

# Labour Market Information News

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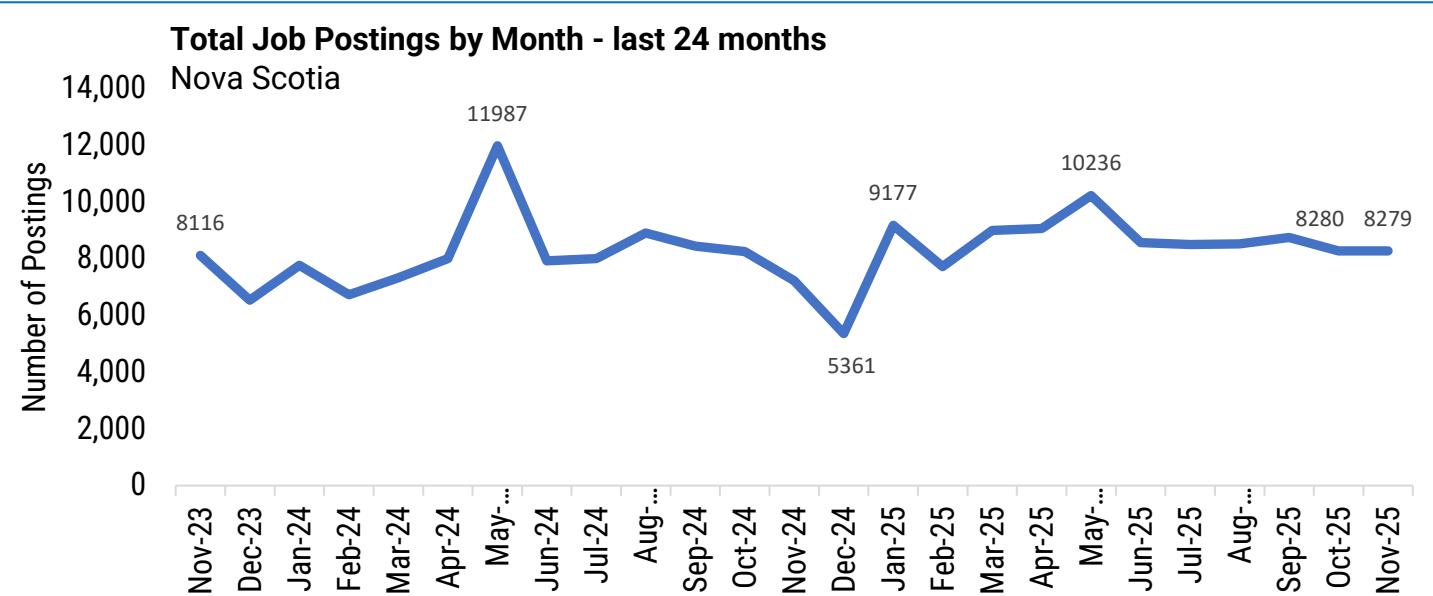
December 2025

## Online Job Postings in Nova Scotia – November 2025

### Overview

The total number of job postings in Nova Scotia measured by Vicinity Jobs was 8,279 during the month of November 2025 (seasonally unadjusted). Total postings increased by 1,048 (+14.5%) compared to November 2024. This data is preliminary and may be revised.

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



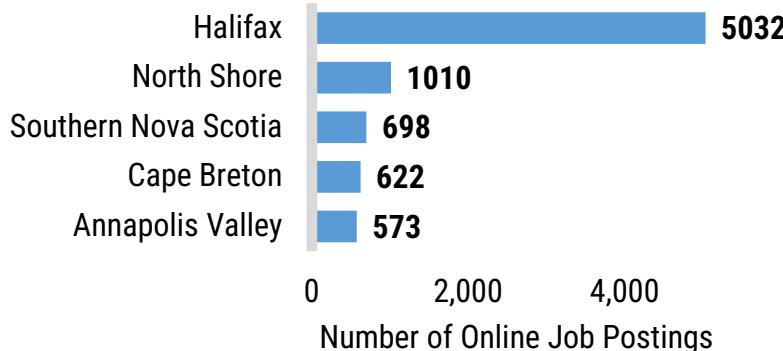
### Total Online Job Postings

- During November 2025, there were 8,279 online job postings in Nova Scotia – only 1 posting lower than the prior month. Year-over-year, the number of postings was 14.5% higher than in November 2024, when 7,231 jobs were posted.
- The average number of postings over the trailing 12-month period (December 2024 to November 2025) was 8,457 – 4.4% higher than the average in the same period in the previous year (December 2023 to November 2024) of 8,097.

