

Labour Market Information News

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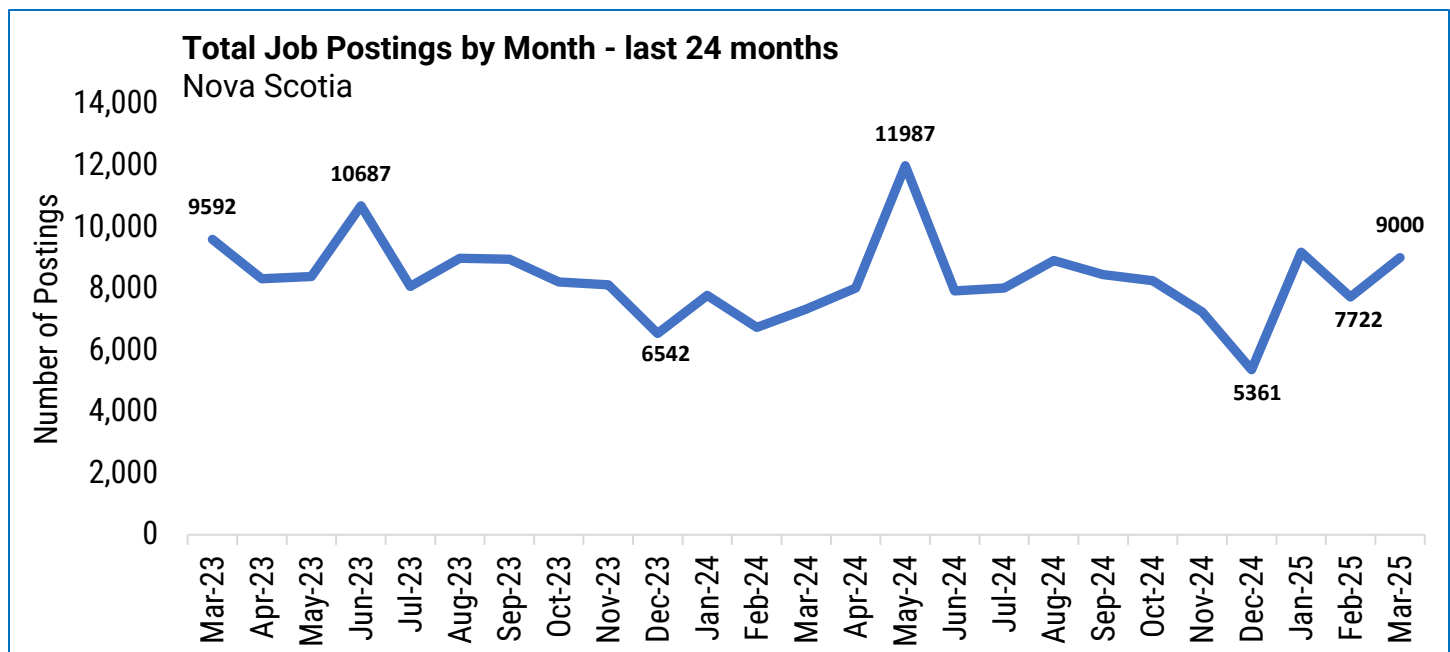
April 2025

Online Job Postings in Nova Scotia – March 2025

Overview

The total number of job postings in Nova Scotia measured by Vicinity Jobs was 9,000 during the month of March 2025 (seasonally unadjusted). Total postings increased by 1,669 (+22.8%) compared to March 2024. This data is preliminary and may be revised.

