



Q4 2024

Labour Market Insights Report



Job Demand Report

Report Filters

Jobs Active During: October 2024 to December 2024



This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

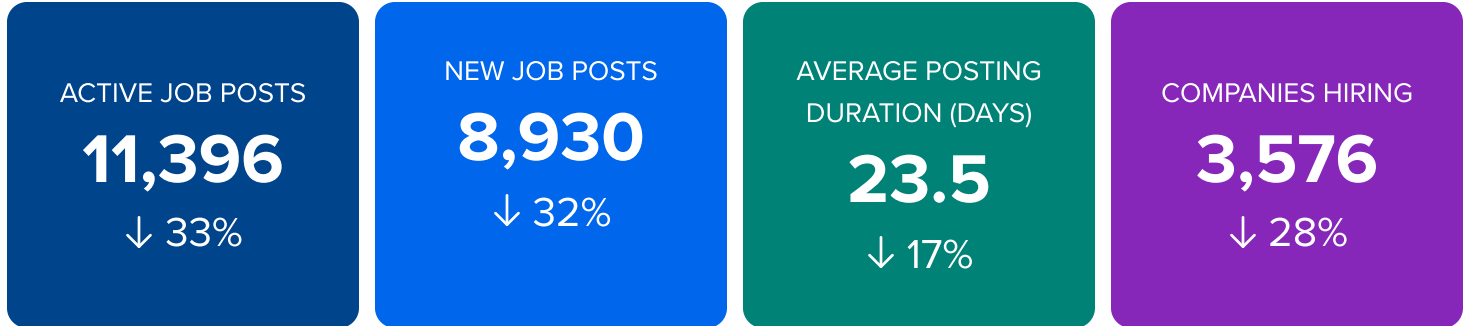


Source: <https://www.durhamworkforceauthority.ca> Job Posting Data. This report presents information sourced from job ads posted by employers and agencies on over 50 publicly accessible websites.

Snapshot

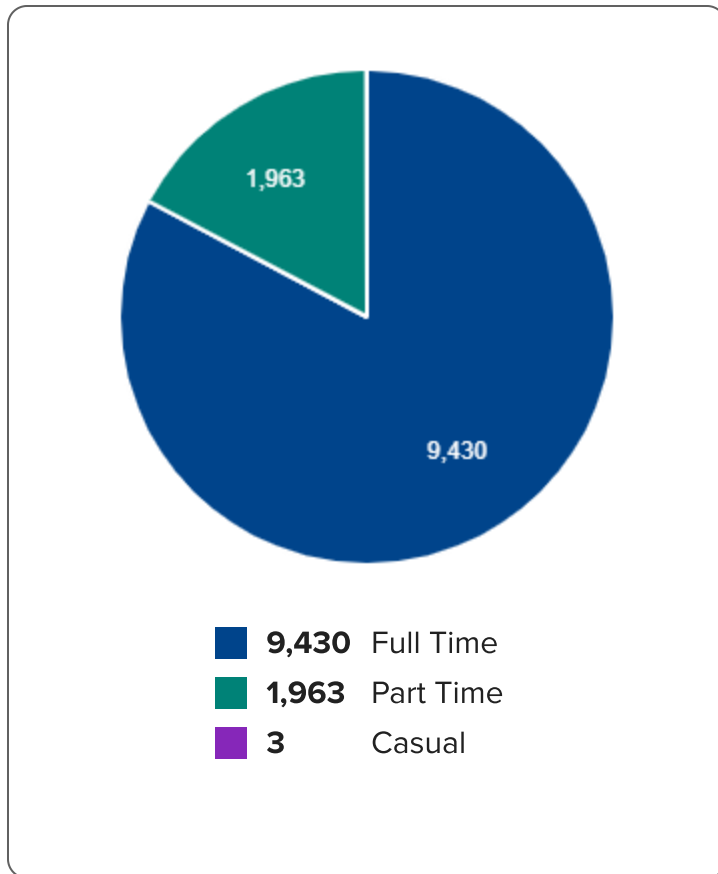
Quick Statistics

The following metrics include the % increase/decrease over the previous period.



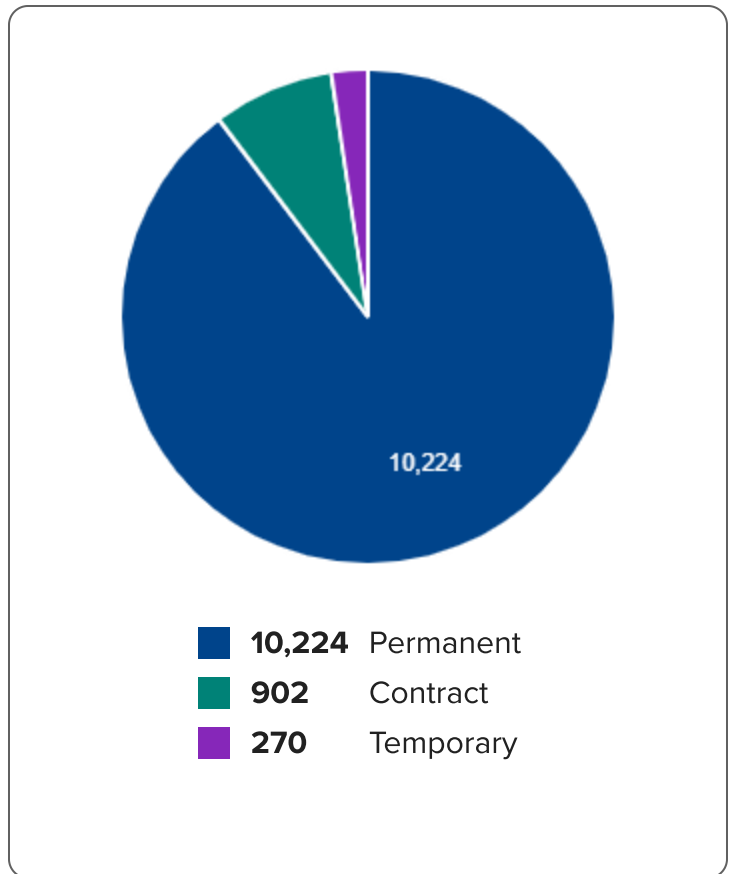
Job Type

Full time vs. Part time.



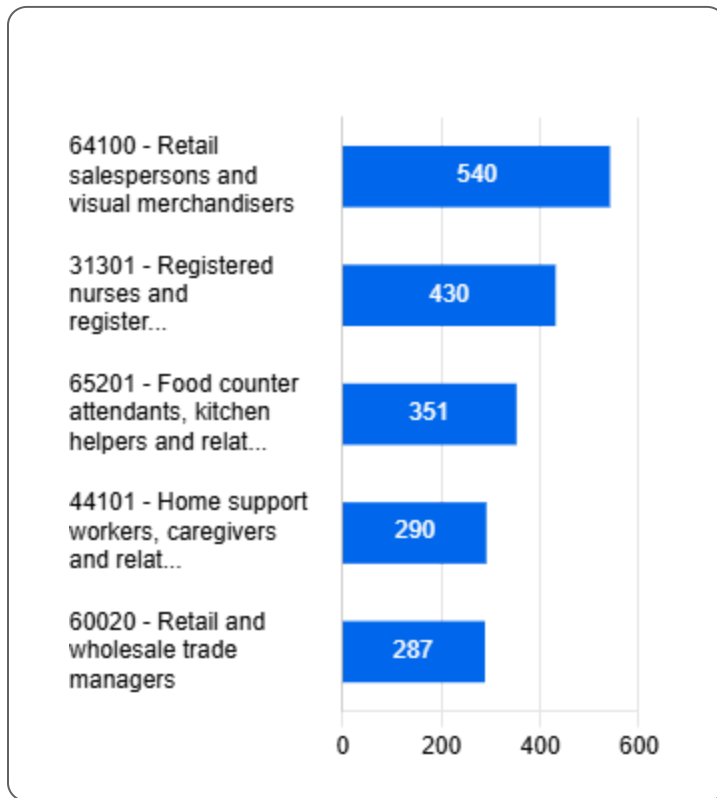
Job Duration

Permanency of jobs posted.



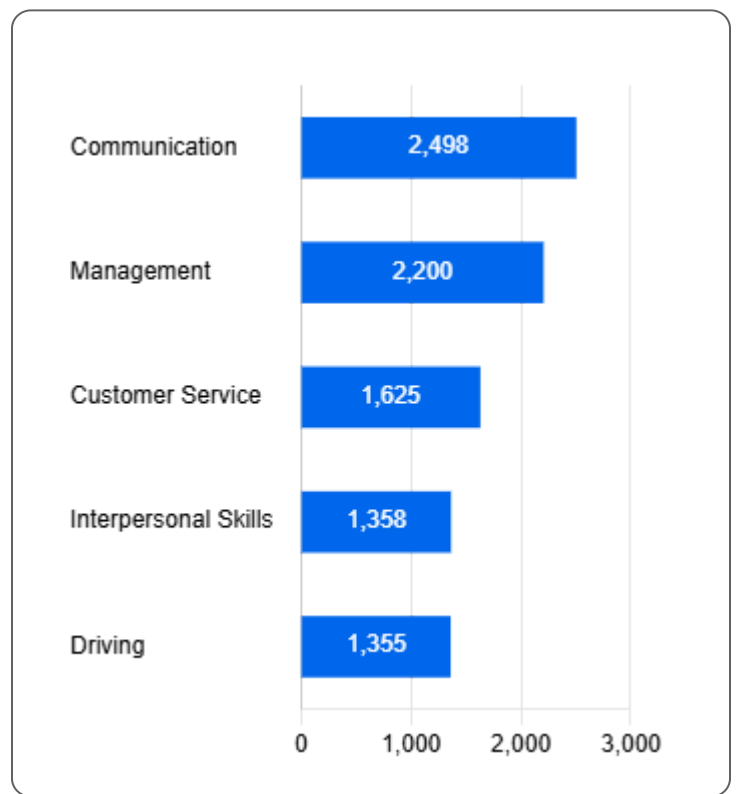
Top Occupations

Top in-demand occupations based on posting count.



