

# Labour Market Information News

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## Online Job Postings in Nova Scotia – December 2023

### Overview

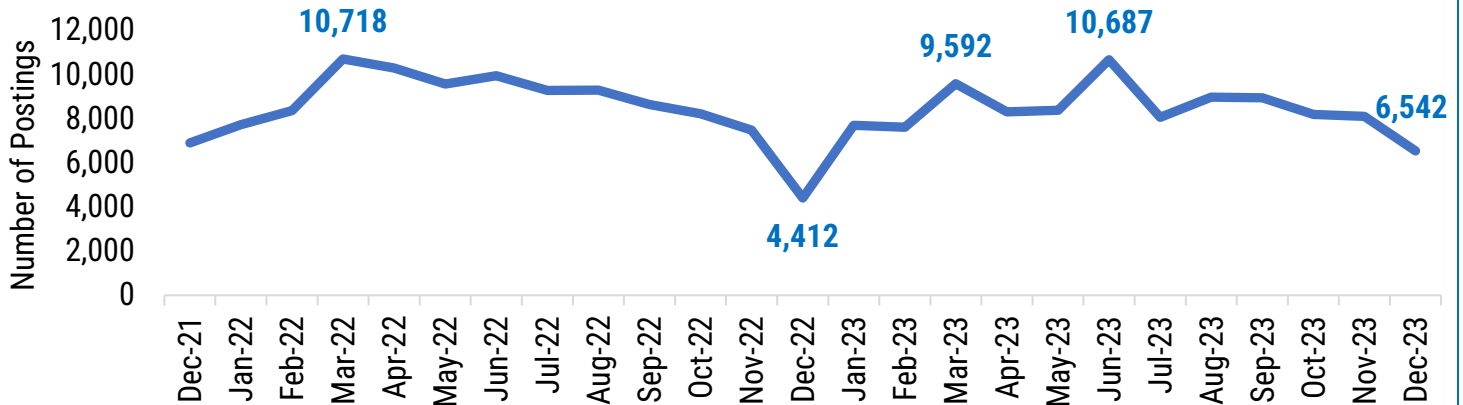
The total number of seasonally unadjusted job postings in Nova Scotia measured by Vicinity Jobs was 6,542 during the month of December. Total postings decreased by 1,574 (-6.1%) compared to November. December data is preliminary and may be revised.

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

### Total Online Job Postings

**Total Job Postings by Month - December 2021 to December 2023**

Nova Scotia

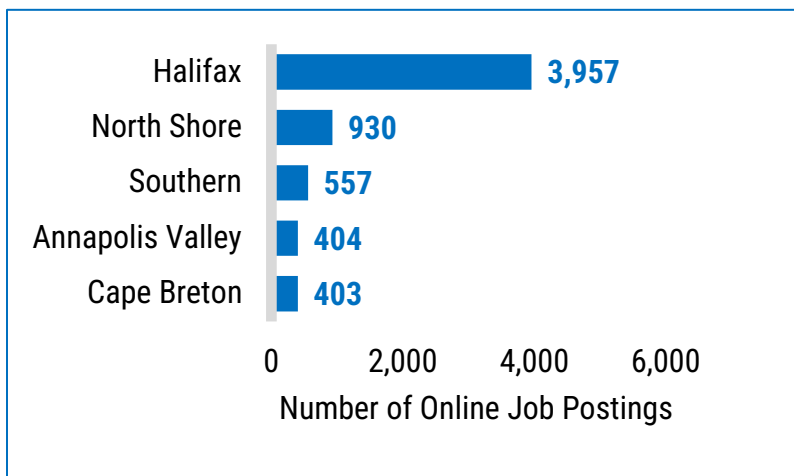


- During the month of December 2023, there were 6,542 online job postings in Nova Scotia – down 6.1% (-1,574 postings) from the prior month. Year-over-year, the number of postings were 48.3% higher than December of 2022, when 4,412 jobs were posted.
- The average number of postings over the trailing 12-month period (January to December 2023) was 8,432 – 2.8% lower than the average in the same period in the previous year (January to December 2022) of 8,671.