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



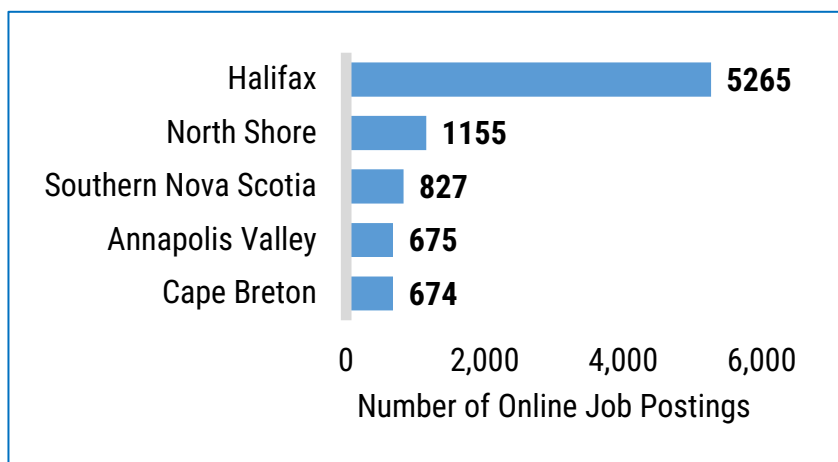
Total Online Job Postings

- During the month of March 2025, there were 9,000 online job postings in Nova Scotia – up 16.6% (+1,278 postings) from the prior month. Year-over-year, the number of postings were 22.8% higher than in March of 2024, when 7,331 jobs were posted.
- The average number of postings over the trailing 12-month period (April 2024 to March 2025) was 8,337 – 2.0% higher than the average in the same period in the previous year (April 2023 to March 2024) of 8,174.

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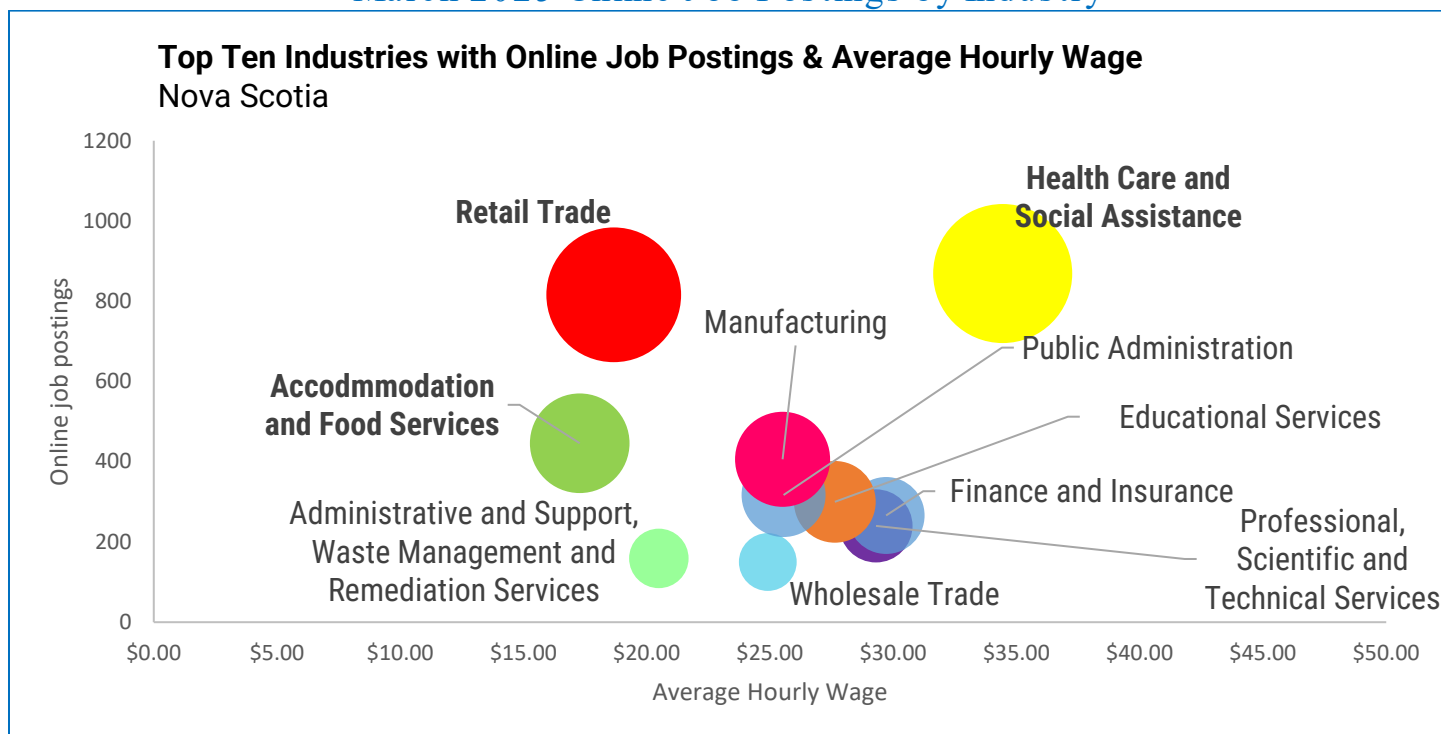
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March 2025 Online Job Postings by Economic Region



