

Labour Market Information News

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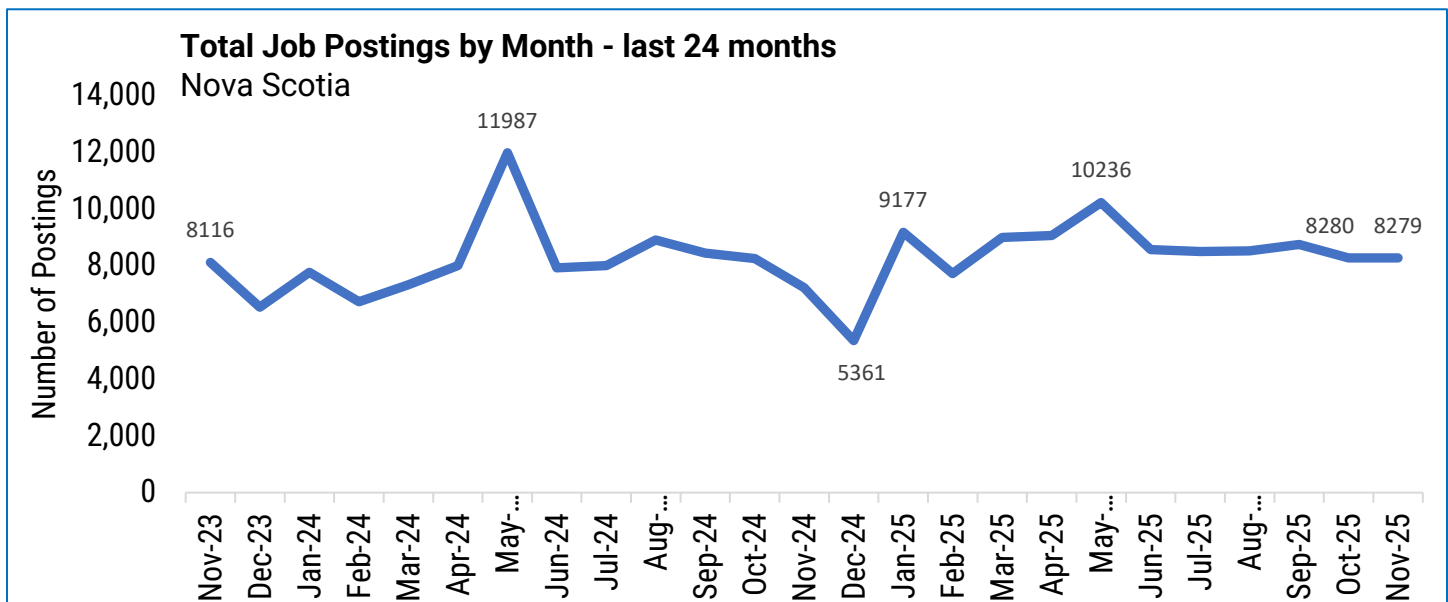
December 2025

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”.



