

Labour Market Information News

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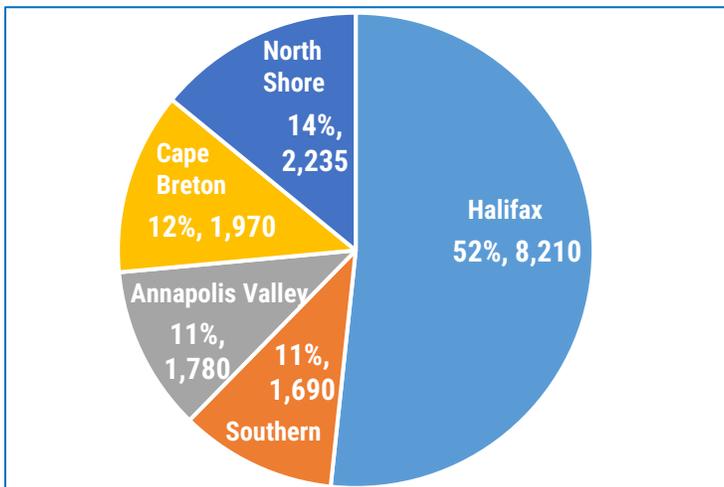
December 2025

Job Vacancy and Wage Survey, 3rd Quarter 2025 Nova Scotia Highlights

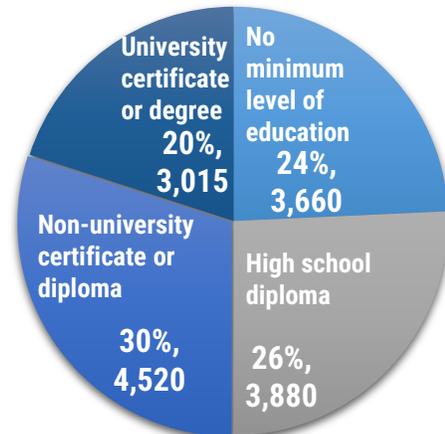
In the third quarter of 2025, the number of job vacancies (15,880) in Nova Scotia rose by 0.2% compared to last quarter (15,850) and rose by 5.3% compared to the same quarter last year (15,075). The job vacancy rate (3.4%) dropped by 0.2 percentage points compared to last quarter and rose 0.1 percentage points compared to one year ago.

