

Labour Market Information News

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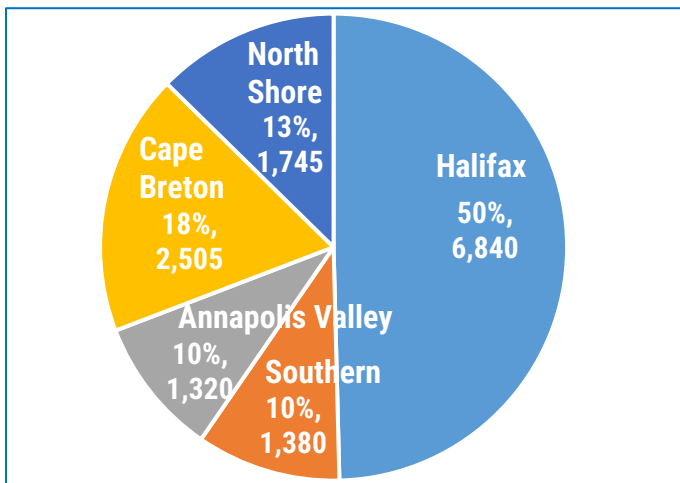
March 2025

Job Vacancy and Wage Survey, 4th Quarter 2025 Nova Scotia Highlights

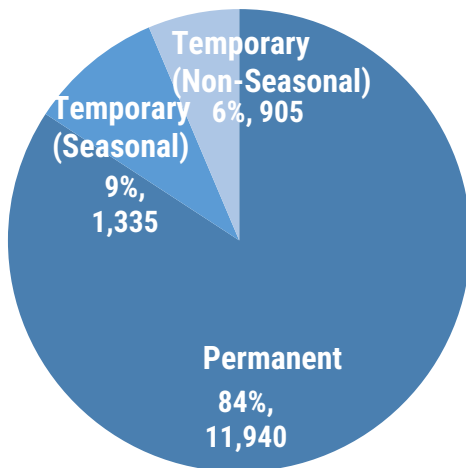
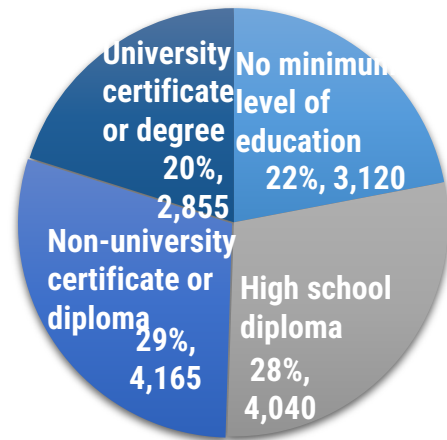
In the fourth quarter of 2025, the number of job vacancies (13,790) in Nova Scotia fell by 13.2% compared to last quarter (15,880) and fell by 2.8% compared to the same quarter last year (14,180). The job vacancy rate (3.0%) dropped by 0.4 percentage points compared to last quarter and fell 0.2 percentage points compared to one year ago.