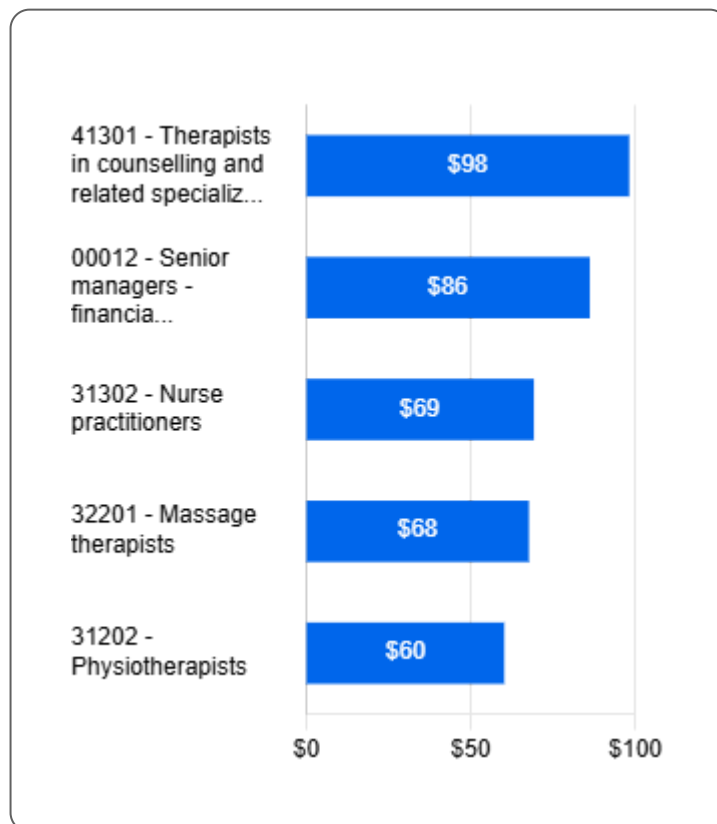
Top Skills

Top in-demand skills based on posting count.



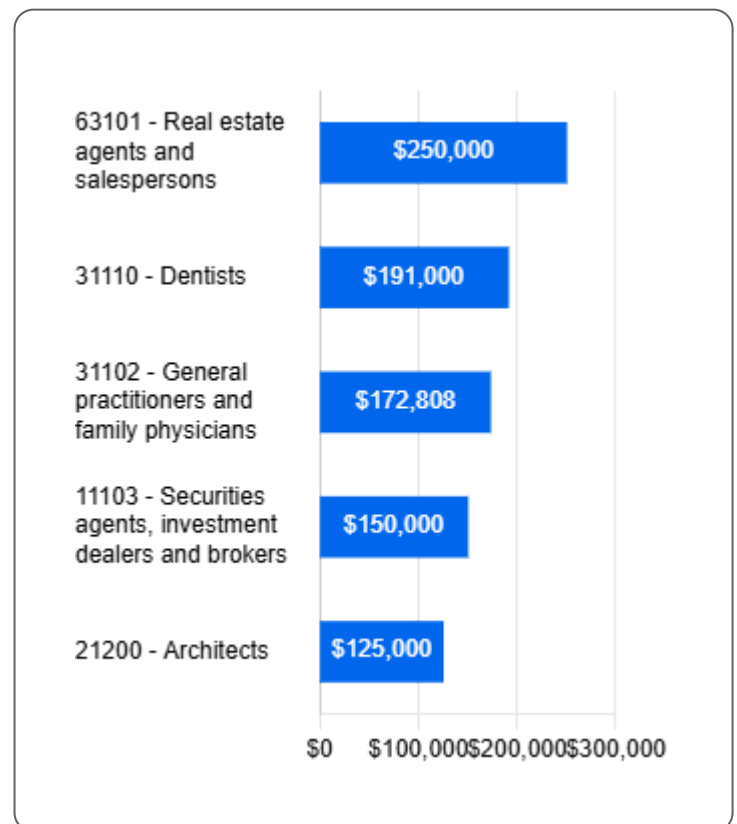
Top Hourly Wages

Top median hourly wages by occupation.



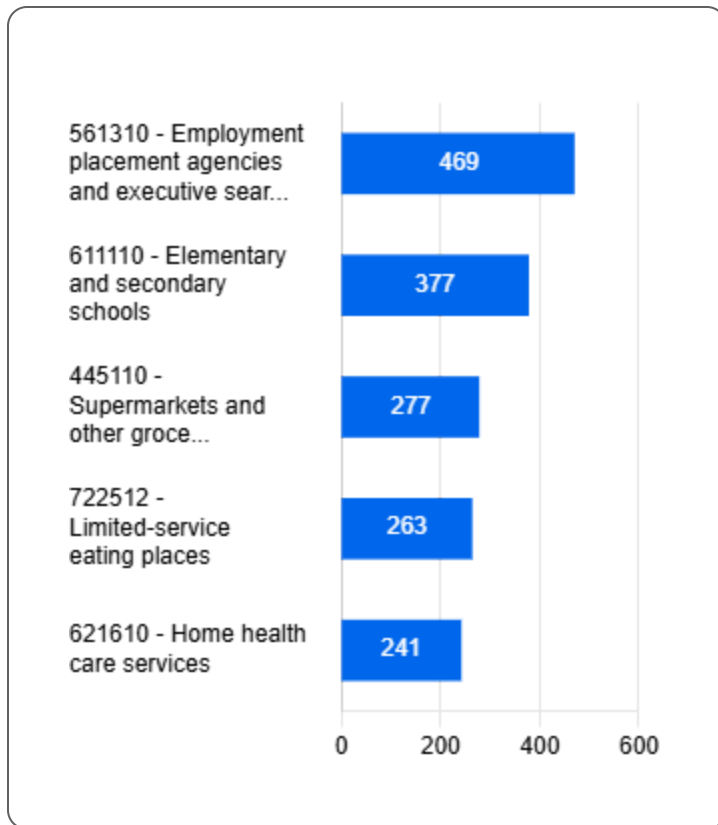
Top Salaries

Top median yearly salaries by occupation.



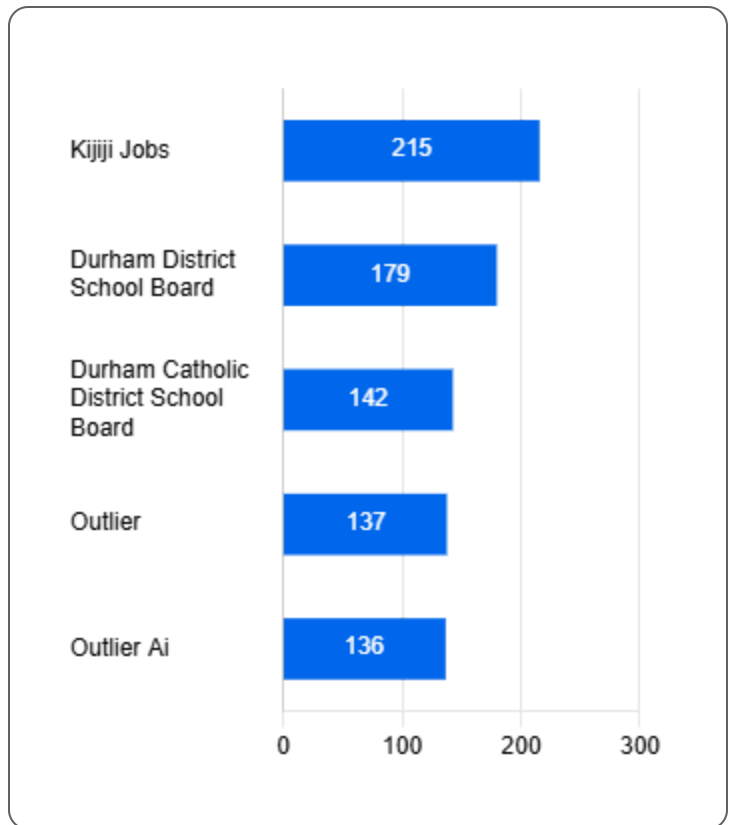
Top Sectors

Top in-demand sectors based on posting count.



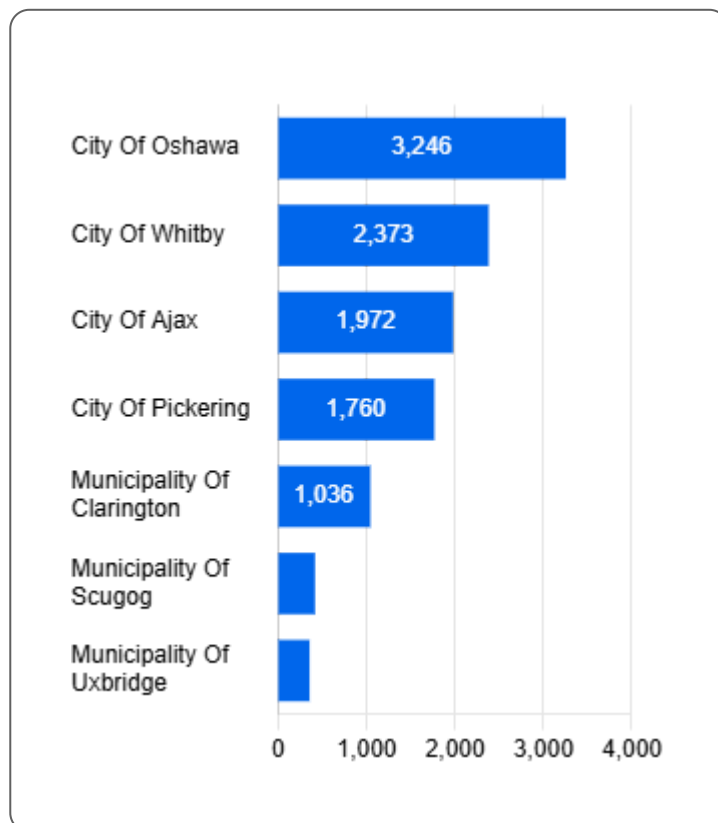
Top Hiring Employers

Top employers based on hiring activity.



