

# Labour Market Information News

Published by the Department of Labour, Skills and Immigration

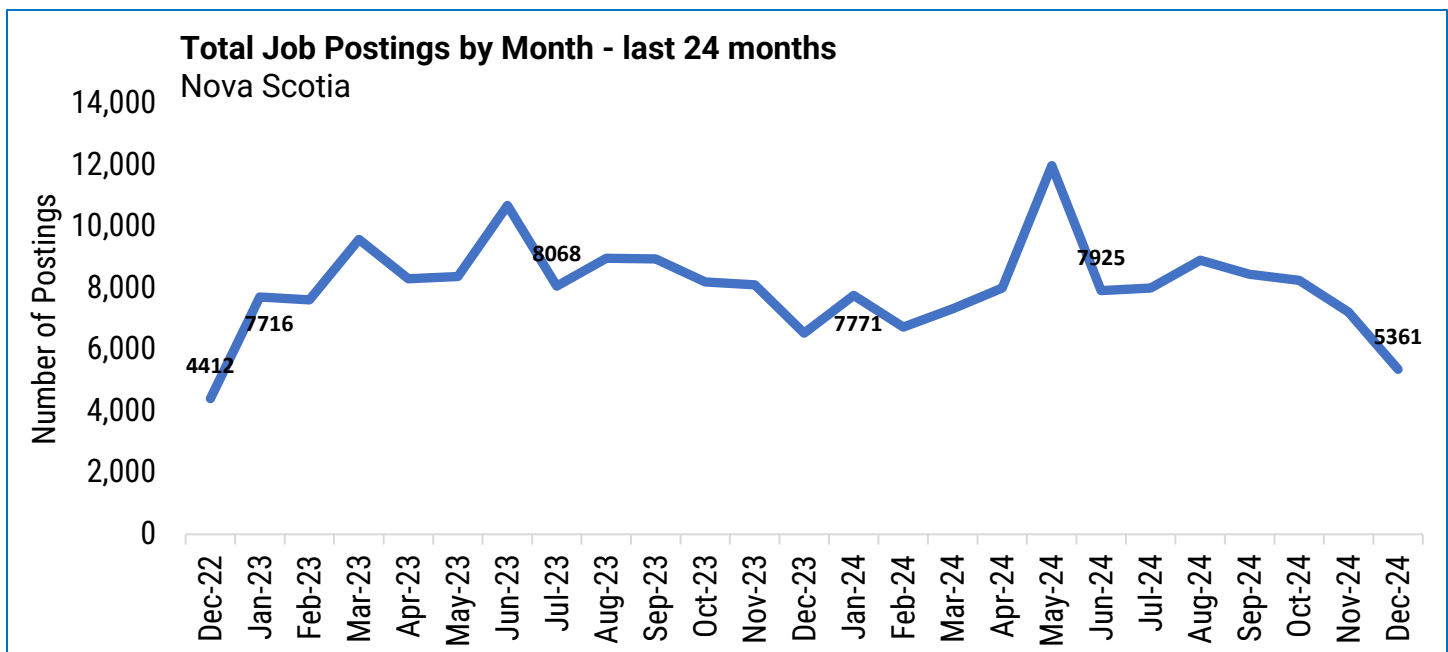
January 2025

## Online Job Postings in Nova Scotia – December 2024

### Overview

The total number of seasonally unadjusted job postings in Nova Scotia measured by Vicinity Jobs was 5,361 during the month of December 2024. Total postings dropped by 1,870 (-25.9%) compared to November 2024. 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” and “retail trade”, followed by “educational services”.