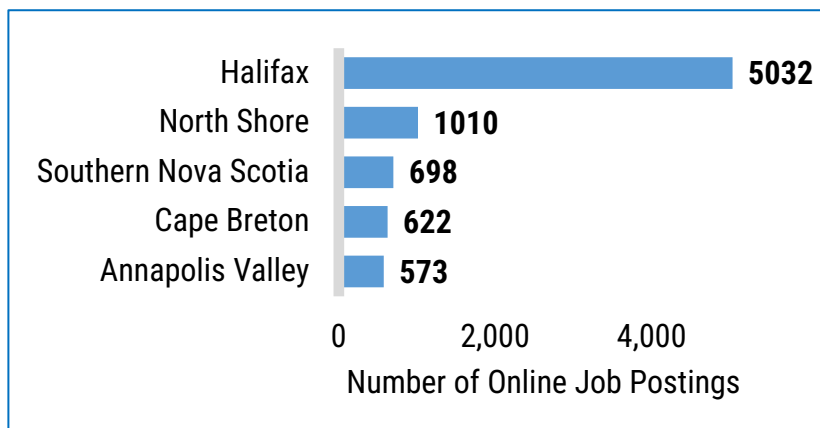
Total Online Job Postings

- 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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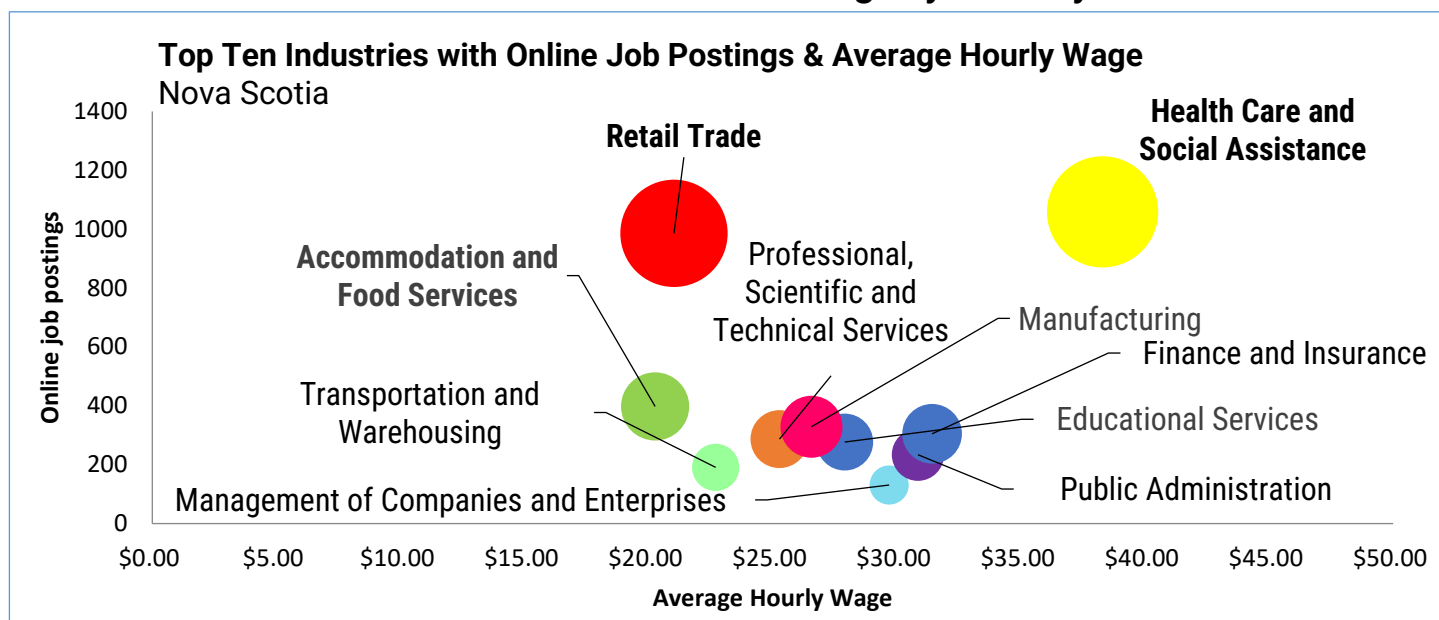
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November 2025 Online Job Postings by Economic Region