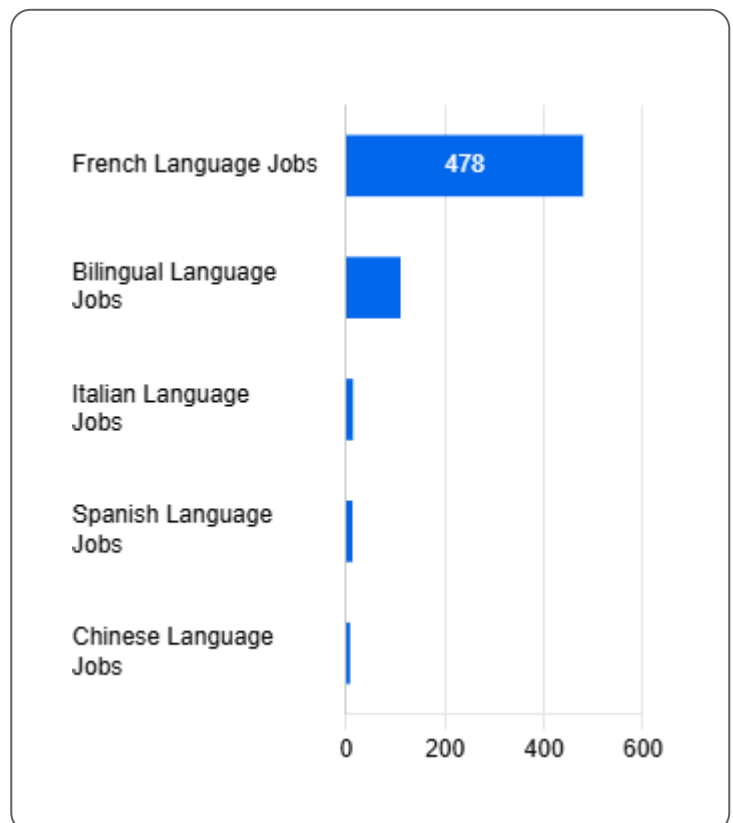
Top Locations

Top locations based on job posting count.



Top Languages

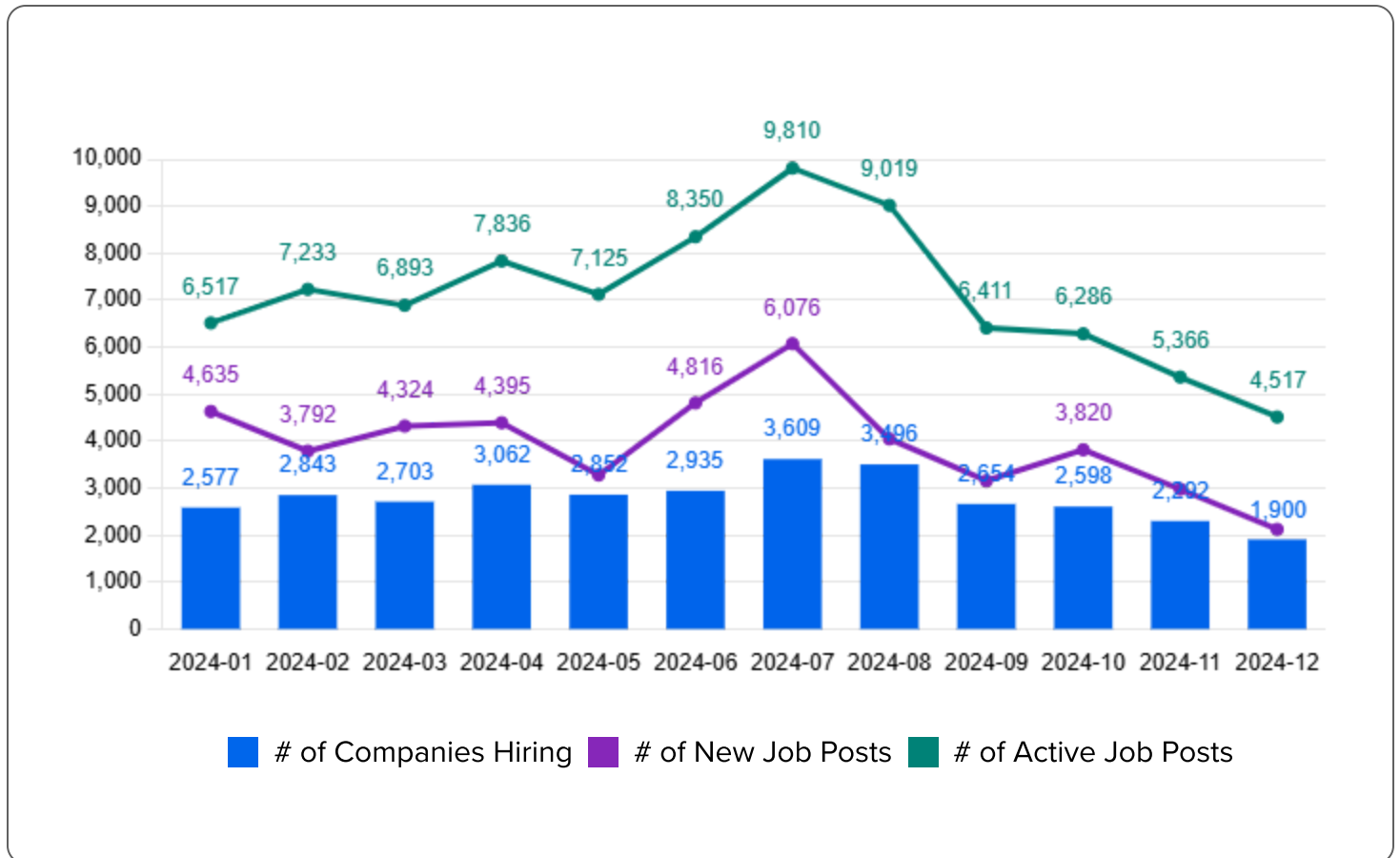
Top language skills being recruited for.



Trends

Job Post Trends

The number of new job posts, active job posts, and companies hiring over the last 12 months.



Sector Trends

Data based on number of job postings over the last 12 months.

GROWING SECTORS

1

5%

TOP GROWTH SECTOR

Educational services

↑ 10%

TOP DECLINE SECTOR

Retail trade

↓ 36%

Top Growing Sectors

Top growing sectors based on number of job postings over the last 12 months.

NAICS Label	Posting Count (Previous)	Posting Count (Current)	Change (%)	Change (Abs.)
61 - Educational services	3,557	3,892	↑ 10	↑ 335

Top Declining Sectors

Top declining sectors based on number of job postings over the last 12 months.

NAICS Label	Posting Count (Previous)	Posting Count (Current)	Change (%)	Change (Abs.)
44 - Retail trade	7,222	4,595	↓ 36	↓ 2,627
56 - Administrative and support, waste management and remediation services	6,530	4,460	↓ 31	↓ 2,070
72 - Accommodation and food services	4,044	2,379	↓ 41	↓ 1,665
62 - Health care and social assistance	7,699	6,405	↓ 16	↓ 1,294
45 - Retail trade	2,429	1,507	↓ 37	↓ 922

Occupation Trends

Data based on number of job postings over the last 12 months.

GROWING OCCUPATIONS

216
50%

TOP GROWTH OCCUPATION

**Registered nurses
and registered
psychiatric nurses**

↑ 134%

TOP DECLINE OCCUPATION

**Retail salespersons
and visual
merchandisers**

↓ 39%

Top Growing Occupations

Top growing occupations based on number of job postings over the last 12 months.

NOC Label	Posting Count (Previous)	Posting Count (Current)	Change (%)	Change (Abs.)
31301 - Registered nurses and registered psychiatric nurses	488	1,141	↑ 134	↑ 653
41220 - Secondary school teachers	542	1,093	↑ 102	↑ 551
62020 - Food service supervisors	416	627	↑ 51	↑ 211
13100 - Administrative officers	433	633	↑ 47	↑ 200
65109 - Other sales related occupations	243	388	↑ 60	↑ 145

Top Declining Occupations

Top declining occupations based on number of job postings over the last 12 months.

NOC Label	Posting Count (Previous)	Posting Count (Current)	Change (%)	Change (Abs.)
64100 - Retail salespersons and visual merchandisers	4,064	2,456	↓ 39	↓ 1,608
75101 - Material handlers	1,386	629	↓ 54	↓ 757
64409 - Other customer and information services representatives	1,562	871	↓ 44	↓ 691
41221 - Elementary school and kindergarten teachers	1,316	744	↓ 43	↓ 572
60020 - Retail and wholesale trade managers	1,698	1,139	↓ 32	↓ 559

Wage Trends by Occupation

Wage trends based on job posting data over the last 12 months.



Top Growing Wages by Occupation

Wage trends based on job posting data over the last 12 months.

NOC Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
41320 - Educational counsellors	\$35,600	\$69,288	↑ 95
43109 - Other instructors	\$48,477	\$78,000	↑ 61
22302 - Industrial engineering and manufacturing technologists and technicians	\$40,950	\$62,400	↑ 53
60040 - Managers in customer and personal services	\$39,487	\$60,000	↑ 52
10011 - Human resources managers	\$81,323	\$122,500	↑ 51

Top Declining Wages by Occupation

Top declining wages by occupation based on job posting data over the last 12 months.

NOC Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
31209 - Other professional occupations in health diagnosing and treating	\$191,782	\$88,750	↓ 53
31111 - Optometrists	\$195,568	\$102,242	↓ 47
72101 - Tool and die makers	\$65,325	\$39,975	↓ 38
31103 - Veterinarians	\$160,000	\$98,000	↓ 38
31300 - Nursing coordinators and supervisors	\$112,545	\$74,000	↓ 34

Wage Trends by Sector

Wage trends based on job posting data over the last 12 months.

SECTORS WITH GROWING WAGES 24 100%	TOP SECTOR WAGE GROWTH Utilities ↑ 168%	TOP SECTOR WAGE DECLINE N/A
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Top Growing Wages by Sector

Top growing wages by sector based on number of job postings over the last 12 months.