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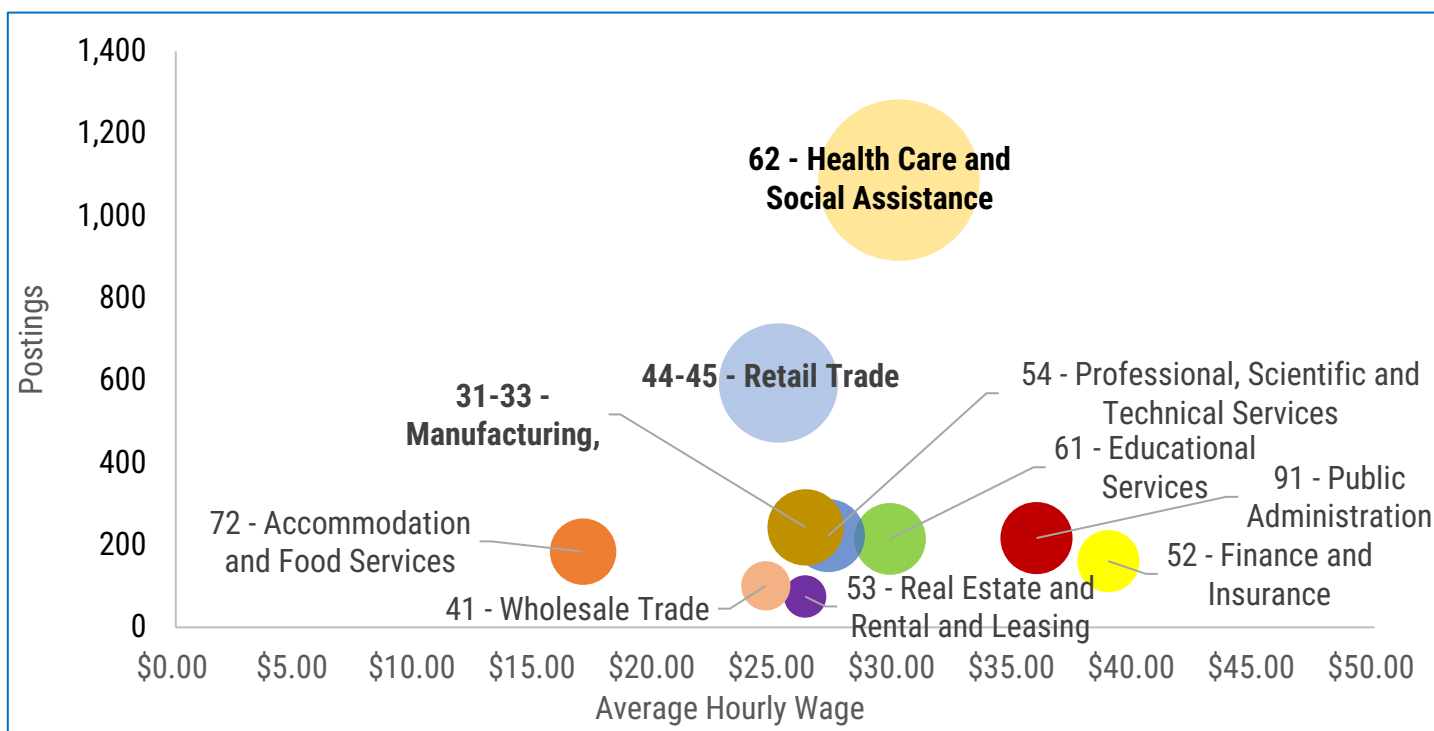
## December 2023 Online Job Postings by Economic Region