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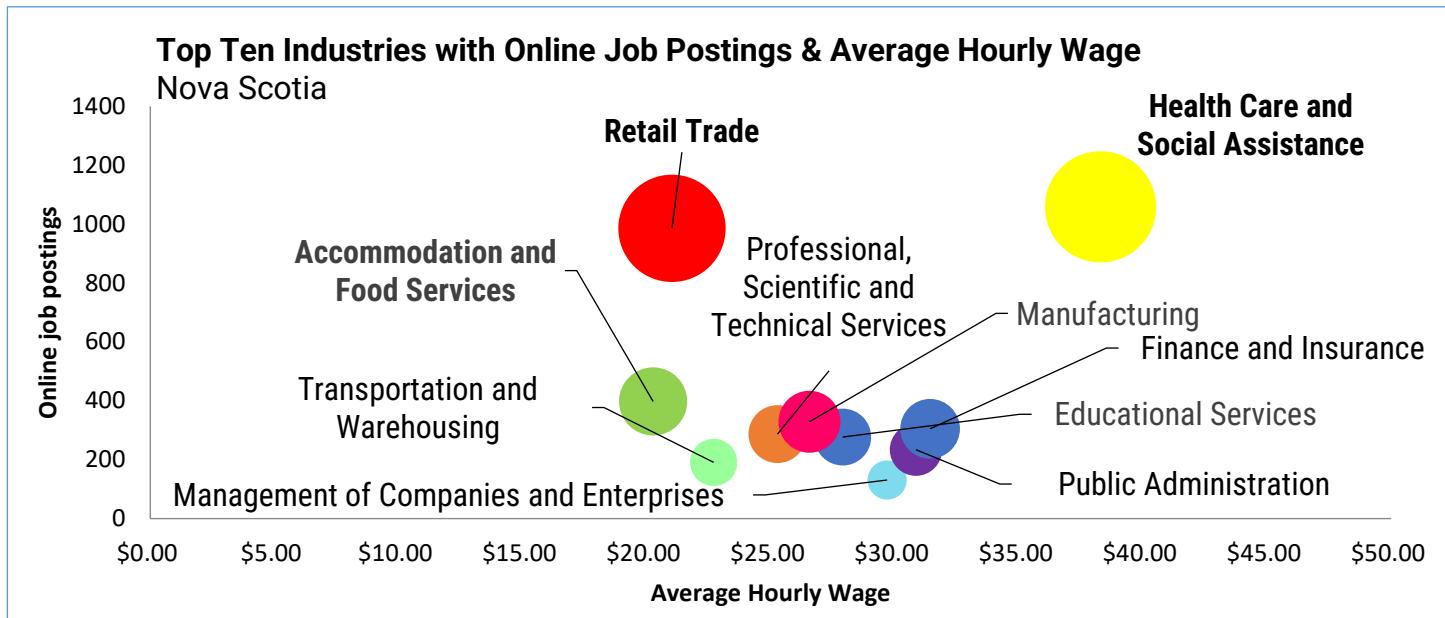
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## November 2025 Online Job Postings by Economic Region