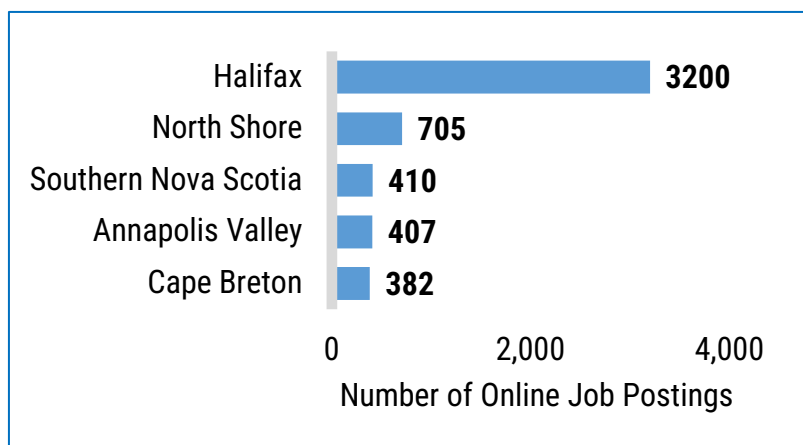
### Total Online Job Postings

- During the month of December 2024, there were 5,361 online job postings in Nova Scotia – down 25.9% (-1,870 postings) from the prior month. Year-over-year, the number of postings were 18.1% lower than in December of 2023, when 6,542 jobs were posted.
- The average number of postings over the trailing 12-month period (January 2024 to December 2024) was 7,999 – 5.1% lower than the average in the same period in the previous year (January 2023 to December 2023) of 8,432.

# Labour Market Information News

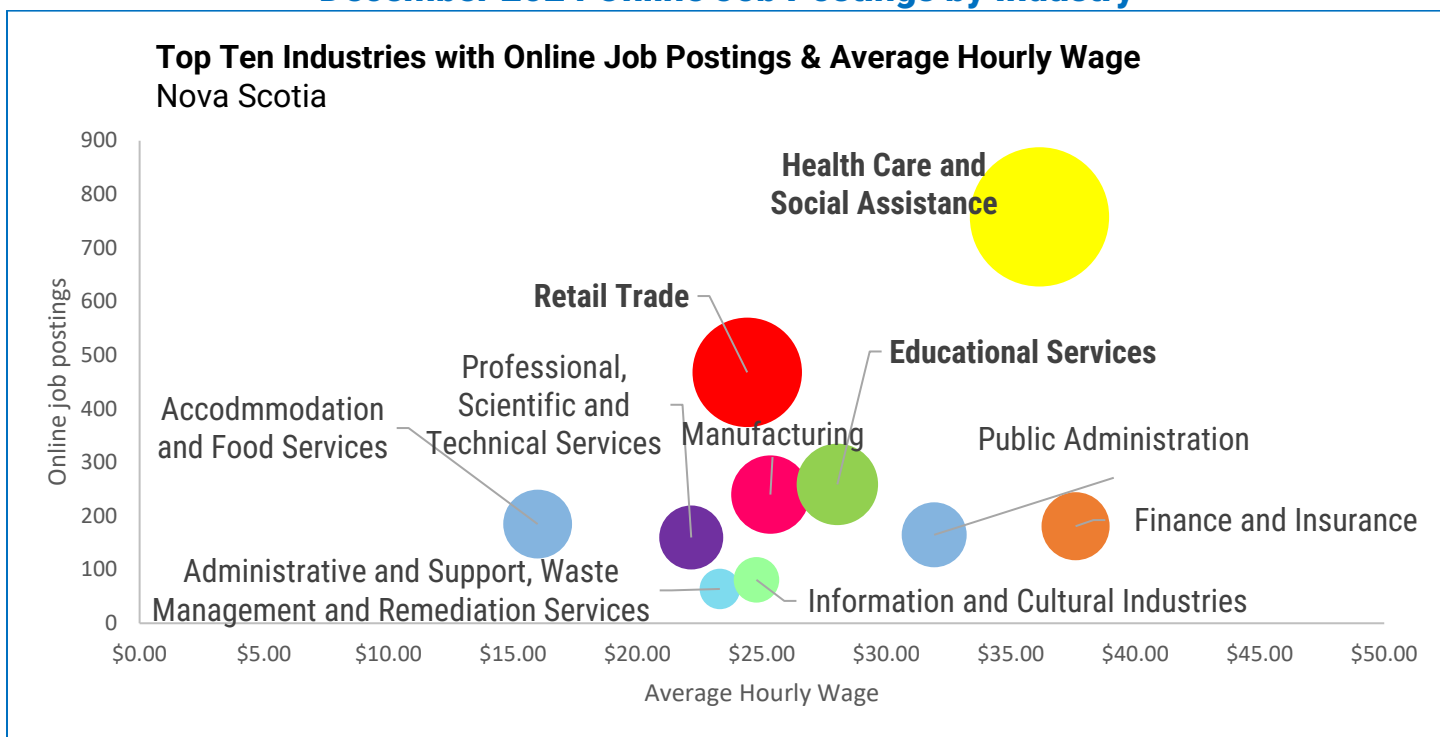
Department of Labour, Skills and Immigration, Research, Accountability & Intergovernmental Affairs Division