NAICS Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
22 - Utilities	\$46,468	\$124,500	↑ 168
54 - Professional, scientific and technical services	\$48,750	\$63,375	↑ 30
33 - Manufacturing	\$48,477	\$61,425	↑ 27
61 - Educational services	\$55,594	\$70,000	↑ 26
81 - Other services (except public administration)	\$39,000	\$48,750	↑ 25

Occupations

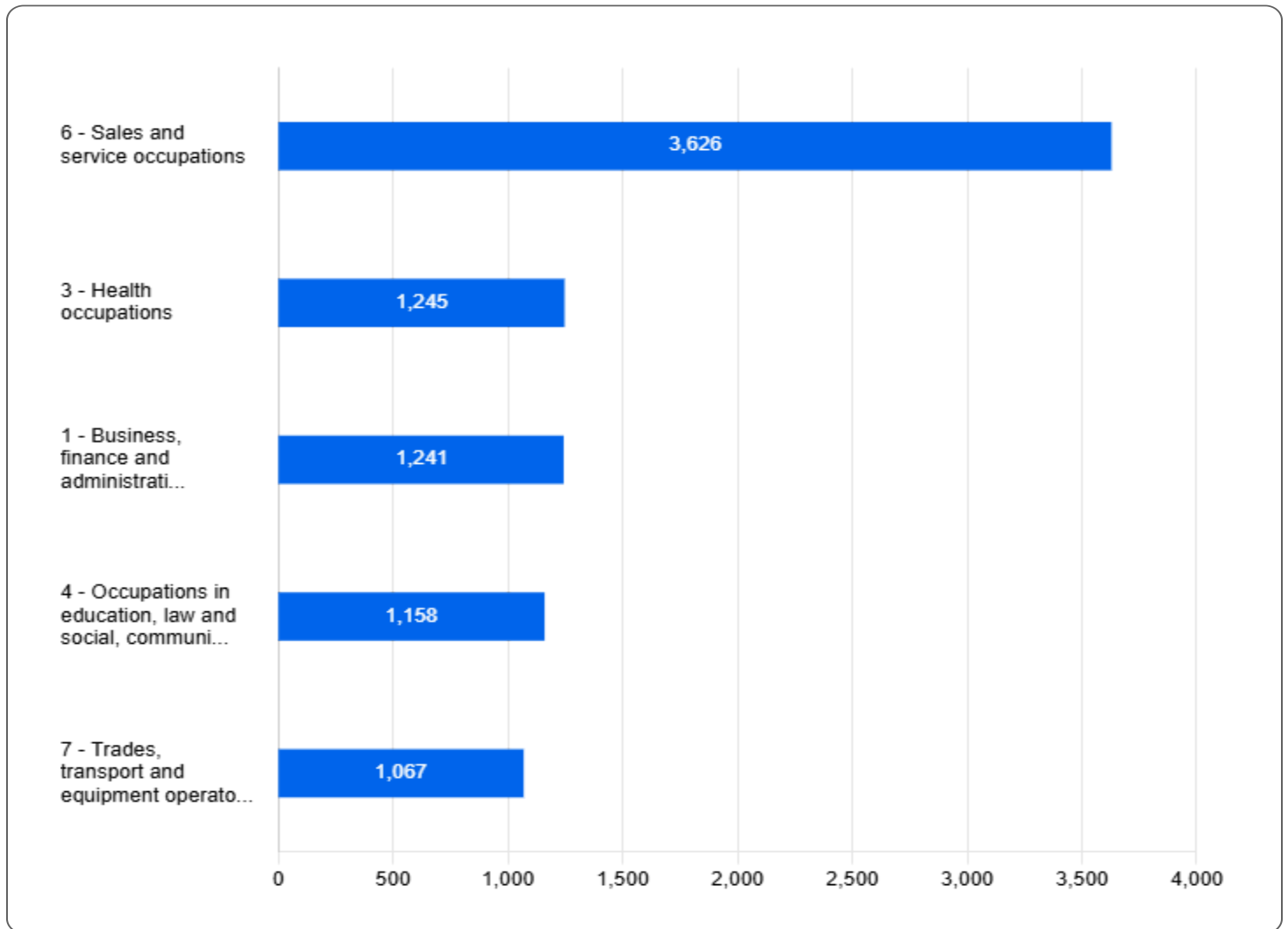
Demand by Occupation

Which occupations are hard to fill, or in demand?

NOC Code	NOC Label	Posting Count
64100	Retail salespersons and visual merchandisers	540
31301	Registered nurses and registered psychiatric nurses	430
65201	Food counter attendants, kitchen helpers and related support occupations	351
44101	Home support workers, caregivers and related occupations	290
60020	Retail and wholesale trade managers	287

Demand by Occupational Category

Which occupational categories are hard to fill, or in demand?



Demand by Major Group

Which major groups are hard to fill, or in demand?

NOC Code	NOC Label	Posting Count
65	Sales and service support occupations	1,122
64	Sales and service representatives and other customer and personal services occupations	967
31	Professional occupations in health	779
62	Retail sales and service supervisors and specialized occupations in sales and services	560
63	Occupations in sales and services	514

Demand by Minor Group

Which minor groups are hard to fill, or in demand?

NOC Code	NOC Label	Posting Count
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	542
3130	Nursing and allied health professionals	468
6520	Food support occupations	431
6510	Cashiers and other sales support occupations	421
6320	Cooks, butchers and bakers	327

Skills & Experience

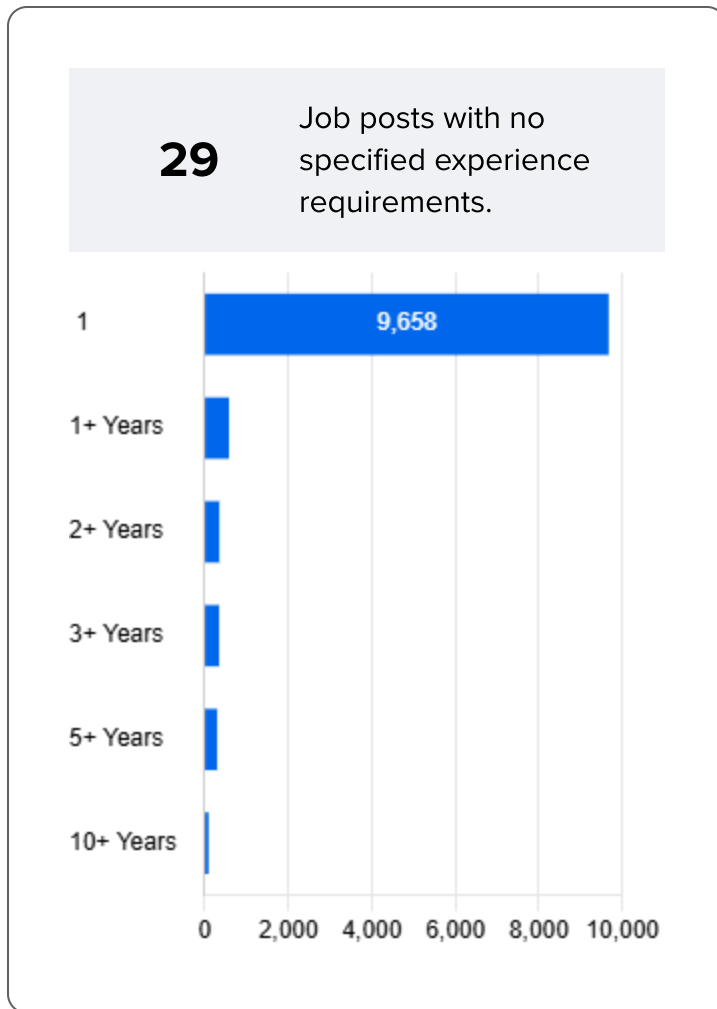
Top In-Demand Skills

How many times were these skills found in job postings?



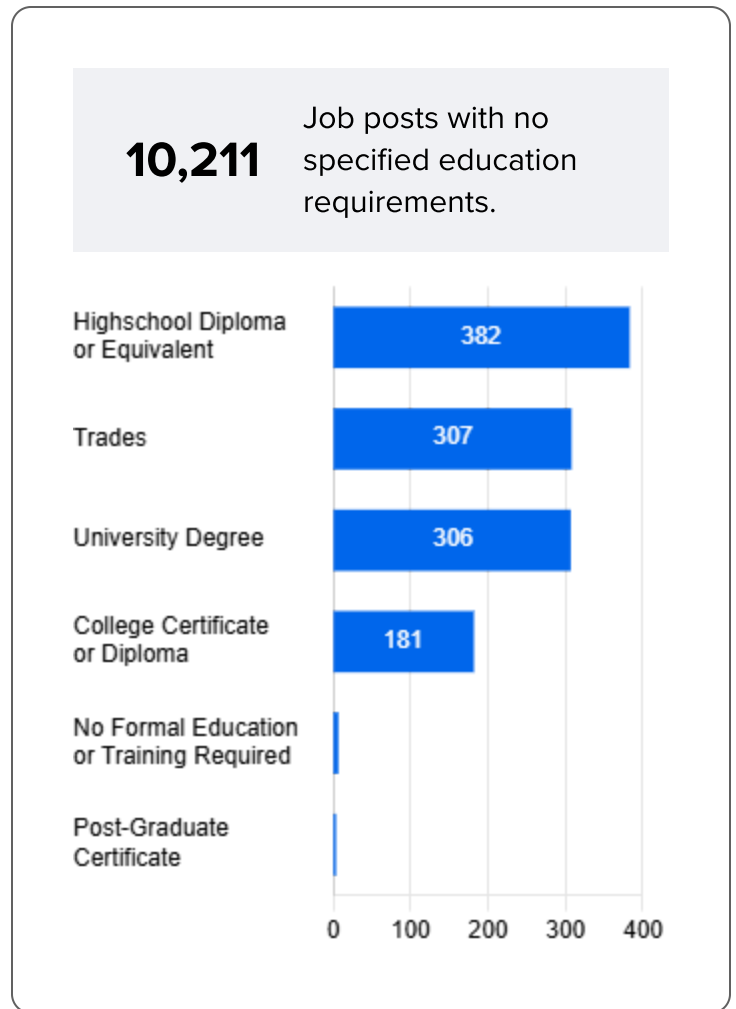
Experience Insights

A look at published experience requirements.



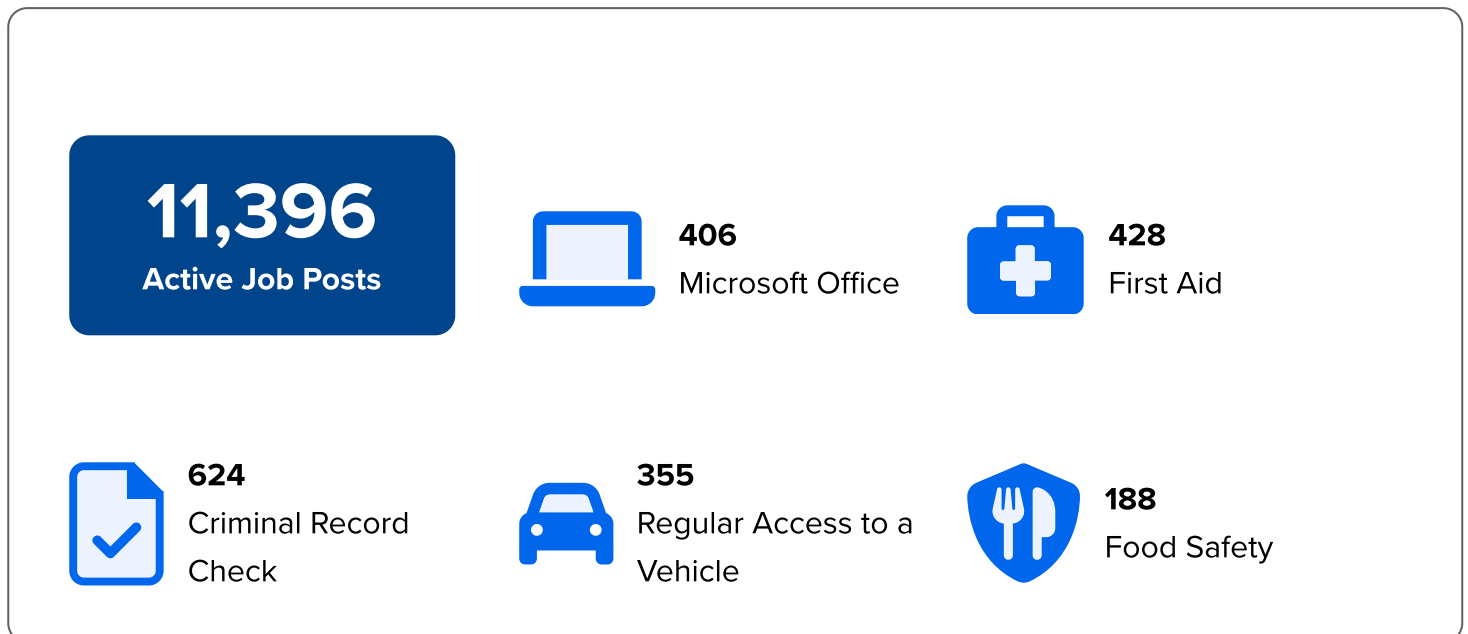
Education Insights

A look at published education requirements.