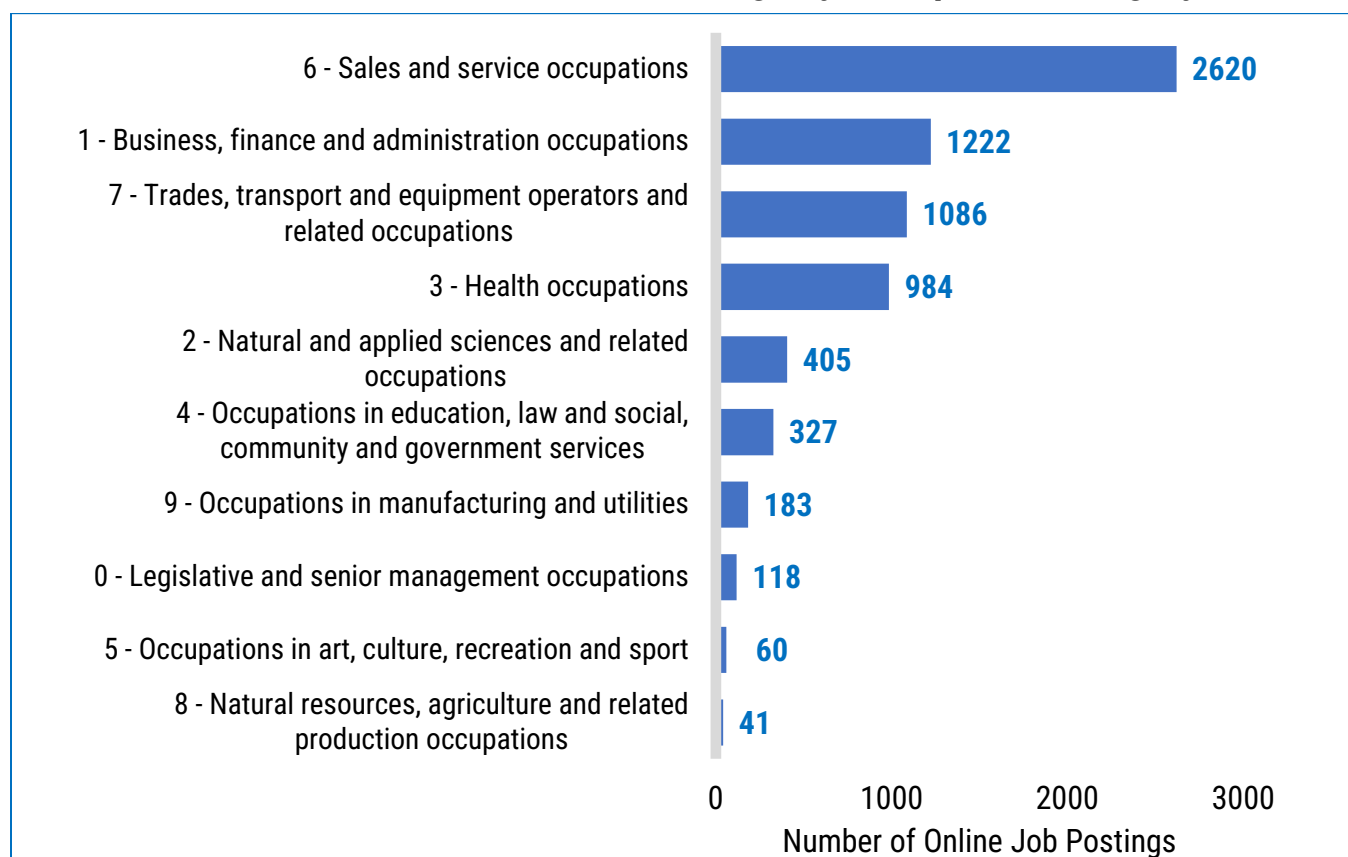
- Most online job postings in November were in the Halifax economic region (5,032 postings, 63.4% of postings with identified economic regions).
- This was followed by the North Shore (12.7%), Southern (8.8%), Cape Breton (7.8%), and Annapolis Valley (7.2%) regions.
- Economic regions were identified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

November 2025 Online Job Postings by Industry



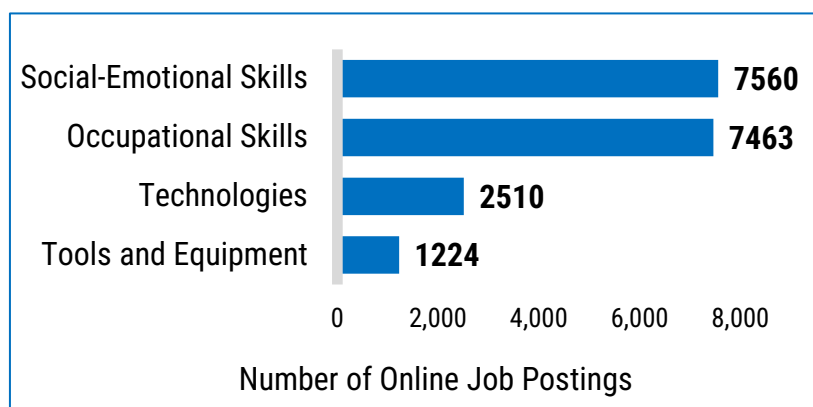
- The chart above contains the top ten industries by total online job postings in Nova Scotia and their offered average hourly wage over the month of November 2025.
- “Health care and social assistance” (1,059 postings, 22.0%) had the highest number of job postings, followed by “retail trade” (986 postings, 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 skills¹ (7,463 postings, 92.7% of postings, followed by technologies (2,510 postings, 31.2%), and tools and equipment (1,224 postings, 15.2%).