## December 2024 Online Job Postings by Economic Region



- Most online job postings in the month of December were in the Halifax economic region (3,200 postings, 62.7% of postings with identified economic regions).
- This was followed by the North Shore (13.8%), Southern (8.0%), Annapolis Valley (8.0%), and Cape Breton (7.5%) regions.
- 95.2% of job postings had identifiable economic regions.

## December 2024 Online Job Postings by Industry

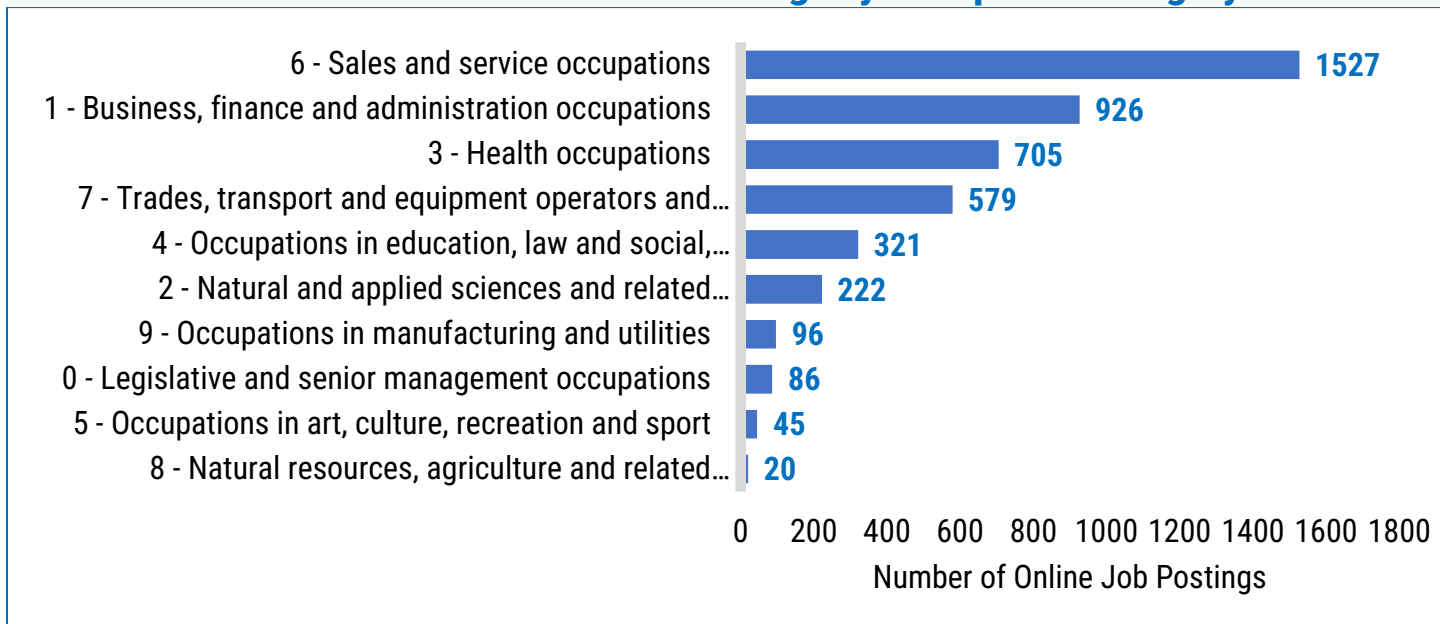


- The chart above contains the top ten industries by total online job postings in Nova Scotia and their offered average hourly wage over the month of December 2024.
- “Health care and social assistance” (758 postings, 26.3%) had the highest number of job postings, followed by “retail trade” (468 postings, 16.2%) in December. “Educational services” came in third (259 postings, 9.0%).