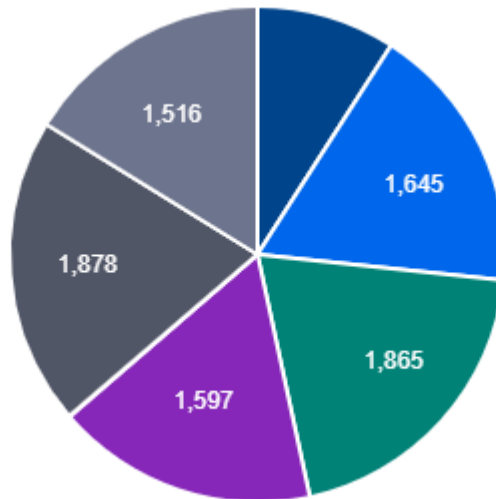
Key Job Requirements







How often are these requirements desired in job postings?



Postings By NOC TEER Category

What skills are employers looking for by occupational TEER Category?



	847	TEER Category 0
	1,645	TEER Category 1
	1,865	TEER Category 2
	1,597	TEER Category 3
	1,878	TEER Category 4
	1,516	TEER Category 5

Skills & Knowledge

Browse the table below to discover how often skills and knowledge are specified in job postings.

Skills & Knowledge ▾

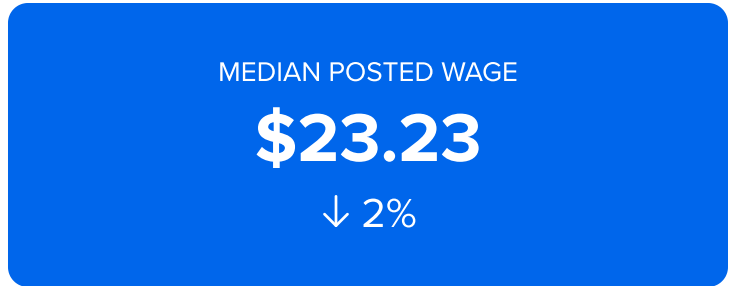
Frequency ▾

> Knowledge	24,573
> Skills	39,680
> Tools and Technologies	6,184

Wages & Benefits

Quick Statistics

The following metrics include the % increase/decrease over the previous period.

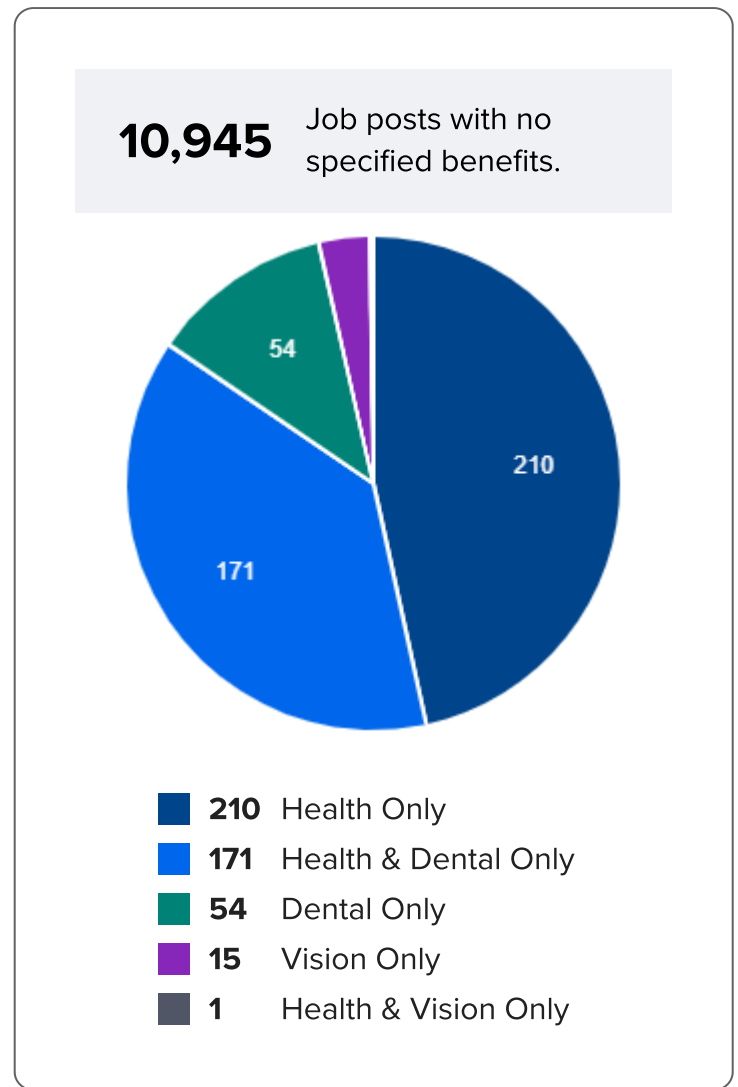
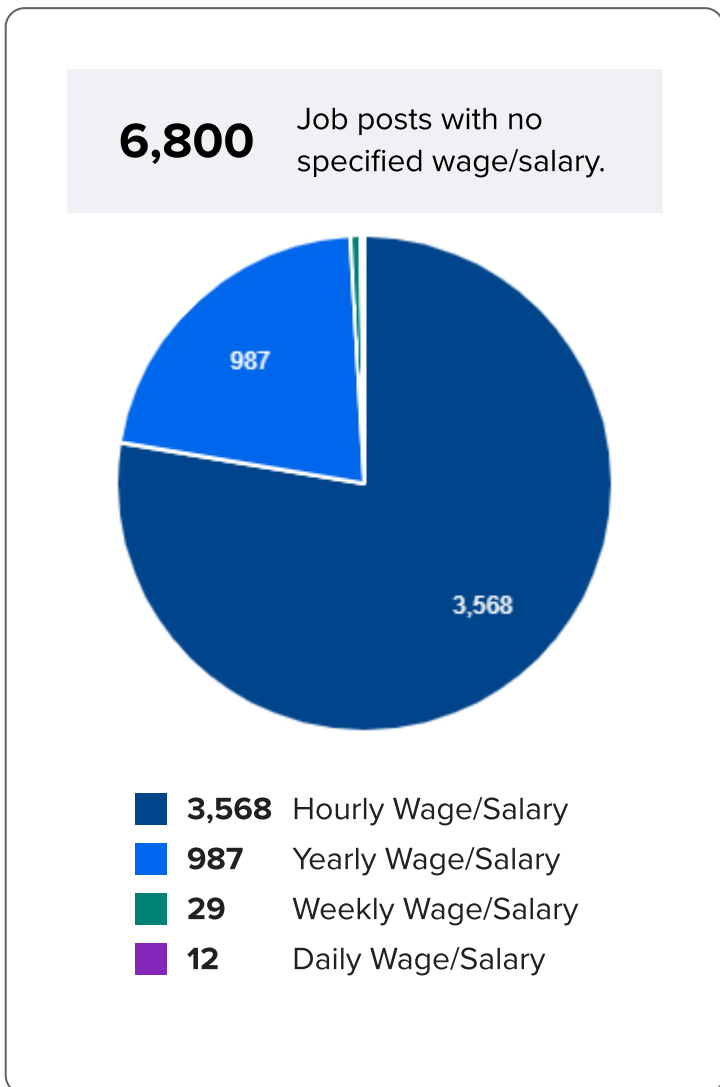


Published Wages/Salaries

What percentage of job postings include wage or salary information?

Advertised Benefits

What percentage of job postings include benefit information?



Top Salaries By Occupation

What are employers willing to pay to find the perfect candidate?

NOC Code ↕	NOC Label ↕	Median Salary ↕
31301	Registered nurses and registered psychiatric nurses	\$75,364
60020	Retail and wholesale trade managers	\$60,000
64100	Retail salespersons and visual merchandisers	\$64,000
13110	Administrative assistants	\$58,803
64409	Other customer and information services representatives	\$60,000

Top Salaries by Occupational Category

Which occupational categories pay the most?