- Most online job postings in the month of March were in the Halifax economic region (5,265 postings, 58.5% of postings with identified economic regions).
- This was followed by the North Shore (12.8%), Southern (9.2%), Annapolis Valley (7.5%), and Cape Breton (7.5%) regions.
- Economic regions were identified in 95.5% of job postings.

March 2025 Online Job Postings by Industry

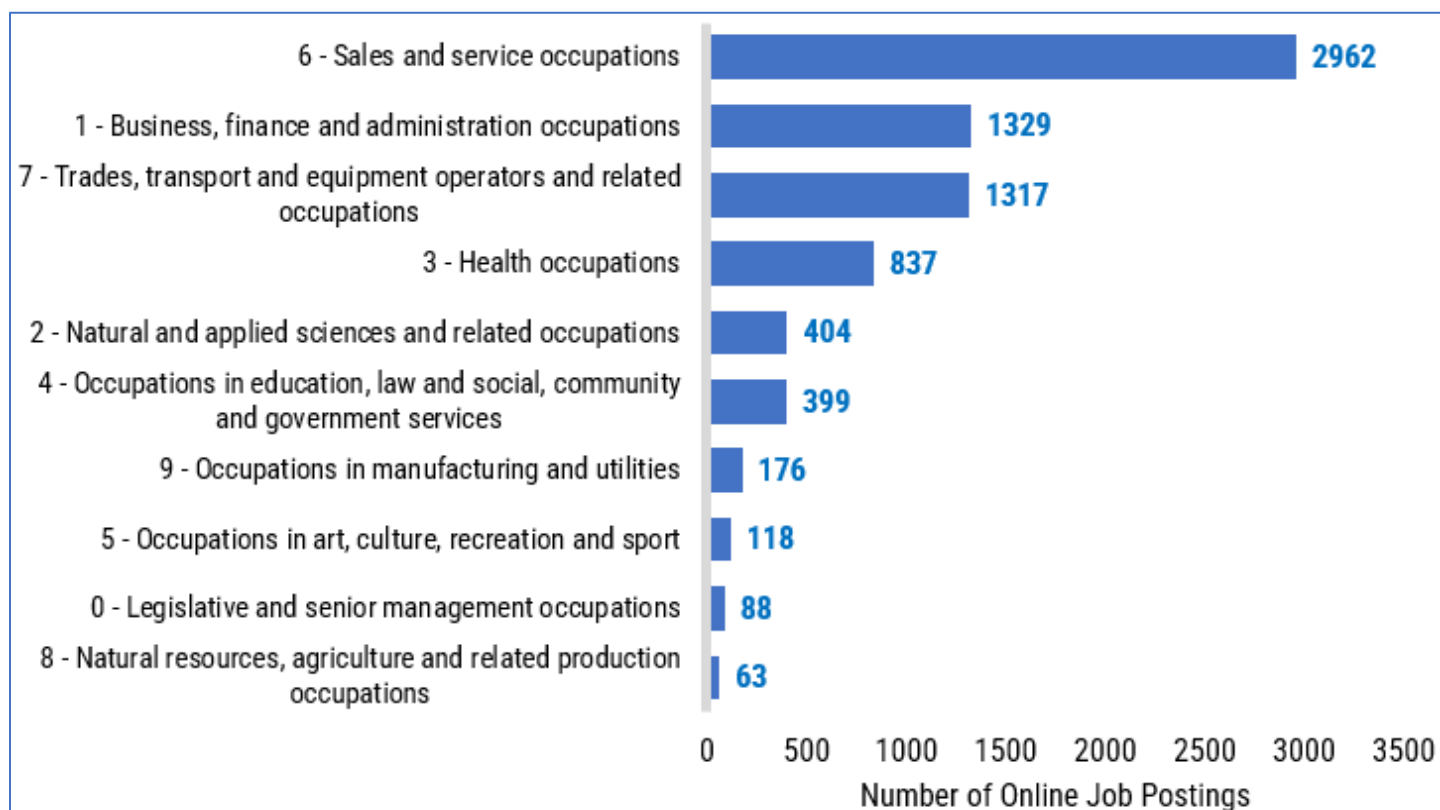


- The chart above contains the top ten industries by total online job postings in Nova Scotia and their offered average hourly wage over the month of March 2025.
- “Health care and social assistance” (869 postings, 19.0%) had the highest number of job postings, followed by “retail trade” (816 postings, 17.8%) in March. “Accommodation and Food Services” came in third (446 postings, 9.8%).