- The highest average hourly wage was offered in “utilities” (\$47.14/hr), followed by “finance and insurance” (\$37.60) and “health care and social assistance” (\$36.15/hour).

# Labour Market Information News

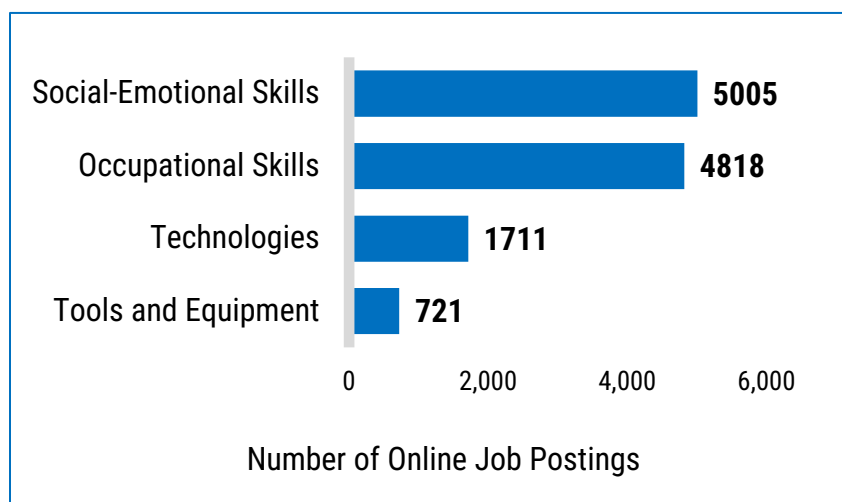
Department of Labour, Skills and Immigration, Research, Accountability & Intergovernmental Affairs Division

## December 2024 Online Job Postings by Occupation Category



- The occupation category with the most online job postings in December was “sales and services,” accounting for 33.7% of all identifiable postings, followed by “business, finance and administration occupations”, and “health occupations”.

