

# Labour Market Information News

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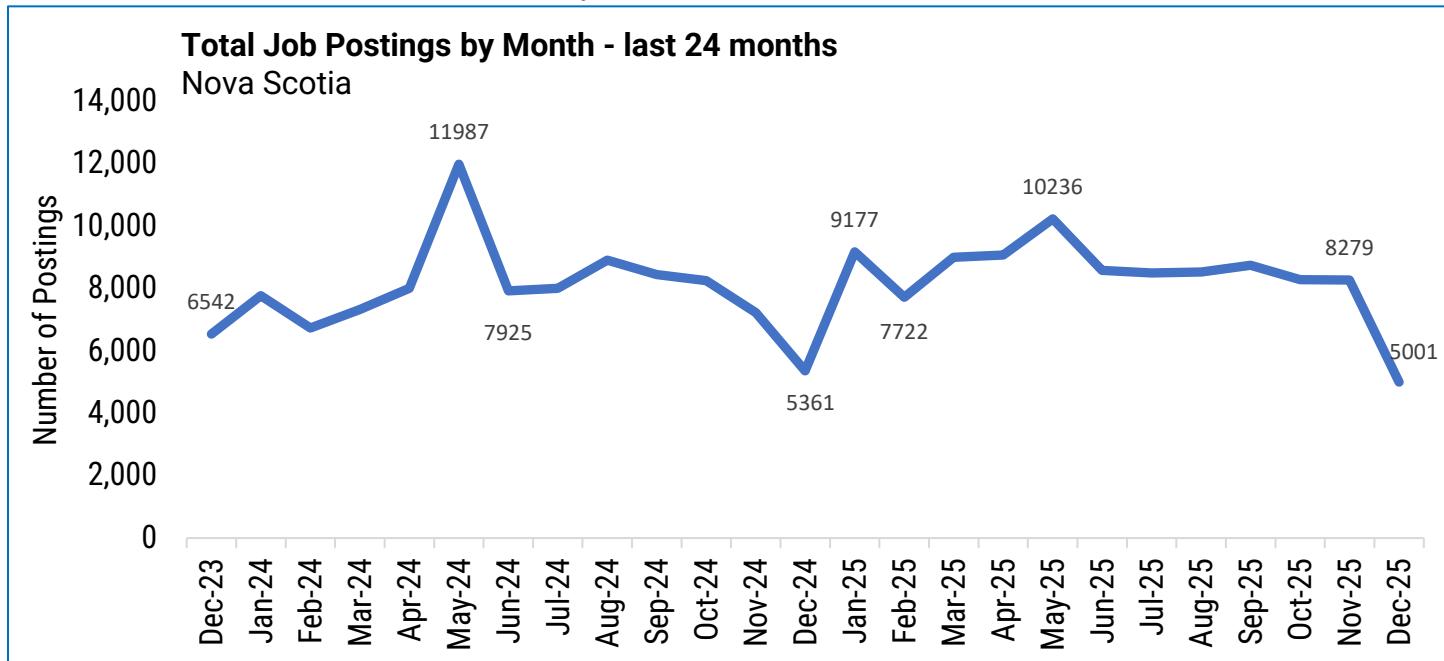
December 2025

## Online Job Postings in Nova Scotia – December 2025

### Overview

The total number of job postings in Nova Scotia measured by Vicinity Jobs was 5,001 during the month of December 2025 (seasonally unadjusted). Total postings decreased by 360 (-6.7%) compared to December 2024. This data is preliminary and may be revised.

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



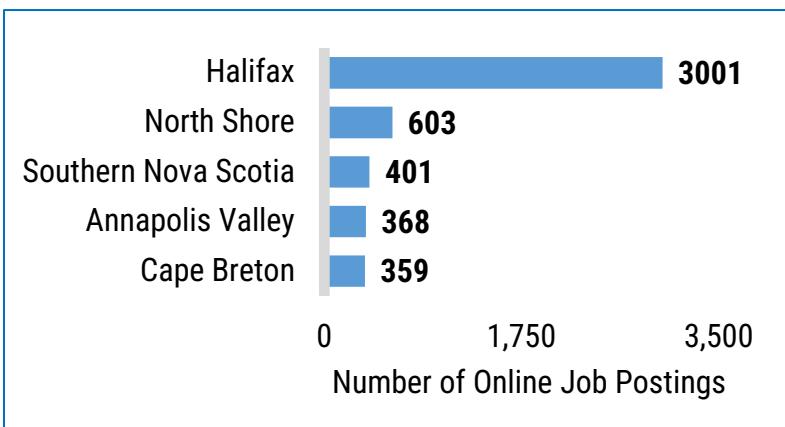
### Total Online Job Postings

- During December 2025, there were 5,001 online job postings in Nova Scotia – 3,278 postings lower than the prior month. Year-over-year, the number of postings was 6.7% lower than in December 2024, when 5,361 jobs were posted.
- The average number of postings over the trailing 12-month period (January 2025 to December 2025) was 8,427 – 5.4% higher than the average in the same period in the previous year (January 2024 to December 2024) of 7,999.