15,880 job vacancies in 2025 Q3

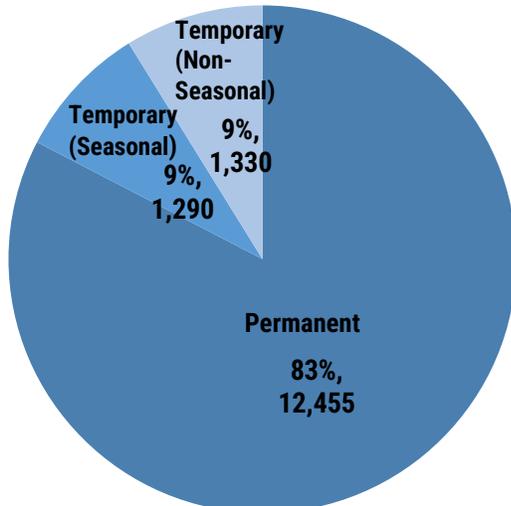
By Economic Region



By Education Requirement



By Job Type



2025 Q3 Overview

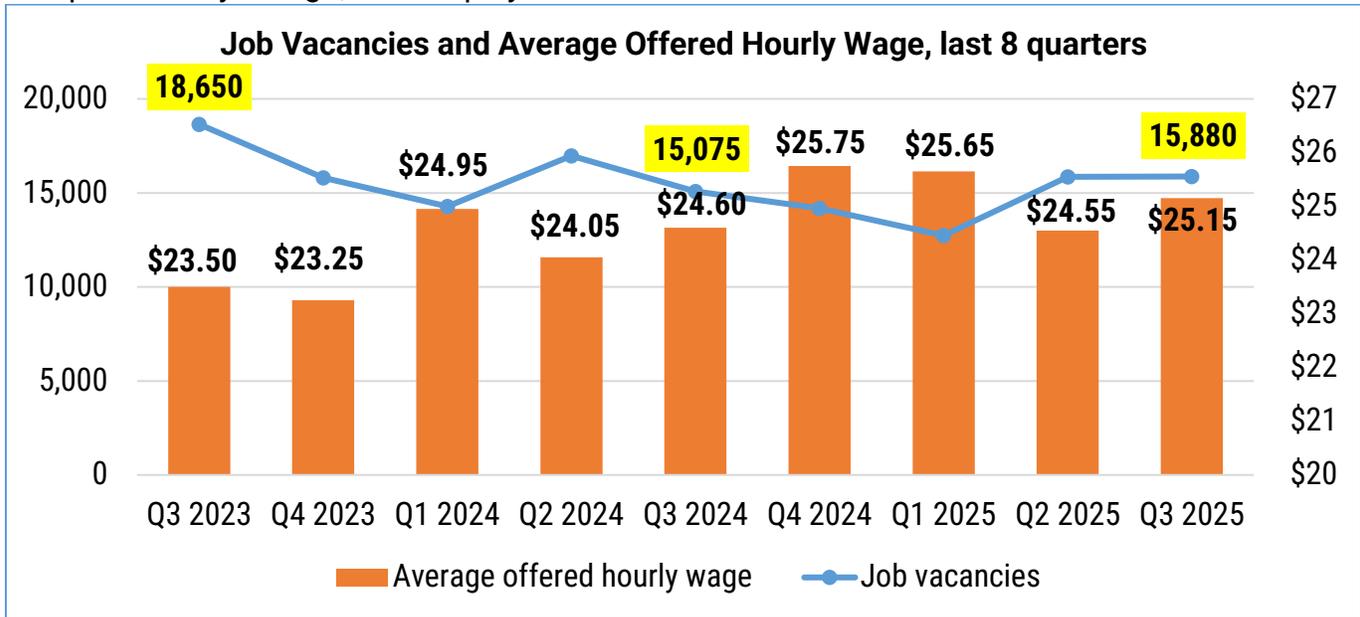
quarter-over-quarter comparison

- The number of **job vacancies** rose by 30 (+0.2%) to 15,880 in Q3 2025.
- **The offered hourly wage** in Q3 of 2025 in Nova Scotia rose by \$0.6/hr (+2.4%) to \$25.15 compared to Q2 2025.
- **The job vacancy rate*** fell by 0.2 percentage points to 3.4% from Q2 to Q3 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 rebounded in Q2 2025, staying stable through Q3 2025, after being on a downward trend since Q2 2023, with a slight uptick in Q2 2024. Compared to a year ago, vacancies have declined by 6.6% in Q3 2025.
- The average offered hourly wage rose by 2.4% in Q3 2025 after a drop in Q2 2025. Also, compared to a year ago, it was up by 2.2% from Q3 2024 to Q3 2025.

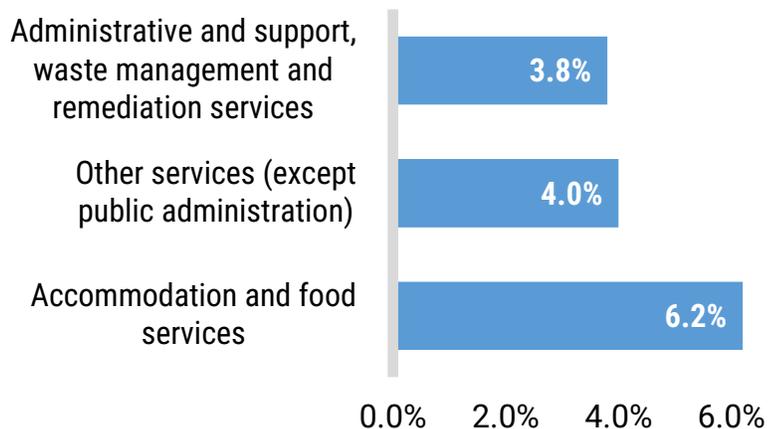


Job Vacancy & Wage Rate	Q3 2024	Q2 2025	Q3 2025	Q/Q % change	Y/Y %change
Job vacancies	15,075	15,850	15,880	0.2%	5.3%
Payroll employees	438,270	429,750	445,585	3.7%	1.7%
Job vacancy rate	3.3%	3.6%	3.4%	-0.2 points	0.1 points
Average offered hourly wage	\$24.60	\$24.55	\$25.15	2.4%	2.2%

Industry Analysis

- In Q3 2025, the highest job vacancy rates were in “accommodation and food services” (6.2%), “other services, except public administration” (4.0%) & “administrative and support, waste management and remediation services” (3.8%). For comparison, the provincial average job vacancy rate was 3.4% in Q3 2025.

Top Industries with Highest Job Vacancy Rates -- Q3 2025



- Vacancy growth rate, year over year, varies across industries. “Wholesale trade” experienced the largest expansion at 149%, followed by “agriculture, forestry, fishing and hunting” (+115%) and “real estate and rental and leasing” (88%).

Wages

year-over-year comparison

- The average offered **hourly wage** is \$25.15, up \$0.55 (+2.2%) year-over-year (compared to the 3rd quarter of 2024).
- During Q3 of 2025, four of five economic regions posted higher offered wages for vacant positions compared to the previous year (Q3 2024), led by Southern (+8.4%), followed by Annapolis Valley (+3.6%), Cape Breton (+2.9%), and Halifax (+0.6). Average offered hourly wage declined in North Shore (-1.3%).
- The average offered hourly wage increases, on average, with the educational requirements of the offered position. Compared to Q3 of 2024, positions requiring varying levels of education offered higher wages in Q3 of 2025. This was led by “bachelor’s degree” (+7.9%), followed by “no minimum education requirement” (+7.4%), “non-university certificate” (+7.0%), and “university below bachelor’s” (+5.7%). Positions requiring “master’s or above” (-3.6%) or “high school diploma” (-0.7%) declined.

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.