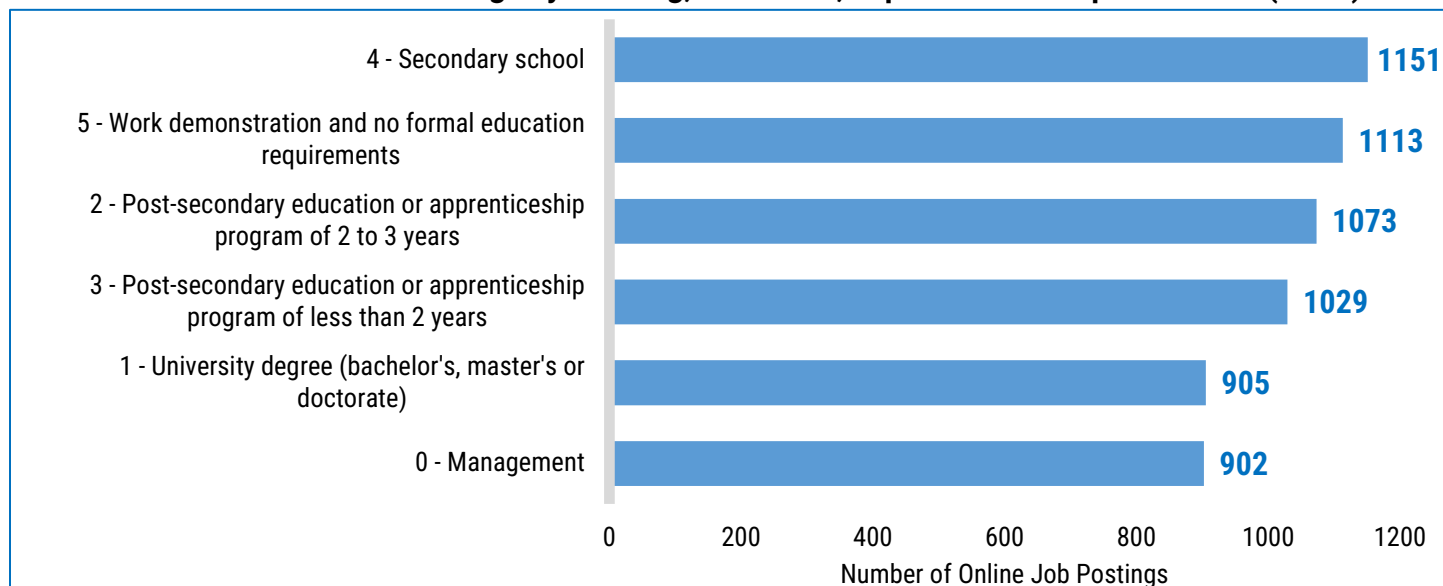
Note: a posting may have requirements matching multiple skill groups.

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

Labour Market Information News

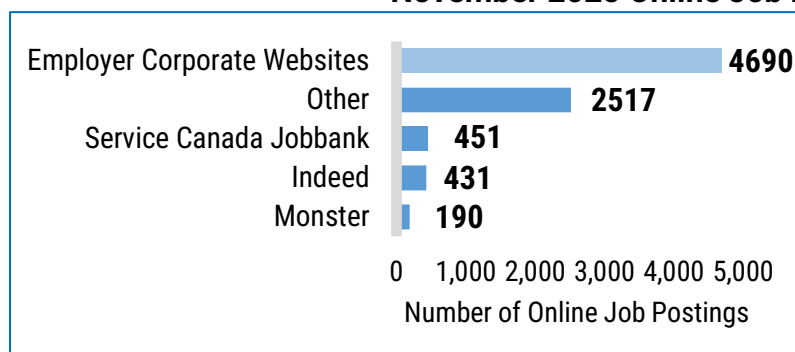
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November 2025 Online Job Postings by Training, Education, Experience & Responsibilities (TEER) Level



- 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.

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 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

² Source: Immigration, Refugees and Citizenship Canada