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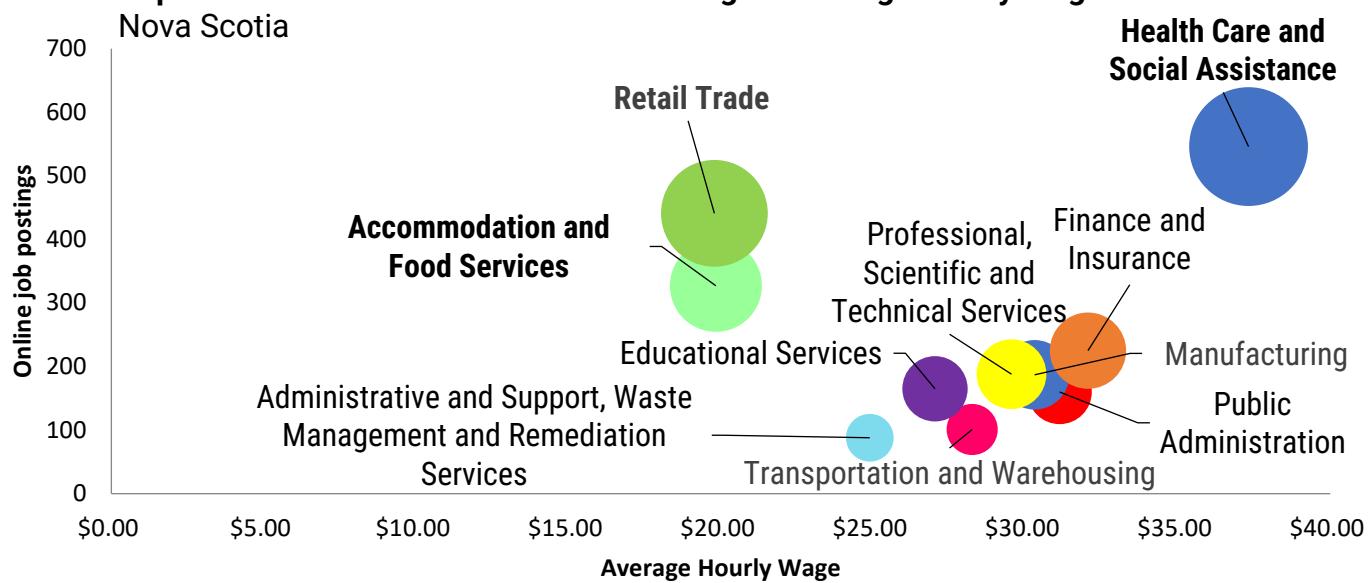
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## December 2025 Online Job Postings by Economic Region



- Most online job postings in December were in the Halifax economic region (3,001 postings, 63.4% of postings with identified economic regions).
- This was followed by the North Shore (12.7%), Southern (8.5%), Annapolis Valley (7.8%), and Cape Breton (7.6%) regions.
- Economic regions were identified in 94.6% of job postings.