NOC Code ↕	NOC Label ↕	Median Salary ↕
6	Sales and service occupations	\$58,000
1	Business, finance and administration occupations	\$68,000
3	Health occupations	\$86,000
4	Occupations in education, law and social, community and government services	\$65,000
7	Trades, transport and equipment operators and related occupations	\$85,000

Top Salaries by Minor Group

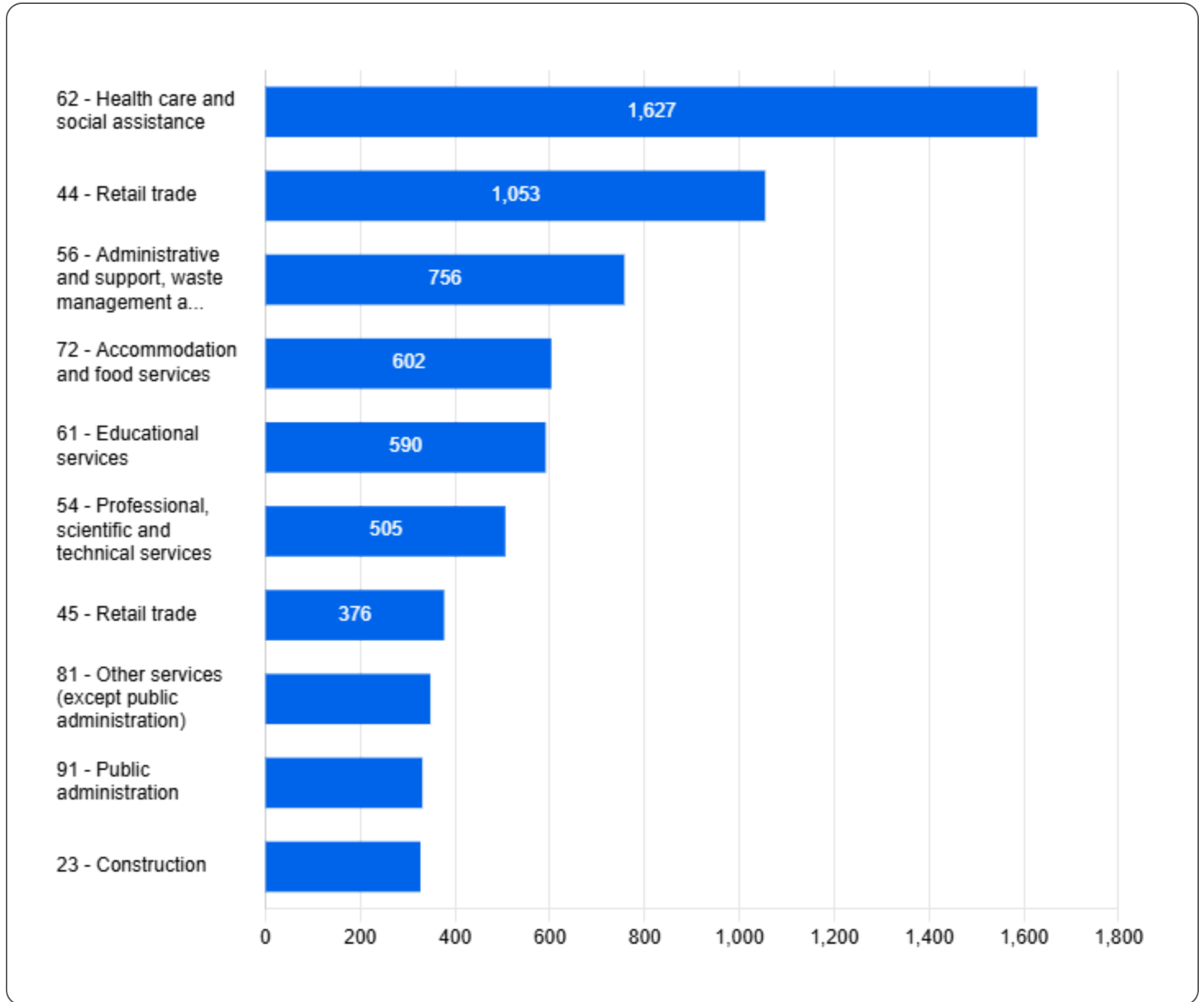
Which minor groups pay the most?

NOC Code ↕	NOC Label ↕	Median Salary ↕
3130	Nursing and allied health professionals	\$76,728
6002	Retail and wholesale trade managers	\$60,000
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	\$64,000
6440	Customer and information services representatives	\$55,400
1311	Office administrative assistants - general, legal and medical	\$51,251

Sectors

Top Focus Sectors

How many job postings were active for at least 1 day in a given month?



Top Hiring Sectors

What sectors are hiring?

NAICS Code	NAICS Label	Posting Count
> 11	Agriculture, forestry, fishing and hunting	36
> 21	Mining, quarrying, and oil and gas extraction	1
> 22	Utilities	96
> 23	Construction	392
> 31,32,33	Manufacturing	414
> 41	Wholesale trade	167
> 44,45	Retail trade	1,600
> 48,49	Transportation and warehousing	242
> 51	Information and cultural industries	61
> 52	Finance and insurance	280
> 53	Real estate and rental and leasing	129
> 54	Professional, scientific and technical services	536
> 55	Management of companies and enterprises	46
> 56	Administrative and support, waste management and remediation services	771
> 61	Educational services	590

>	62	Health care and social assistance	1,792
>	71	Arts, entertainment and recreation	177
>	72	Accommodation and food services	603
>	81	Other services (except public administration)	357
>	91	Public administration	334

Job postings may be double-counted to less specific NAICS categories if they are posted by an employer belonging to more than one 6-digit NAICS classification. This accounts for roughly 5% of all employers, and roughly 11% of all job postings.

Employers

Top Hiring Companies

What companies are hiring?

Company	Location ↕	Active Job Posts ↕
Durham District School Board	Whitby	179
Durham Catholic District School Board	Oshawa	142
Outlier	N/A	137
Outlier Ai	N/A	136
Lakeridge Health	Whitby	126
Loblaw Companies Limited	Mississauga	95
Walmart Canada	Pickering	92
Internal and External	N/A	88
Subway Restaurants	Whitby	77
Thermo Fisher Scientific	Whitby	77

Top Posting Employment Agencies

What employment agencies are posting jobs?

Agency	Location ↕	Active Job Posts ↕
Kijiji Jobs	Ajax	215
Employmenthelp	N/A	36
Durham Region Unemployed Help Centre	Durham Region	30
CarePartners	Oshawa	19
Adecco Canada	Oshawa	17
Canadian Executive Search Group Inc.	London	16
Aerotek	Whitby	9
Kinnect Support	North York	9
Randstad Canada	Oshawa	9
Level A Professional Group	Port Perry	8

Locations

Job Postings by Regional Municipalities, Counties, United Counties, or Districts

What specific locations are job opportunities being offered?

Location ↕	Active Job Posts ↕
Durham Region	11,337

Job Postings by Cities, Towns, Townships or Municipalities

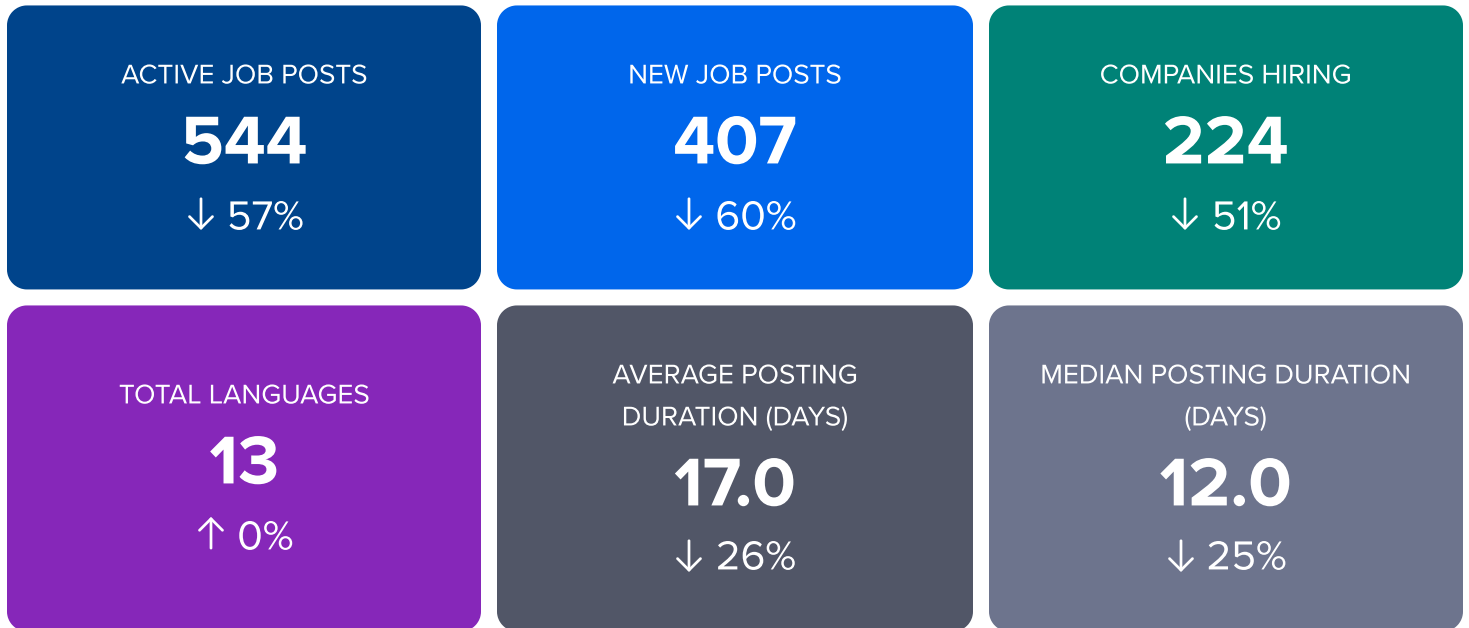
In which regions are job opportunities being offered?

Region ↕	Active Job Posts ↕
City Of Oshawa	3,246
City Of Whitby	2,373
City Of Ajax	1,972
City Of Pickering	1,760
Municipality Of Clarington	1,036

Languages

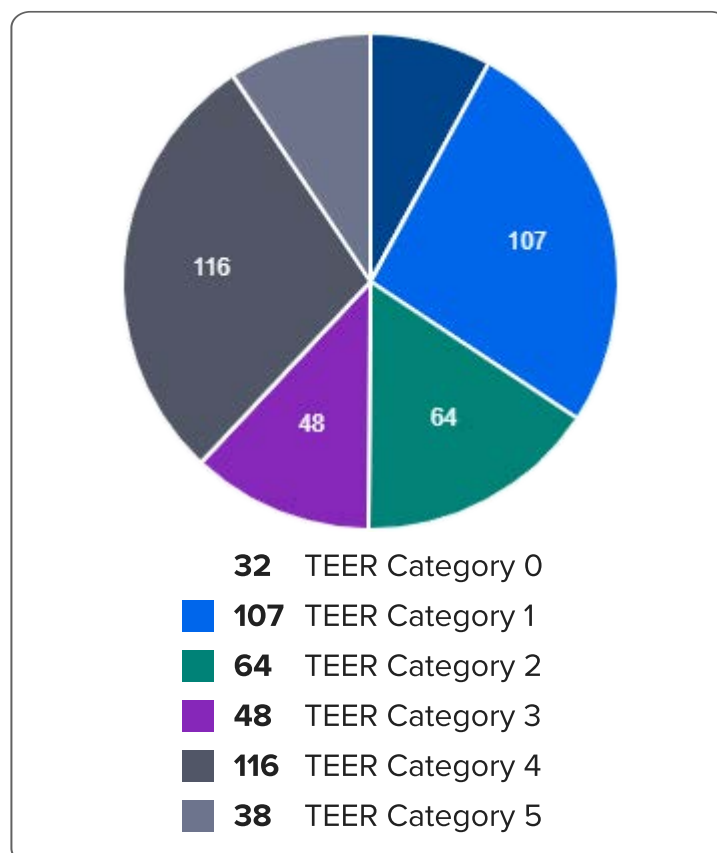
Quick Statistics

The following metrics include the % increase/decrease over the previous period.



