) required social-emotional skills.
 - 83.7% of postings (6,504) listed occupational skills¹ as a requirement, followed by skills related to technologies (2,362 postings, 30.4%), and tools and equipment (1,153, 14.8%).
 - Note: a posting may have requirements matching multiple skill groups.

¹ Occupational skills are a set of knowledge and skills that employees need for a specific job or occupation.

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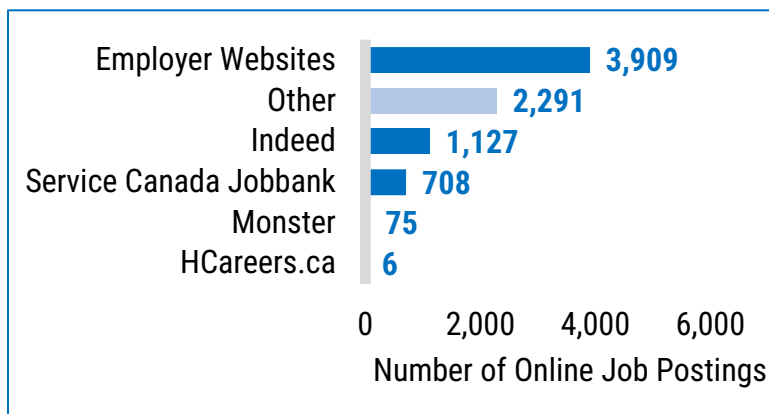
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November 2023 Online Job Postings by Training, Education, Experience & Responsibilities (TEER) Level



- In contrast with postings by skill group, online job postings are only matched to one training, education, experience & responsibilities (TEER) level where requirements are identified. TEER levels replaced skill levels with the transition to the 2021 version of the National Occupational Classification (NOC) system.
- The most common skill level required of online job postings in November was “secondary school” (accounting for 1,083 postings, 18.0% of postings with an identified TEER level), followed by “post-secondary education or apprenticeship of less than 2 years” (1,067 postings, 17.7%), “work demonstration and no formal education required” (1,042 postings, 17.3%), “post-secondary education or apprenticeship of 2 to 3 years” (1,026 postings, 17.0%) “university degree” (915 postings, 15.2%) and “management” (894 postings, 14.8%).
- Among non-managerial postings, 79.7% of postings in November required a formal education (secondary school or higher).
- The TEER category of the remaining 2,089 job postings in November (25.7% of the total) could not be identified.

November 2023 Online Job Postings by Source



- Employer corporate websites were the main source of 48.2% of November’s online job postings (3,909 postings).
- Indeed (1,127 postings, 13.9%) and the Service Canada’s Job Bank (708 postings, 8.7%) were also significant sources of online postings. Monster was the source of 75 job postings (0.9%) and HCareer had 6 job postings (0.1%)

Note: Vicinity Jobs identifies original postings and eliminates duplicate reposts.

Appendix – TEER Categories and Examples of Jobs²

| TEER | Occupation types | Examples |
|--------|---|---|
| TEER 0 | Management occupations | Advertising, marketing, and public relations managers Financial managers |
| TEER 1 | Occupations that usually require a university degree | Financial advisors Software engineers |
| TEER 2 | Occupations that usually require <ul style="list-style-type: none"> - a college diploma - apprenticeship training of 2 or more years, or - supervisory occupations | Computer network and web technicians Medical laboratory technologists |
| TEER 3 | Occupations that usually require <ul style="list-style-type: none"> - a college diploma - apprenticeship training of less than 2 years, or - more than 6 months of on-the-job training | Bakers Dental assistants and dental laboratory assistants |
| TEER 4 | Occupations that usually require <ul style="list-style-type: none"> - a high school diploma - several weeks of on-the-job training | Home child care providers Retail salespersons and visual merchandisers |
| TEER 5 | Occupations that usually need short-term work demonstration and no formal education | Landscaping and grounds maintenance labourers Delivery service drivers and door-to-door distributors |

² Source: Immigration, Refugees and Citizenship Canada