- The highest average hourly wage was offered in “Arts, Entertainment and Recreation” (\$42.51/hour), followed by “utilities” (\$41.22/hour) and “construction” (\$35.93/hour).

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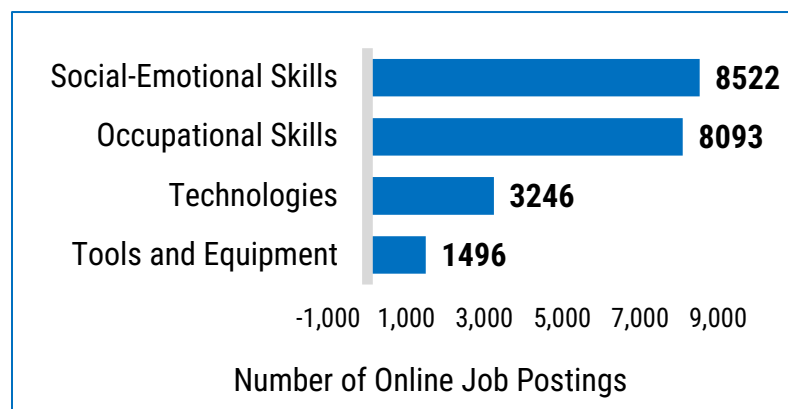
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March 2025 Online Job Postings by Occupation Category



- The occupation category with the most online job postings in March was “sales and services,” accounting for 46.2% of all identifiable postings, followed by “business, finance and administration” (20.7%), and “trades, transport and equipment operators and related occupations” (20.5%).