Postings By NOC TEER

What language skills are employers looking for by occupational TEER Category?





Demand by Language

What kind of language skills do employers seek?

Language ↕	Active Job Posts ↕
French Language Jobs	356
Bilingual Language Jobs	83
Italian Language Jobs	10
Spanish Language Jobs	8
Mandarin Language Jobs	5

Job Search Report

Report Filters

Date: October 2024 to December 2024



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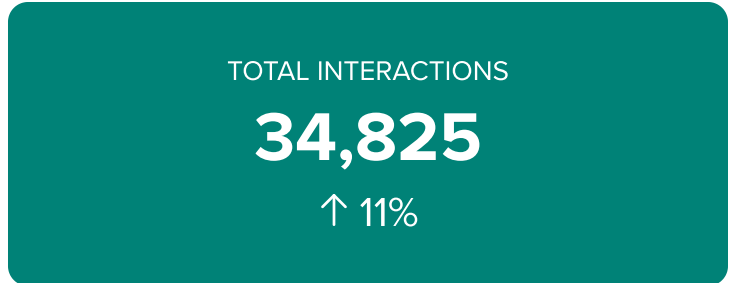


Source: <https://www.durhamworkforceauthority.ca> We Data Tools interactions. This report displays number of interactions or user clicks.

Snapshot

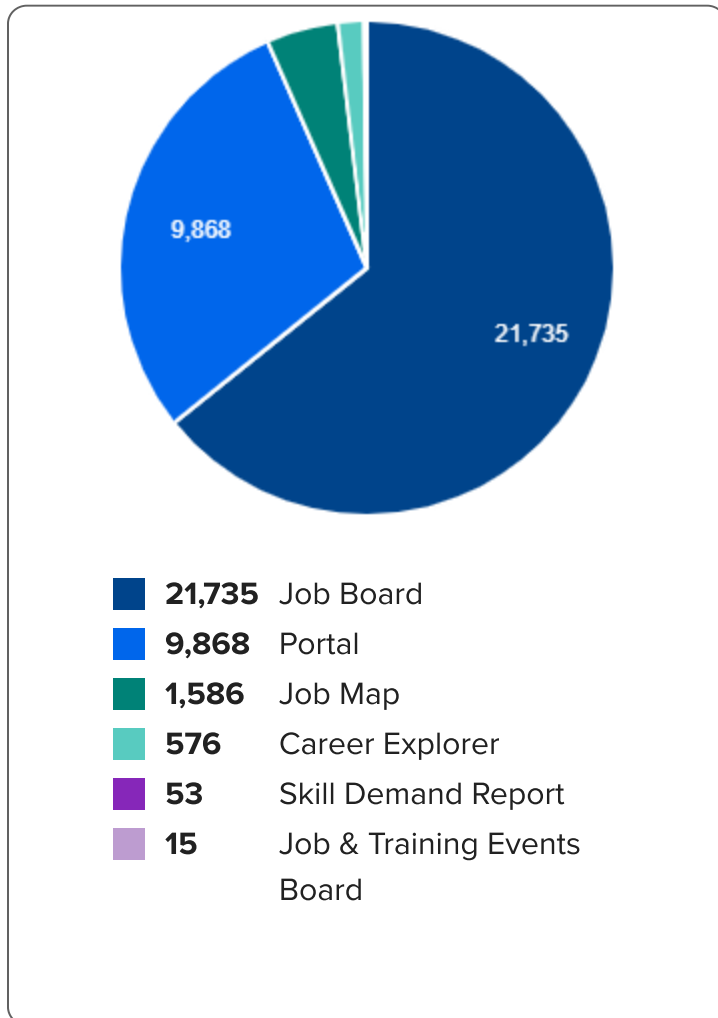
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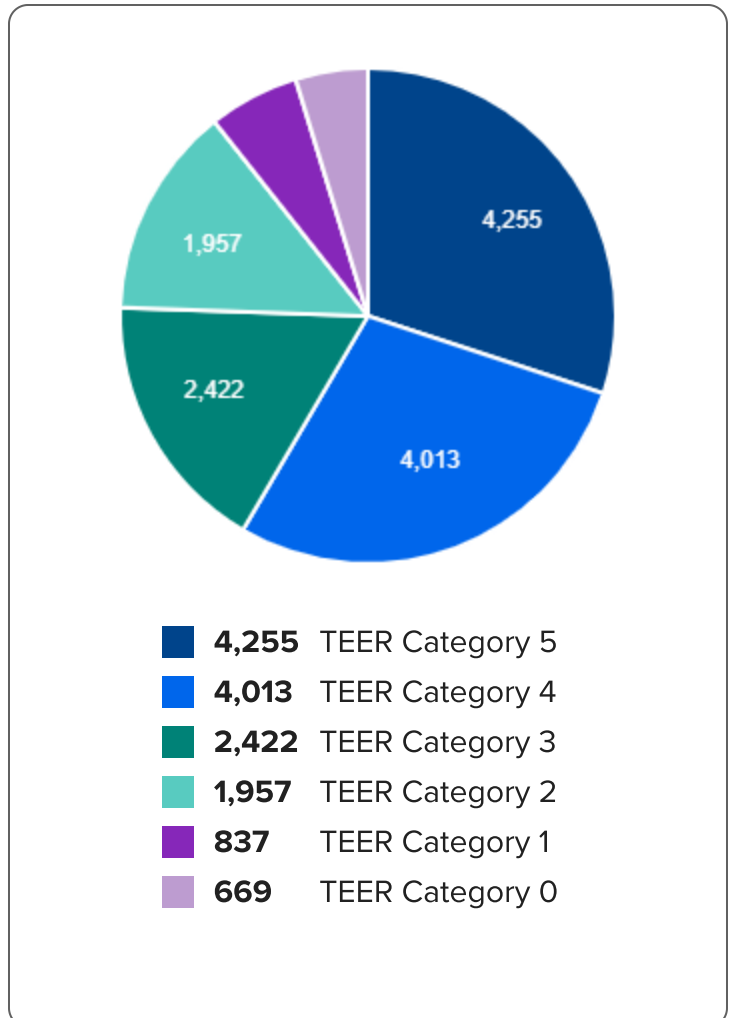
Interactions By Tool

Number of interactions by tool.



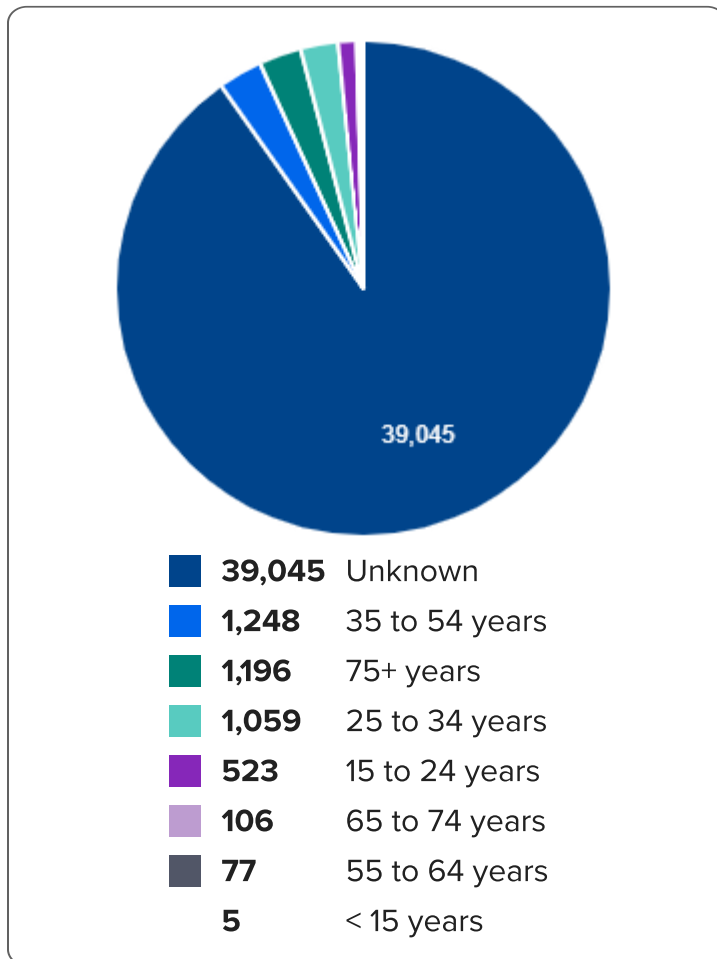
NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



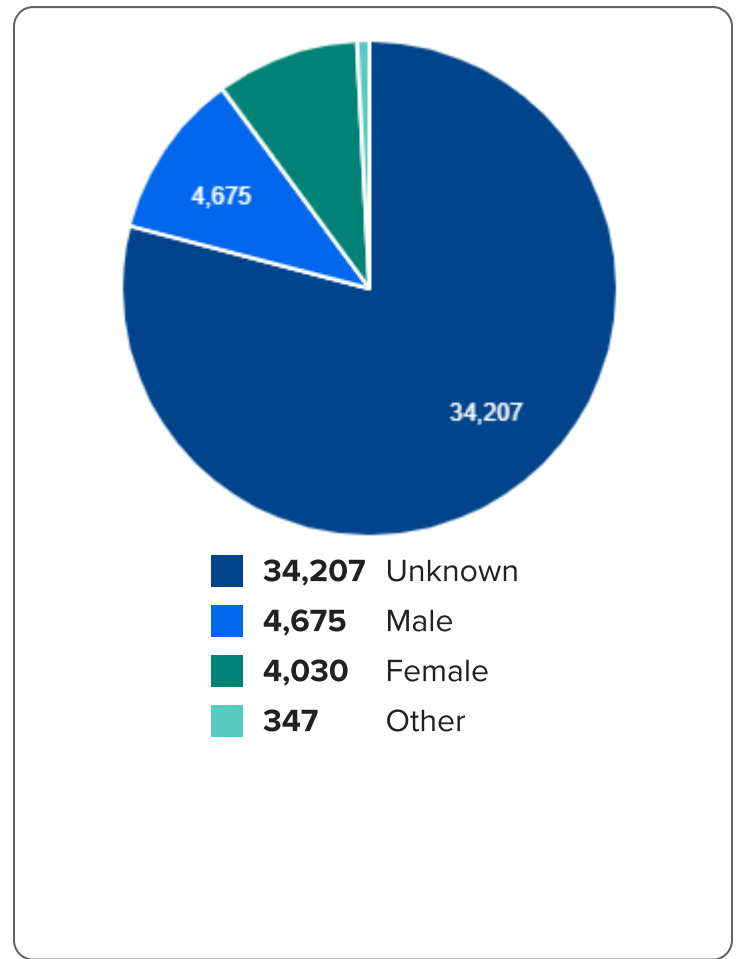
Age Interest

Number of interactions by age range.