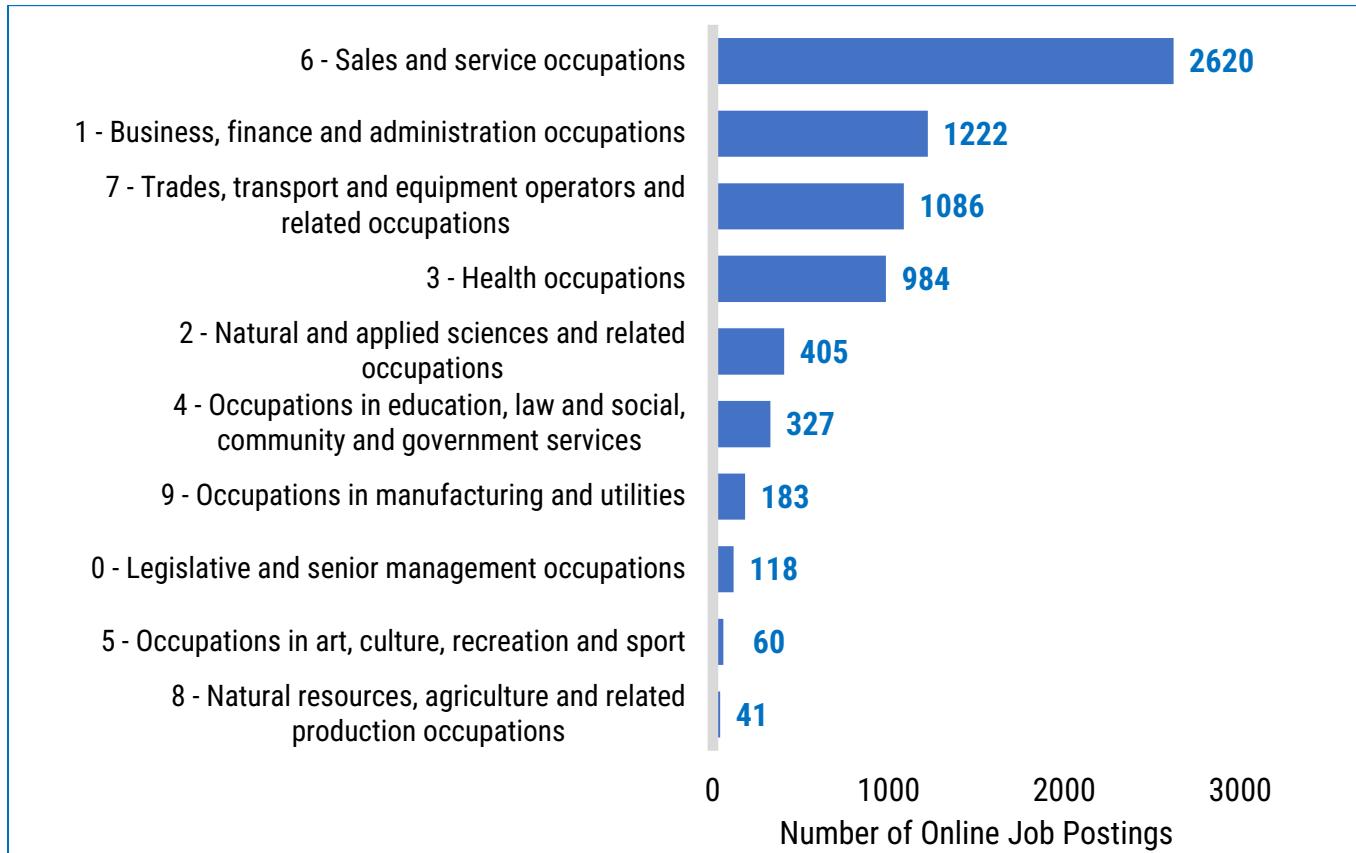
- Most online job postings in November were in the Halifax economic region (5,032 postings, 63.4% of postings with identified economic regions).
- This was followed by the North Shore (12.7%), Southern (8.8%), Cape Breton (7.8%), and Annapolis Valley (7.2%) regions.
- Economic regions were identified in 95.8% of job postings.

## November 2025 Online Job Postings by Industry



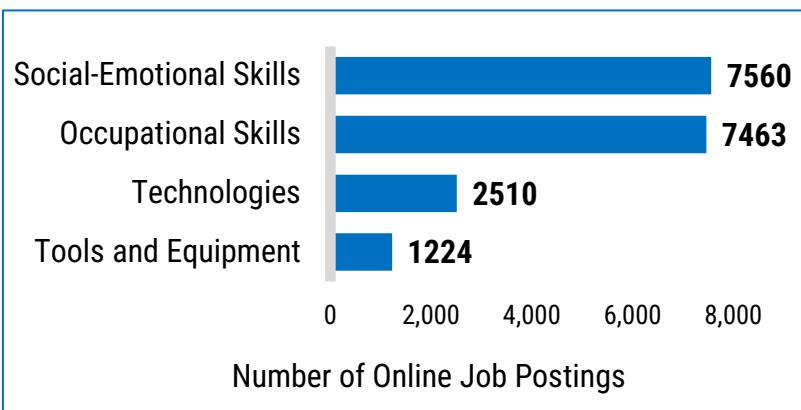
- The chart above contains the top ten industries by total online job postings in Nova Scotia and their offered average hourly wage over the month of November 2025.
- “Health care and social assistance” (1,059 postings, 22.0%) had the highest number of job postings, followed by “retail trade” (986 postings, 20.5%) in November. “Accommodation and food services” came in third (398 postings, 8.3%).
- The highest average hourly wage was offered in “utilities” (\$43.96/hour), followed by “health care and social assistance” (\$38.29/hour) and “real estate and rental and leasing” (\$37.43/hour).

## November 2025 Online Job Postings by Occupation Category



- The occupation category with the most online job postings in November was “sales and service occupations,” accounting for 37.2% of all identifiable postings, followed by “business, finance and administration” (17.3%), and “trades, transport and equipment operators and related” (15.4%).

## November 2025 Online Job Postings by Skill Group



- Among online job postings, 93.9% of postings in November (7,560 postings) required social-emotional skills.
- The second most common requirement is occupational skills<sup>1</sup> (7,463 postings, 92.7% of postings, followed by technologies (2,510 postings, 31.2%), and tools and equipment (1,224 postings, 15.2%).