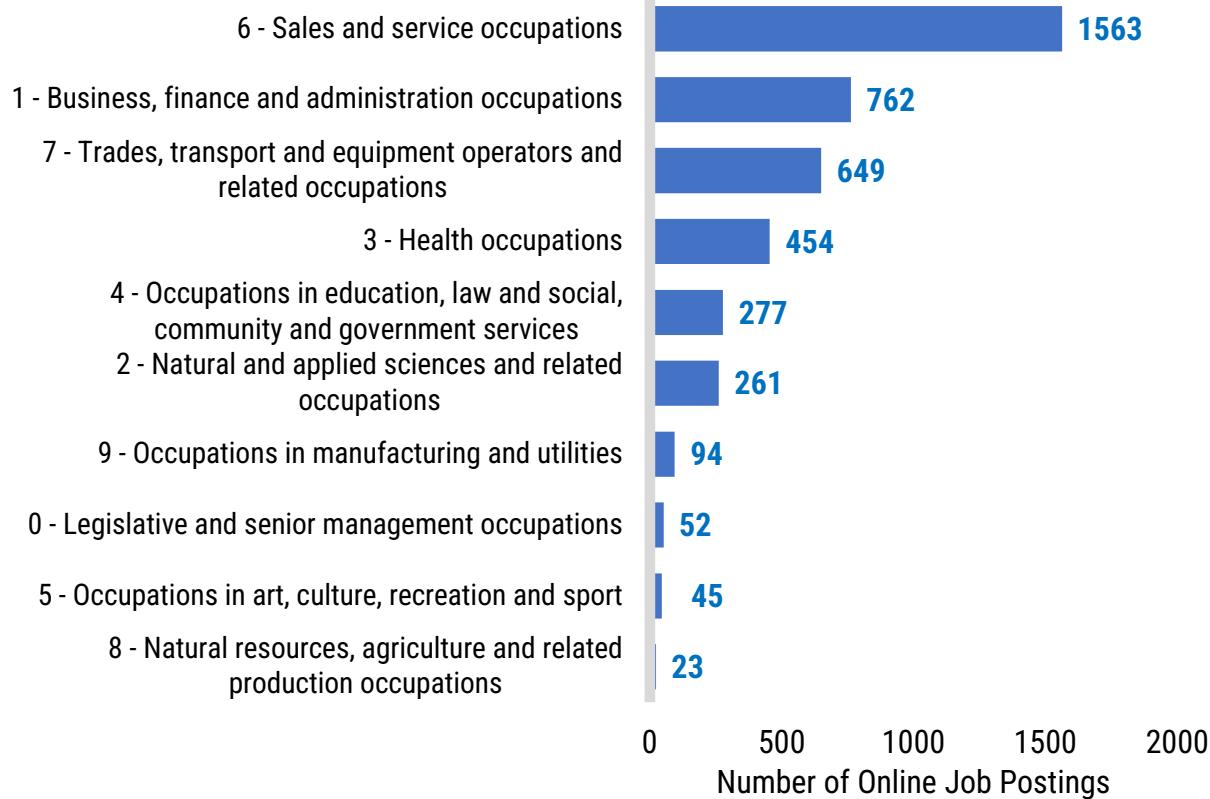
## Top Ten Industries with Online Job Postings & Average Hourly Wage



## December 2025 Online Job Postings by Industry

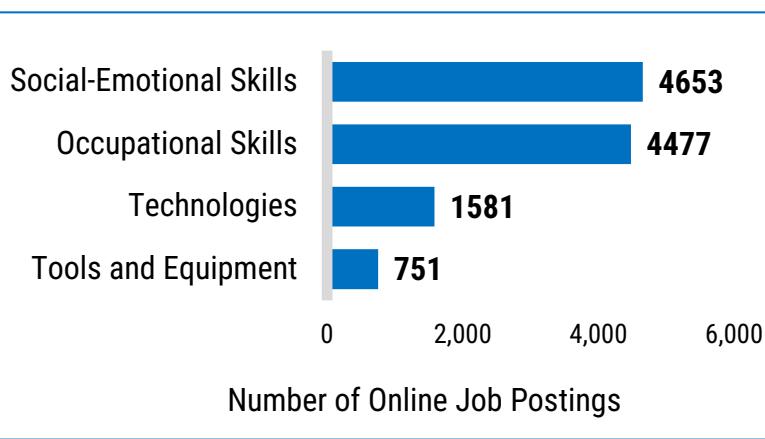
- The chart above contains the top ten industries by total online job postings in Nova Scotia and their offered average hourly wage over the month of December 2025.
- “Health care and social assistance” (546 postings, 19.5%) had the highest number of job postings, followed by “retail trade” (441 postings, 15.8%) in December. “Accommodation and food services” came in third (327 postings, 11.7%).
- The highest average hourly wage was offered in “construction” (\$46.53/hour), followed by “utilities” (\$41.50), and “health care and social assistance” (\$37.32/hour).

## December 2025 Online Job Postings by Occupation Category



- The occupation category with the most online job postings in December was “sales and service occupations,” accounting for 37.4% of all identifiable postings, followed by “business, finance and administration” (18.2%), and “trades, transport and equipment operators and related” (15.5%).

## December 2025 Online Job Postings by Skill Group



- Among online job postings, 94.7% of postings in December (4,653 postings) required social-emotional skills.
- The second most common requirement is occupational skills<sup>1</sup> (4,477 postings, 91.1% of postings), followed by technologies (1,581 postings, 32.2%), and tools and equipment (751 postings, 15.3%).