March 2025 Online Job Postings by Skill Group



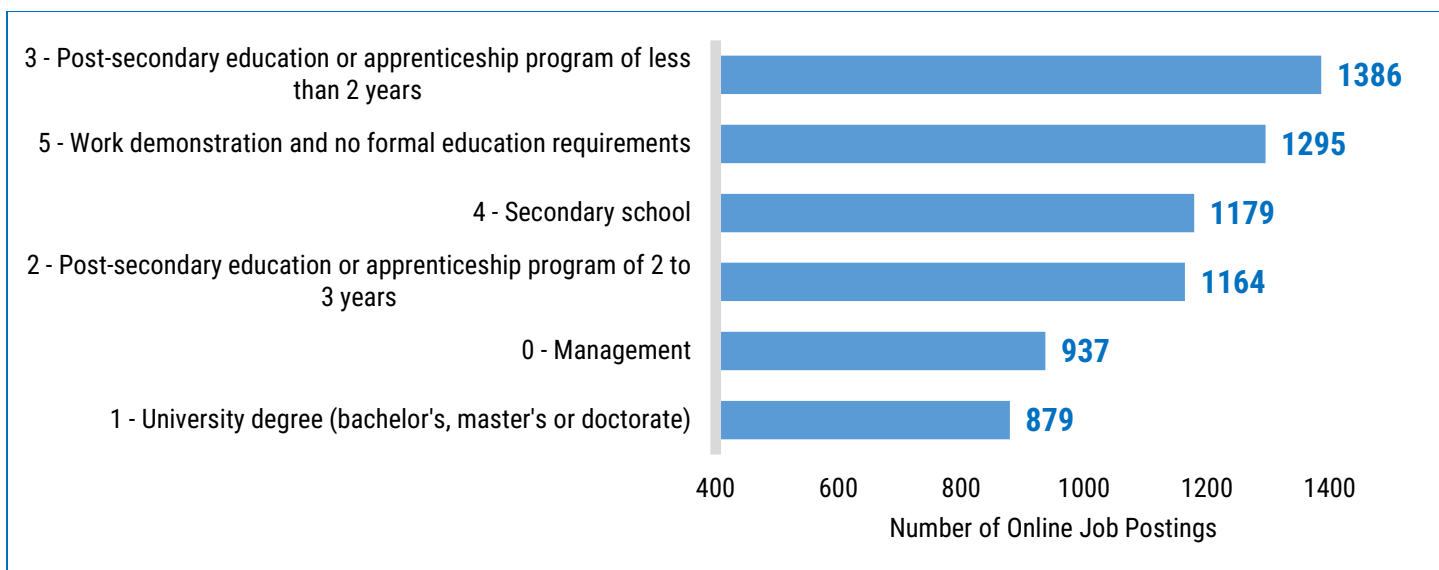
- Among online job postings, 96.1% of postings in March (8,522 postings) required social-emotional skills.
- 91.3% of postings (8,093 postings) listed occupational skills¹ as a requirement, followed by technological skills (3,246 postings, 36.6%), and tools and equipment (1,496 postings, 16.9%).
- *Note: 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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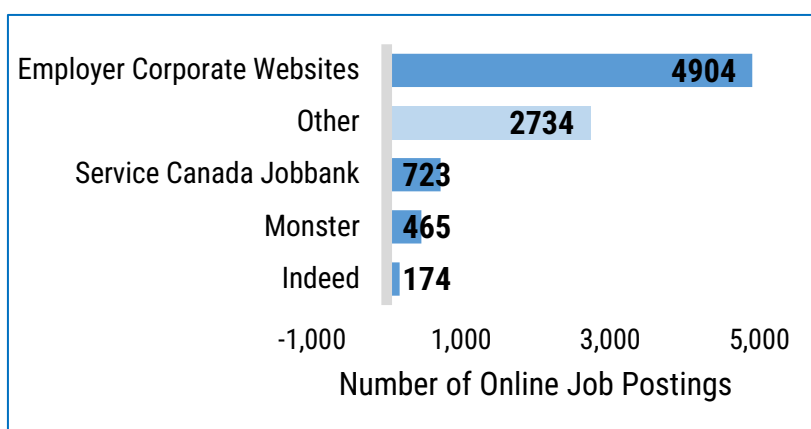
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March 2025 Online Job Postings by Training, Education, Experience & Responsibilities (TEER) Level



- 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 March was “post-secondary education or apprenticeship program (less than 2 years)” (1,386 postings, 20.3%). It was closely followed by “work demonstration and no formal education requirements” (1,295 postings, 18.9%), “secondary school” (1,179 postings, 17.2%), and “post-secondary education or apprenticeship program (2 to 3 years)” (1,164 postings, 17.0%). The least common skill level required are “management” (937 postings, 13.7%) and “university degree” (879 postings, 12.9%).
- Among non-managerial postings, 76.5% of postings in March required a formal education (secondary school or higher).
- The TEER category of the remaining 2,160 job postings in March (24.0% of the total) could not be identified.

March 2025 Online Job Postings by Source



- Employer corporate websites were the main source of 54.5% of March’s online job postings (4,904 postings).
- Service Canada Job Bank (723 postings, 8.0%) was also a significant source of online postings.

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

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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