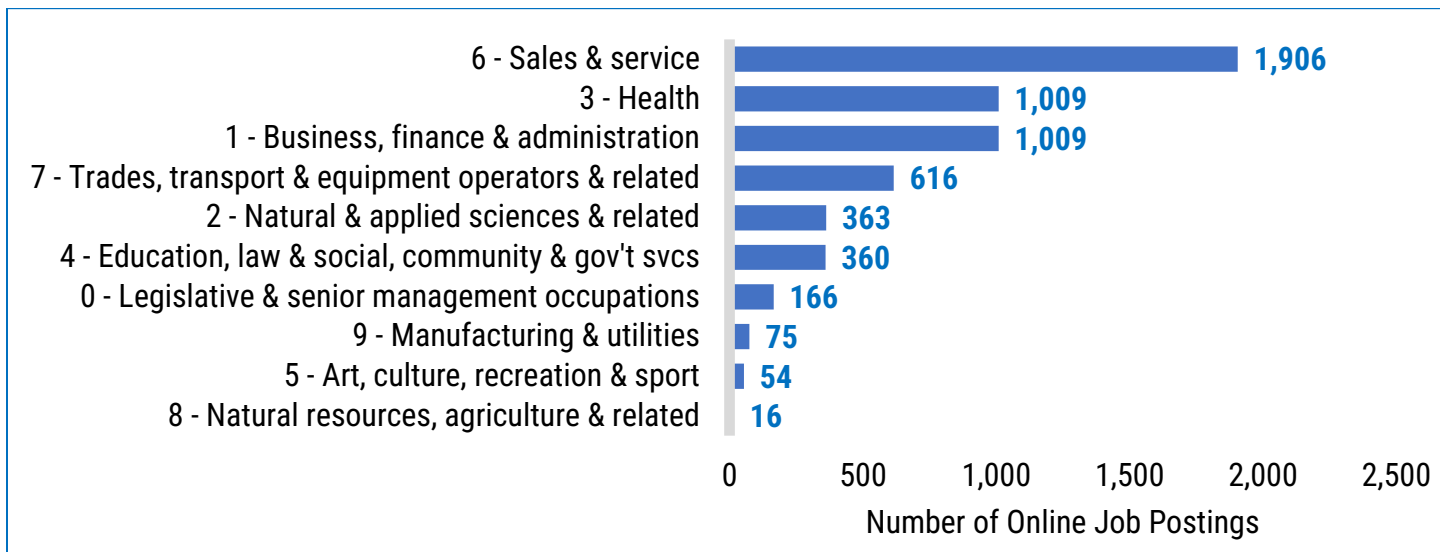
- Most online job postings in the month of December were in the Halifax economic region (3,957 postings, 63.3% of postings with identified economic regions).
- This was followed by the North Shore (14.9%), Southern (8.9%), Annapolis Valley (6.5%) and Cape Breton (6.4%) regions.
- 95.6% of job postings had identifiable economic regions.

## December 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 December 2023.
- “Health care and social assistance” had the highest number of job postings in December. “Retail trade” was second highest, and “manufacturing” came in third.
- The highest average hourly wage was offered in “utilities” (\$45.21/hour), followed by “finance and insurance” (\$38.90/hour) and “public administration” (\$35.90/hour).

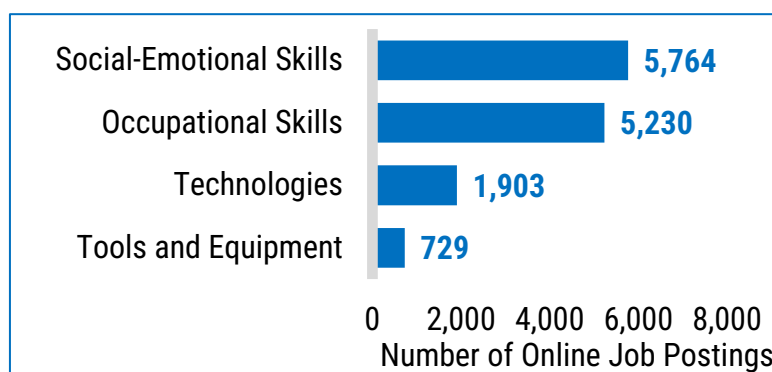


## December 2023 Online Job Postings by Occupation Category



- The occupation category with the most online job postings in December was “sales and service,” accounting for 34.2% of all identifiable postings, having decreased by 491 postings (-20.5%) compared with November.