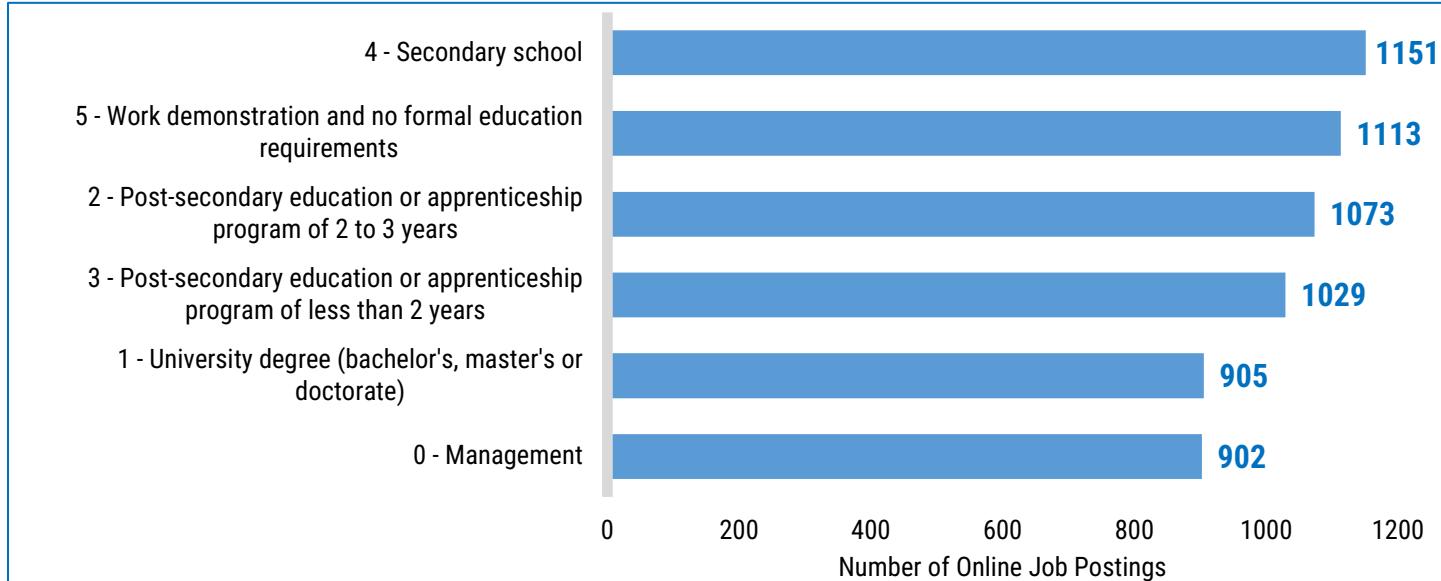
Note: a posting may have requirements matching multiple skill groups.

<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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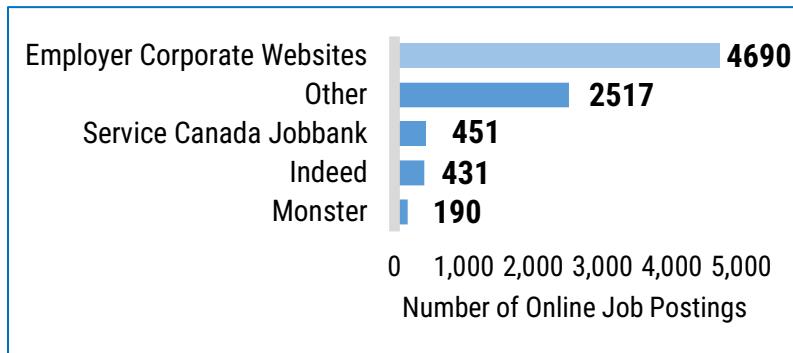
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## November 2025 Online Job Postings by Training, Education, Experience & Responsibilities (TEER) Level



- 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 November was "secondary school" (1,151 postings, 18.6%). It was closely followed by "work demonstration and no formal education requirements" (1,113 postings, 18.0%), "post-secondary education or apprenticeship program of 2 to 3 years" (1,073 postings, 17.4%), and "post-secondary education or apprenticeship program of less than 2 years" (1,029 postings, 16.7%). The least common skill level required are "university degree (bachelor's, master's or doctorate)" (905 postings, 14.7%) and "management" (902 postings, 14.6%).
- Among non-managerial postings, 78.2% of postings in November required a formal education (secondary school or higher).
- The TEER category of the remaining 2,106 job postings in November (25.4% of the total) could not be identified.

## November 2025 Online Job Postings by Source



- Employer corporate websites were the main source of 56.6% of November's online job postings (4,690 postings).
- "Service Canada Jobbank" (451, 5.4%) was also a significant source of online postings.

Note: Vicinity Jobs identifies original postings and eliminates duplicates.

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## 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 childcare 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