13,790 job vacancies in 2025 Q4

By Economic Region



By Education Requirement



2025 Q4 Overview

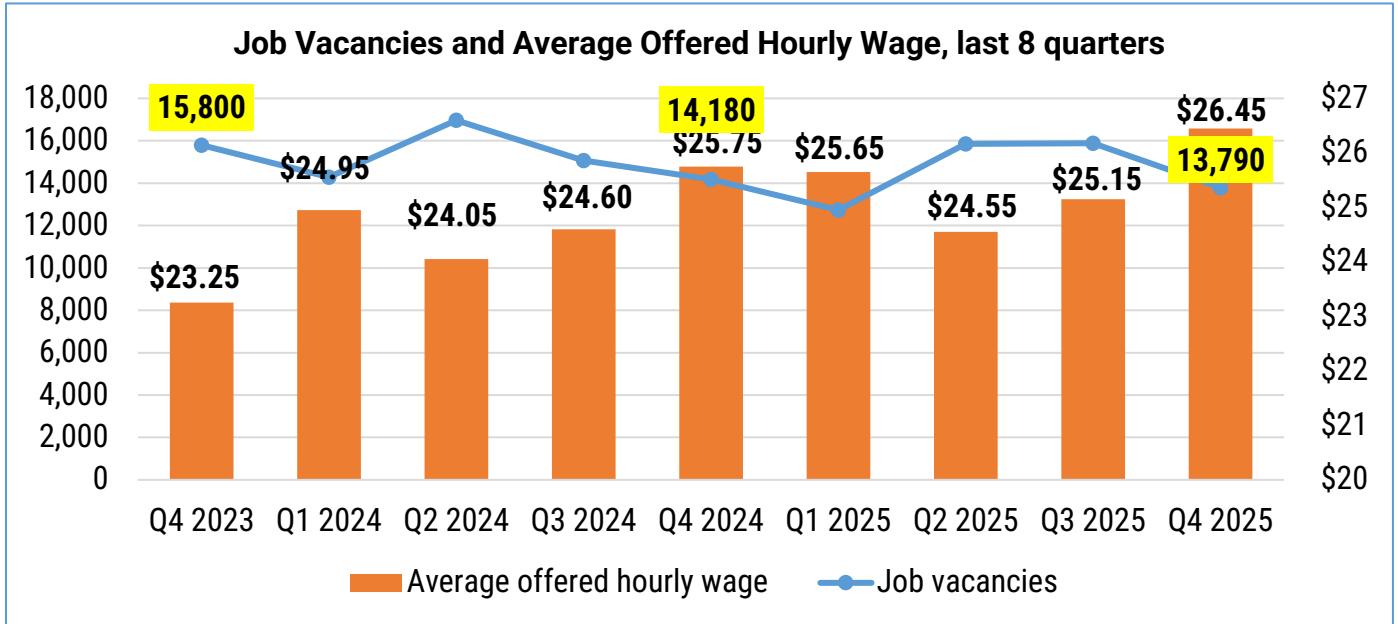
quarter-over-quarter comparison

- The number of **job vacancies** fell by 2,090 (-13.2%) to 13,790 in Q4 2025.
- **The offered hourly wage** in Q4 of 2025 in Nova Scotia rose by \$1.30/hr (+5.2%) to \$26.45 compared to Q3 2025.
- **The job vacancy rate*** fell by 0.4 percentage points to 3.0% from Q3 to Q4 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

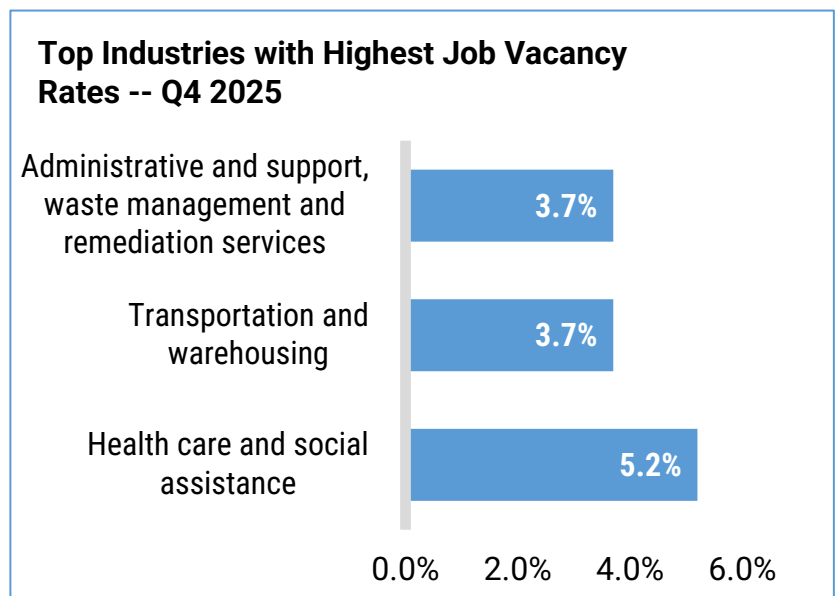
- The number of job vacancies rebounded in Q2 2025, staying stable through Q3 2025, but fell in Q4 2025, after being on a downward trend since Q2 2023, with a slight uptick in Q2 2024. Compared to a year ago, vacancies have declined by 2.8% in Q4 2025.
- The average offered hourly wage rose by 5.2% in Q4 2025, continuing its increase in Q3 2025. Also, compared to a year ago, it was up by 2.7% from Q4 2024 to Q4 2025.



Job Vacancy & Wage Rate	Q4 2024	Q3 2025	Q4 2025	Q/Q % change	Y/Y %change
Job vacancies	14,180	15,880	13,790	-13.2%	-2.8%
Payroll employees	435,355	445,585	442,300	-0.7%	1.6%
Job vacancy rate	3.2%	3.4%	3.0%	-0.4 points	-0.2 points
Average offered hourly wage	\$25.75	\$25.15	\$26.45	5.2%	2.7%

Industry Analysis

- In Q4 2025, the highest job vacancy rates were in “health care and social assistance” (5.2%), “Transportation and warehousing” (3.7%) & “administrative and support, waste management and remediation services” (3.7%). For comparison, the provincial average job vacancy rate was 3.0% in Q4 2025.