## November 2023 Online Job Postings by Skill Group



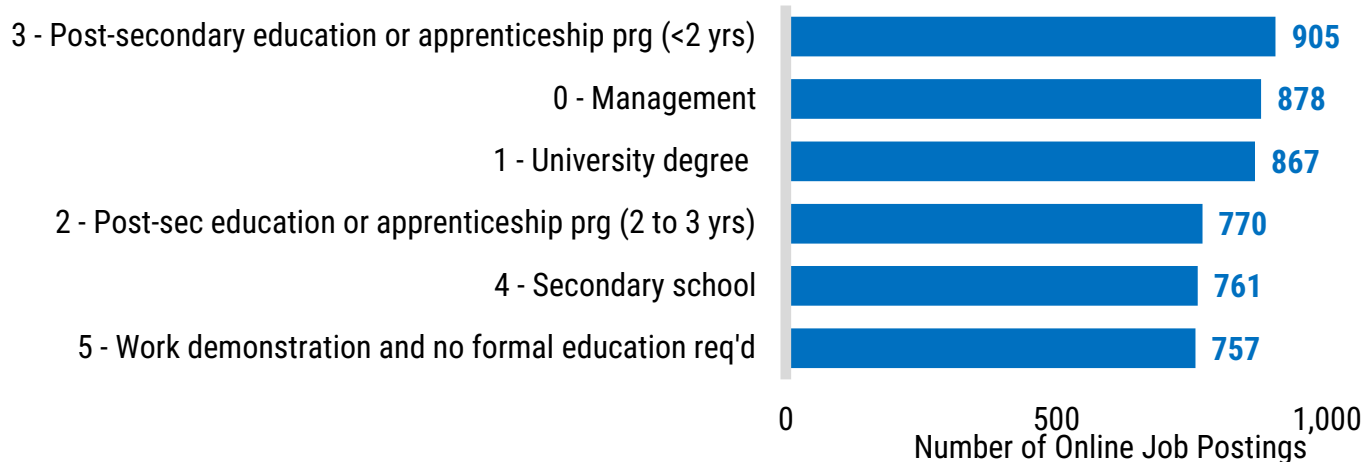
- Among online job postings where skill requirements could be identified, 93.2% of postings in December (5,764) required social-emotional skills.
  - 83.7% of postings (5,230) listed occupational skills<sup>1</sup> as a requirement, followed by skills related to technologies (1,903 postings, 30.5%), and tools and equipment (729, 11.7%).
- Note: a posting may have requirements matching multiple skill groups.

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

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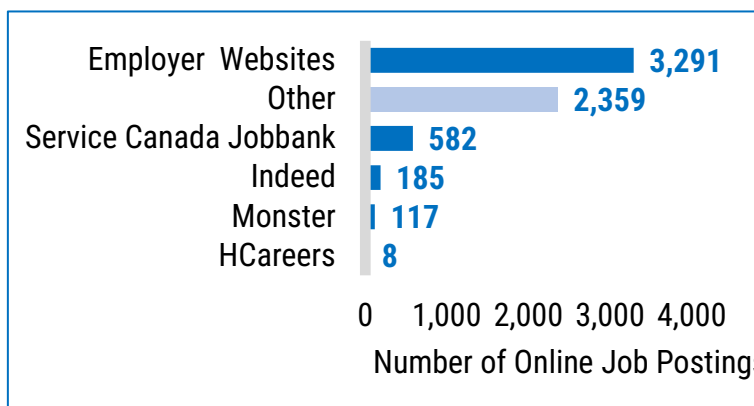
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## December 2023 Online Job Postings by Training, Education, Experience & Responsibilities (TEER) Level



- 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 December was “post-secondary education or apprenticeship of less than 2 years” (accounting for 905 postings, 16.1% of postings with an identified TEER level), followed by “management” (878 postings, 15.6%), “university degree” (867 postings, 15.4%), “post-secondary education or apprenticeship of 2 to 3 years” (770 postings, 13.7%) “secondary school” (761 postings, 13.5%) and “work demonstration and no formal education required” (757 postings, 13.4%).
- Among non-managerial postings, 81.4% of postings in December required a formal education (secondary school or higher).
- The TEER category of the remaining 1,604 job postings in December (24.5% of the total) could not be identified.

### December 2023 Online Job Postings by Source



- Employer corporate websites were the main source of 50.3% of December’s online job postings (3,291 postings).
- Service Canada Job Bank (582 postings, 8.9%) and Indeed (185 postings, 2.8%) were also significant sources of online postings. Monster was the source of 117 job postings (1.8%) and HCareers had 8 job postings (0.1%)

## Appendix – TEER Categories and Examples of Jobs<sup>2</sup>

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"> <li>- a college diploma</li> <li>- apprenticeship training of 2 or more years, or</li> <li>- supervisory occupations</li> </ul>	Computer network and web technicians Medical laboratory technologists
TEER 3	Occupations that usually require <ul style="list-style-type: none"> <li>- a college diploma</li> <li>- apprenticeship training of less than 2 years, or</li> <li>- more than 6 months of on-the-job training</li> </ul>	Bakers Dental assistants and dental laboratory assistants
TEER 4	Occupations that usually require <ul style="list-style-type: none"> <li>- a high school diploma</li> <li>- several weeks of on-the-job training</li> </ul>	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

<sup>2</sup> Source: Immigration, Refugees and Citizenship Canada