## December 2024 Online Job Postings by Skill Group



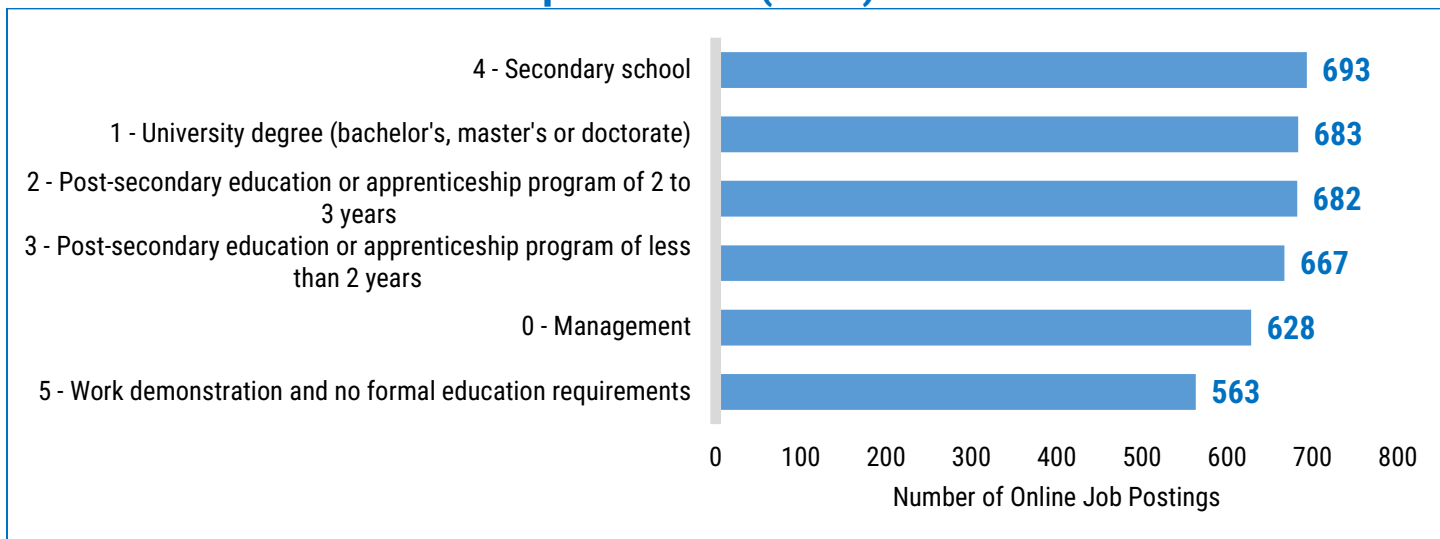
- Among online job postings, 94.9% of postings in December (5,005) required social-emotional skills.
- 91.4% of postings (4,818) listed occupational skills<sup>1</sup> as a requirement, followed by technological skills (1,711 32.4%), and tools and equipment (721, 13.7%).
- Note: a posting may have requirements 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.

# Labour Market Information News

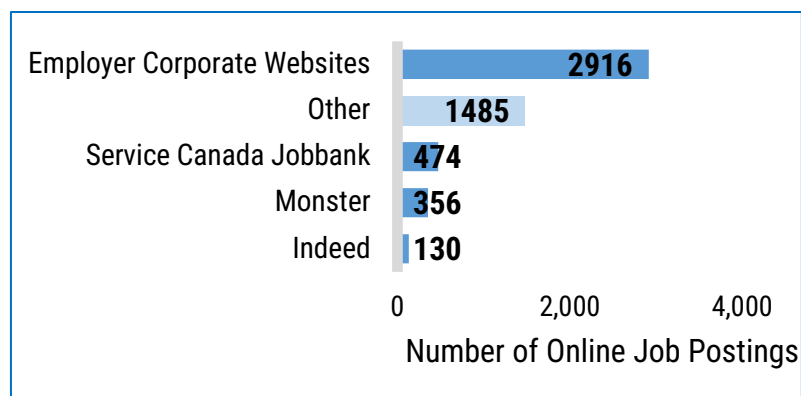
Department of Labour, Skills and Immigration, Research, Accountability & Intergovernmental Affairs Division

## December 2024 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 “secondary school” (693 postings, 17.7%), followed by “university degree” (683 postings, 17.4%), “post-secondary education or apprenticeship program (2 to 3 years)” (682 postings, 17.4%), “post-secondary education or apprenticeship program” (less than 2 years) (667 postings, 17.0%), “management” (628 postings, 16.0%), and “work demonstration and no formal education requirements” (563 postings, 14.4%).
- Among non-managerial postings, 78.9% of postings in December required a formal education (secondary school or higher).
- The TEER category of the remaining 1,445 job postings in December (27.0% of the total) could not be identified.

## December 2024 Online Job Postings by Source



- Employer corporate websites were the main source of 54.4% of December’s online job postings (2,916 postings).
- Service Canada Job Bank (474 postings, 8.8%) was also a significant source of online postings. Monster was the source of 356 job postings (6.6%), and Indeed recorded 130 postings (2.4%).

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

## 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