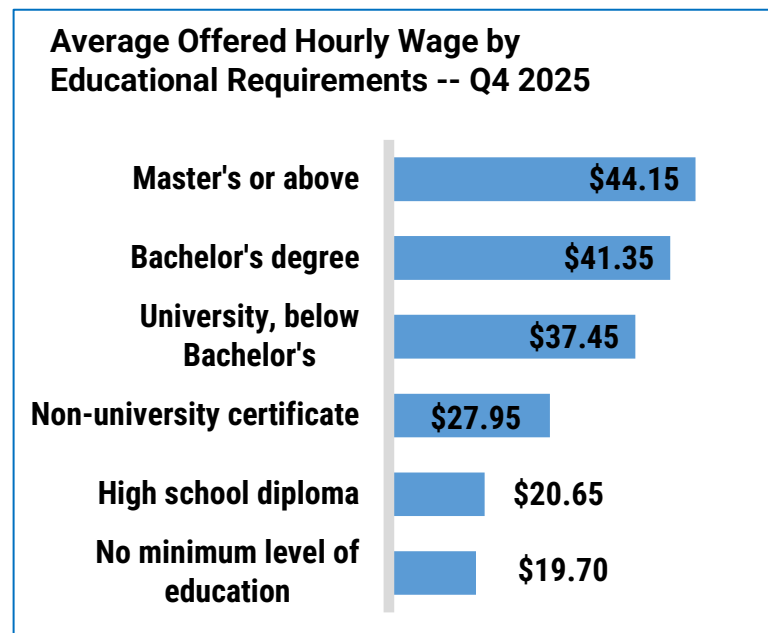
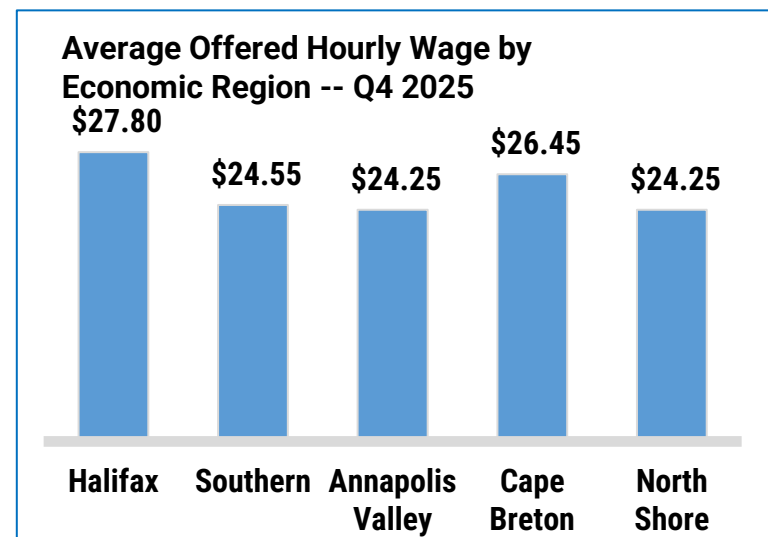
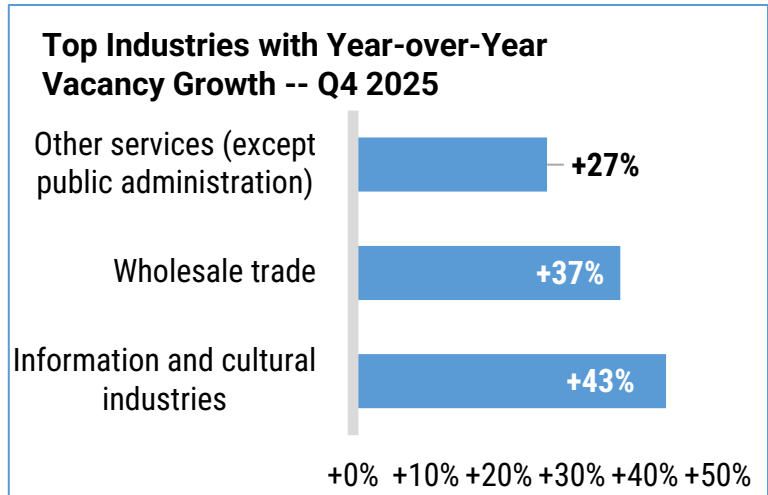


- Vacancy growth rate, year over year, varies across industries. “Information and cultural industries” experienced the largest expansion at 43%, followed by “wholesale trade” (+37%) and “other services” (+27%).

Wages

year-over-year comparison

- The average offered **hourly wage** is \$26.45, up \$0.70 (+2.7%) year-over-year (compared to the 4th quarter of 2024).
- During Q4 of 2025, four of five economic regions posted higher offered wages for vacant positions compared to the previous year (Q4 2024), led by Annapolis Valley (+5.7%), followed by Cape Breton (+4.1%), Halifax (+2.4%), and Southern (+1.9). Average offered hourly wage declined in North Shore (-1.0%).
- The average offered hourly wage increases, on average, with the educational requirements of the offered position. Compared to Q4 of 2024, positions requiring some level of education offered higher wages in Q4 of 2025. This was led by “university below bachelor’s” (+11.1%), followed by “bachelor’s” (+5.8%), and “non-university certificate” (+5.7%). Positions requiring “master’s or above” (-4.5%) or “high school diploma” (-0.5%) declined. In contrast, positions with no minimum education requirement offered higher wages (+5.3%).



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.