

Labour Market Information News

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Job Vacancy and Wage Survey, 1st Quarter 2025

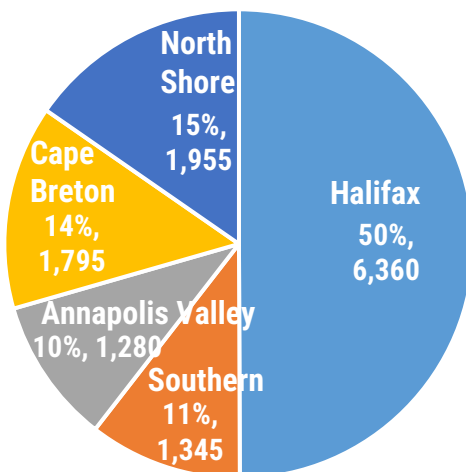
Nova Scotia Highlights

In the first quarter of 2025, the number of job vacancies (12,735) in Nova Scotia dropped by 10.2% compared to last quarter (14,180) and by 10.9% compared to the same quarter last year (14,285).

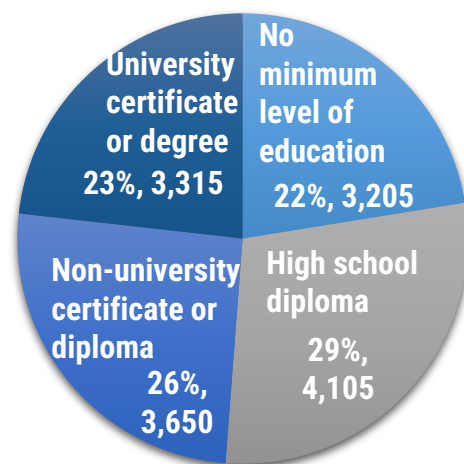
The job vacancy rate (2.9%) fell by 0.3 percentage points compared to last quarter and 0.4 percentage points compared to one year ago.

12,735 job vacancies in 2025 Q1

By Economic Region



By Education Requirement



By Job Type



2025 Q1 Overview

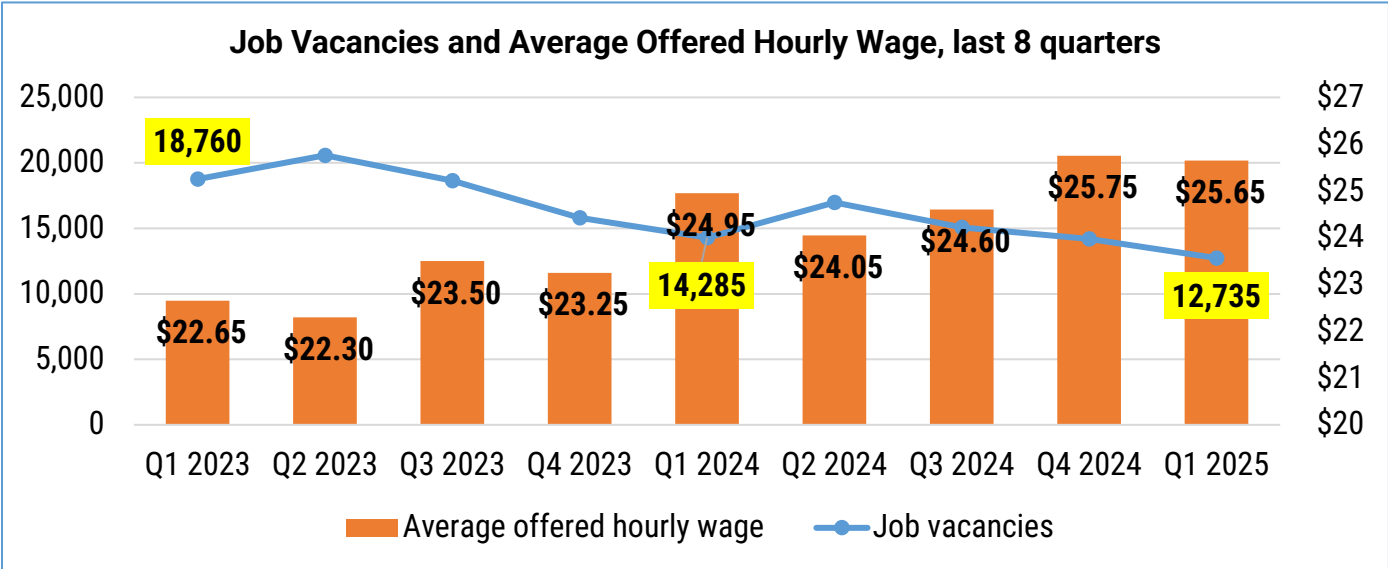
quarter-over-quarter comparison

- The number of **job vacancies** dropped by 1,445 (-10.2%) to 12,735 in Q1 2025.
- The **offered hourly wage** in Q1 of 2025 in Nova Scotia dropped by \$0.10/hr (-0.4%) to \$25.65 compared to Q4 2024.
- The **job vacancy rate*** dropped by 0.3 percentage points to 2.9% from Q4 2024 to Q1 2025.

Note: The job vacancy rate is the number of job vacancies expressed as a percentage of labour demand (the sum of occupied and vacant jobs).