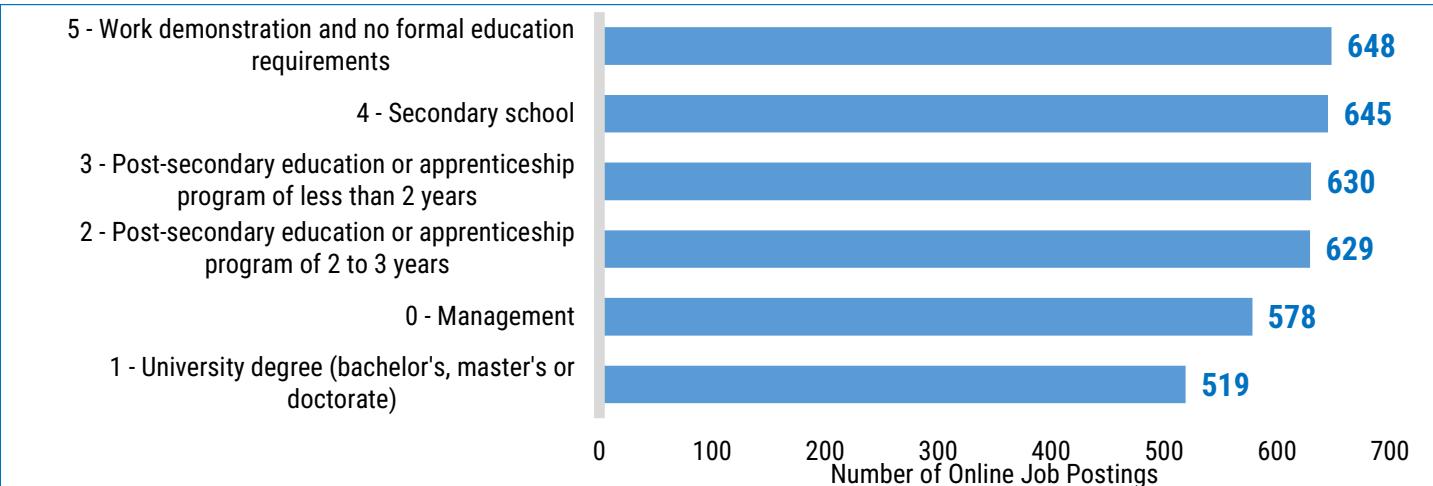
*Note: a posting may have requirements matching multiple skill groups.*

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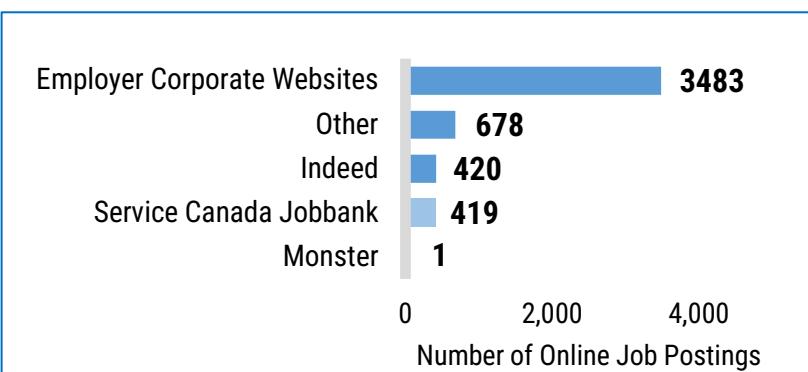
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## December 2025 Online Job Postings by Training, Education, Experience & Responsibilities (TEER) Level



- 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 December was "Work demonstration and no formal education requirements" (648 postings, 17.8%). It was closely followed by "Secondary school" (645 postings, 17.7%), "post-secondary education or apprenticeship program of less than 2 years" (630 postings, 17.3%), and "post-secondary education or apprenticeship program of 2 to 3 years" (629 postings, 17.2%). The least common skill level required are "university degree (bachelor's, master's or doctorate)" (519 postings, 14.2%) and "management" (578 postings, 15.8%).
- Among non-managerial postings, 79.3% of postings in December required a formal education (secondary school or higher).
- The TEER category of the remaining 1,352 job postings in December (27.0% of the total) could not be identified.

## December 2025 Online Job Postings by Source



- Employer corporate websites were the main source of 69.6% of December's online job postings (3,483 postings).
- "Indeed" (420, 8.4%) was also a significant source of online postings.

Note: Vicinity Jobs identifies original postings and eliminates duplicates. There was a methodology change in late November 2025 following the discontinuation of Monster Canada's job board, which resulted in a modest but noticeable impact on the Online Job Posting database. This change was offset by the addition of another Canadian data source, CareerBeacon, in early 2026 and the overall impact is expected to be minimal.

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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