Job Vacancy Trend

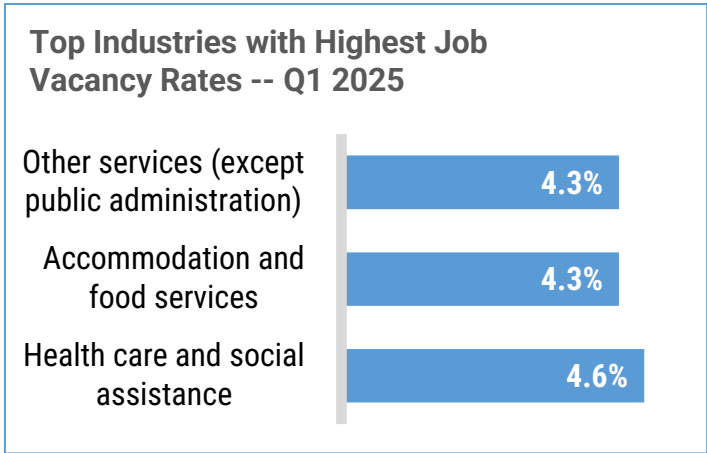
- The number of job vacancies was on a downward trend since Q2 2023, with a slight uptick in Q2 2024, gradually returning to pre-pandemic levels. Compared to a year ago, vacancies have declined by 10.9% in Q1 2025.
- The average offered hourly wage has been steadily increasing in recent quarters, despite some fluctuations, rising by 2.8% from 2024 Q1 to 2025 Q1.



Job Vacancy & Wage Rate	Q4 2023	Q3 2024	Q4 2024	Q/Q % change	Y/Y %change
Job vacancies	14,285	14,180	12,735	-10.2%	-10.9%
Payroll employees	418,365	435,355	426,195	-2.1%	1.9%
Job vacancy rate	3.3%	3.2%	2.9%	-0.3 points	-0.4 points
Average offered hourly wage	\$24.95	\$25.75	\$25.65	-0.4%	2.8%

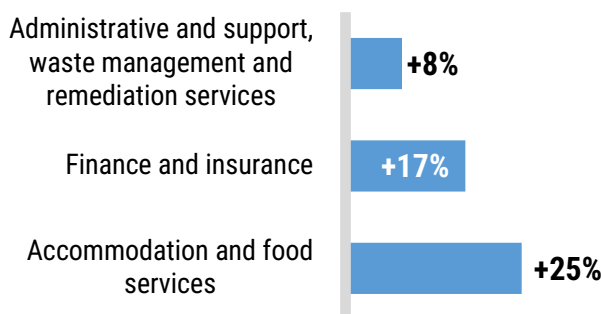
Industry Analysis

- In Q1 2025, the highest job vacancy rates were in “health care and social assistance” (4.6%), “Accommodation and food services” (4.3%) & “Other services” (4.3%). For comparison, the provincial average job vacancy rate was 2.9% in Q1 2025.



- Vacancy growth rate, year over year, varies across industries. “Accommodation and food services” experienced the largest expansion at 25%, followed by “finance and insurance” (+17%) and “administrative and support, waste management and remediation services” (+8%).

Top Industries with Year-over-Year Vacancy Growth -- Q1 2025

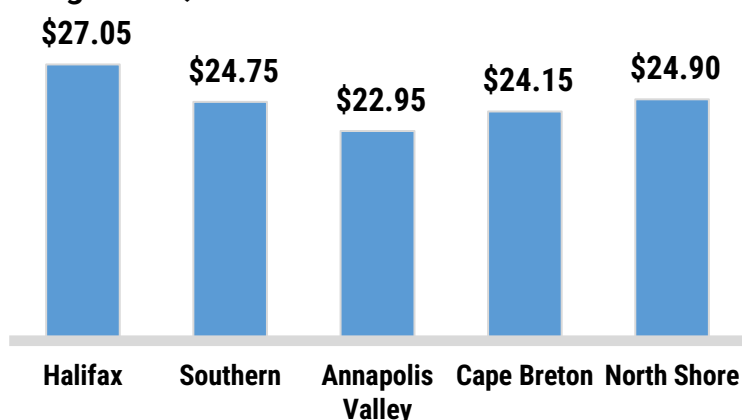


Wages

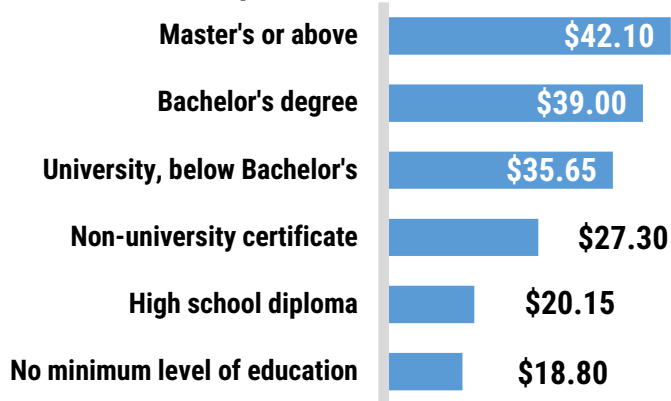
year-over-year comparison

- During Q1 of 2025, all economic regions posted higher offered wage for vacant positions compared to the previous year except for Cape Breton (-1.0%). This was led by North Shore (+9.5%). It is followed by Southern (+2.5%), Halifax (+2.3%), and the Annapolis Valley (+2.2%).
- The average offered hourly wage increases, on average, with the educational requirements of the offered position. Positions requiring high school diploma (+3.6%), non university certificate (+6.6%), and university below bachelor's (+21.9%), had the highest growth in wages between Q1 of 2024 and Q1 of 2025. In contrast, positions requiring no minimum level of education (-3.3%) and a bachelor's degree (-1.4%) offered lower wages.

Average Offered Hourly Wage by Economic Region -- Q1 2025



Average Offered Hourly Wage by Educational Requirements -- Q1 2025



For more data, please visit the “Job Opportunities” Page in [LMI Dashboard / Labour market Information](#).

Sources: Statistics Canada, Job Vacancy & Wage Survey, Tables 14-10-0441-01, 14-10-0442-01 and 14-10-0443-01, unadjusted for seasonality.