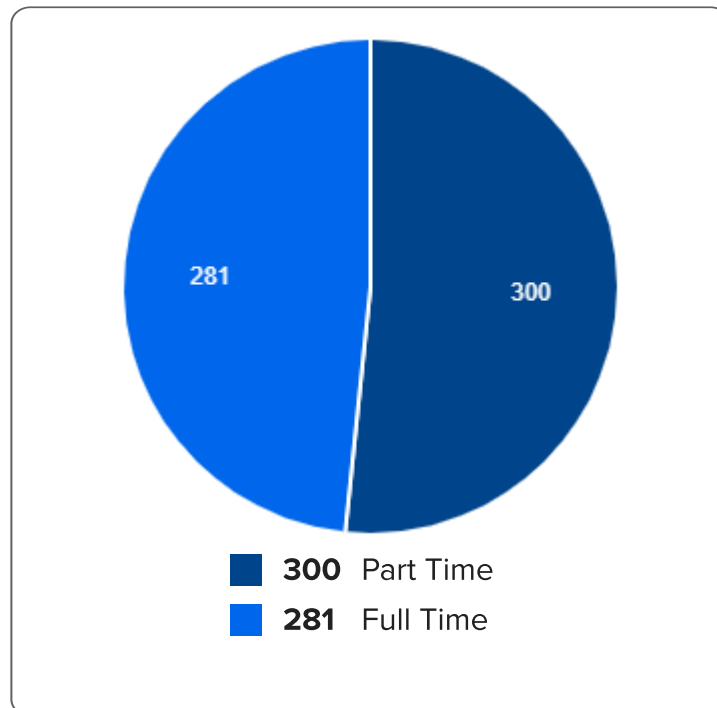
Gender Interest

Number of interactions by self-identified gender.



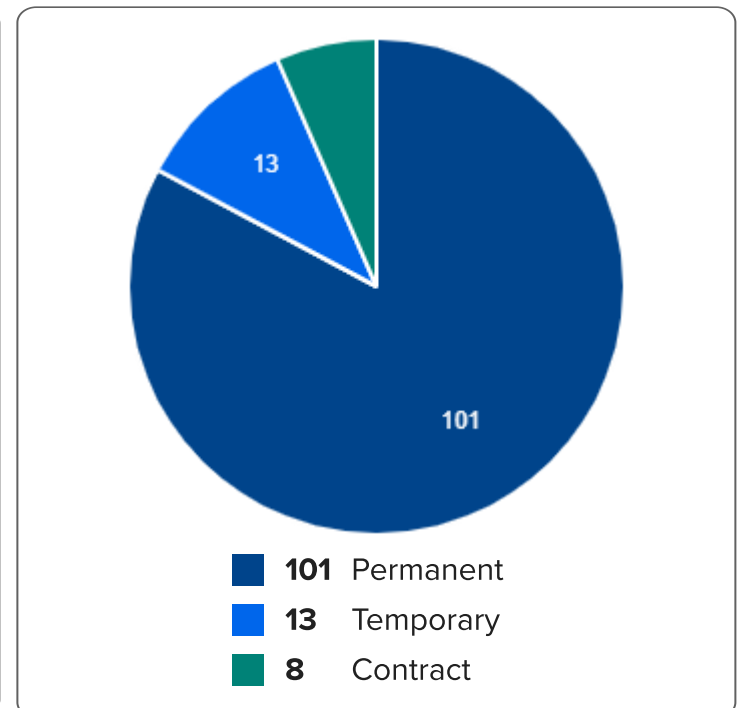
Job Type Interest

Number of interactions by job type (if used).



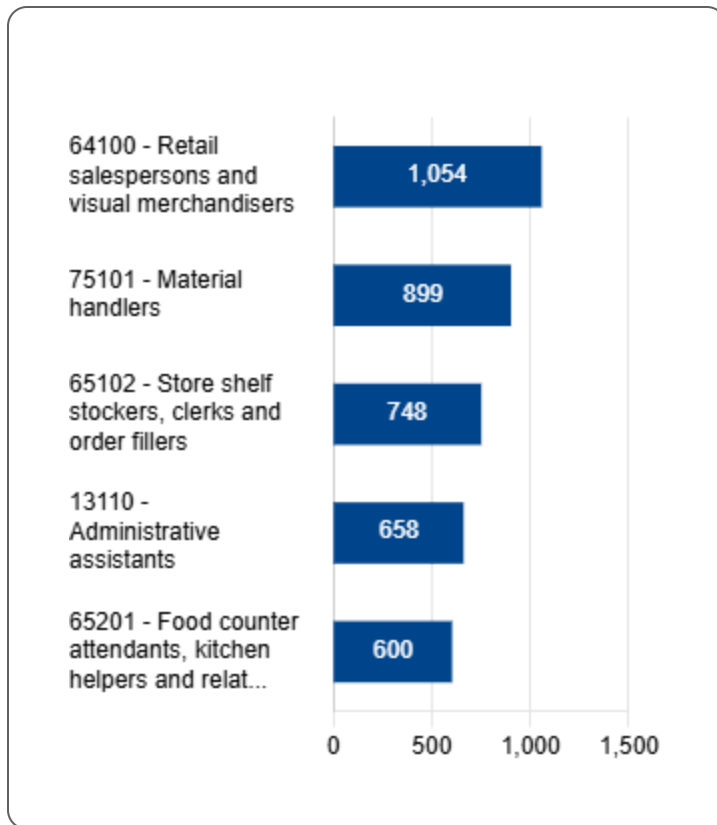
Job Duration Interest

Number of interactions by job duration (if used).



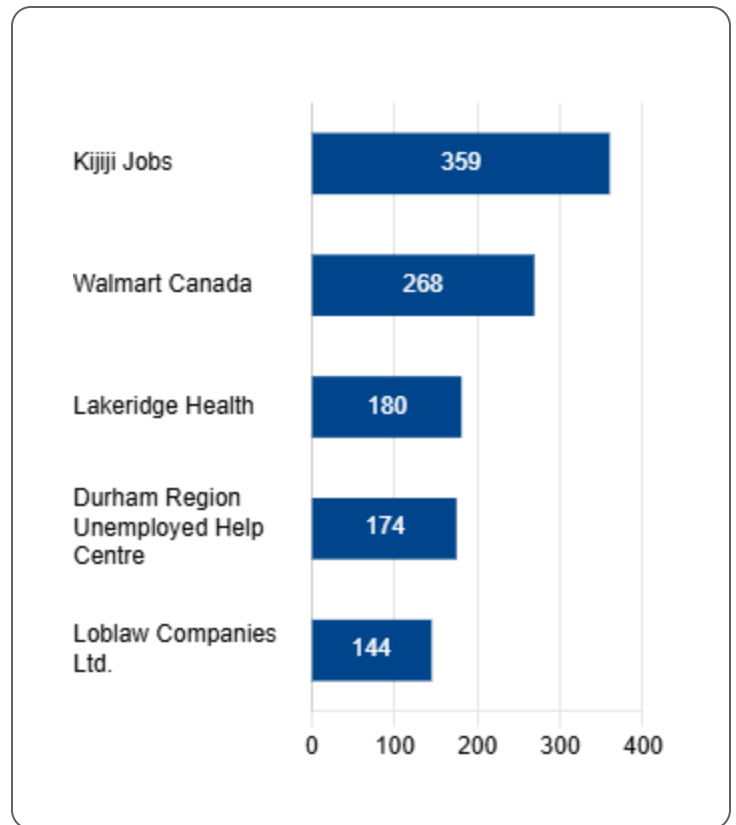
Top Occupational Interests

Top NOC categories clicked on by job seekers.



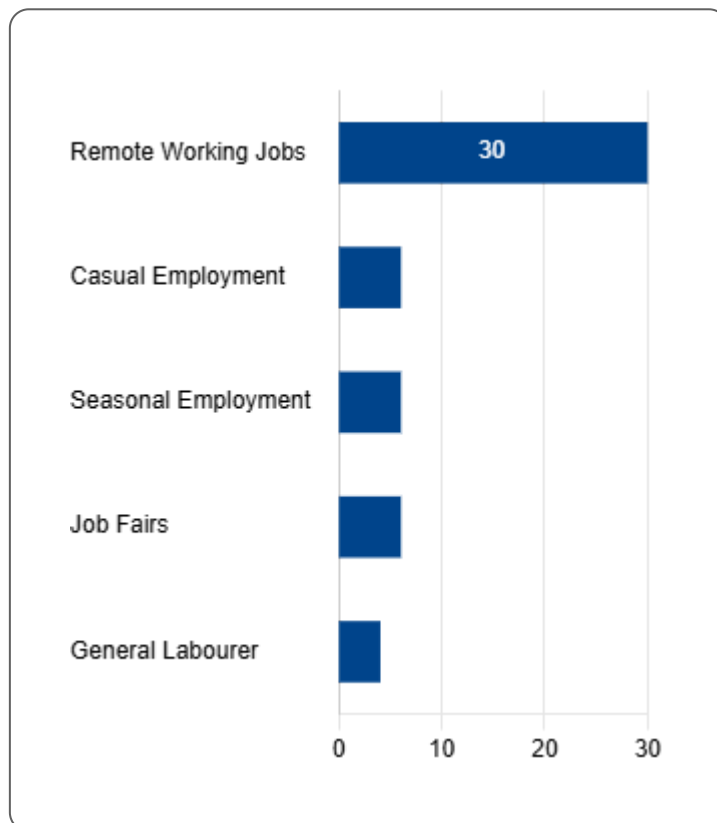
Top Employer Interests

Top employers with clicked job postings.



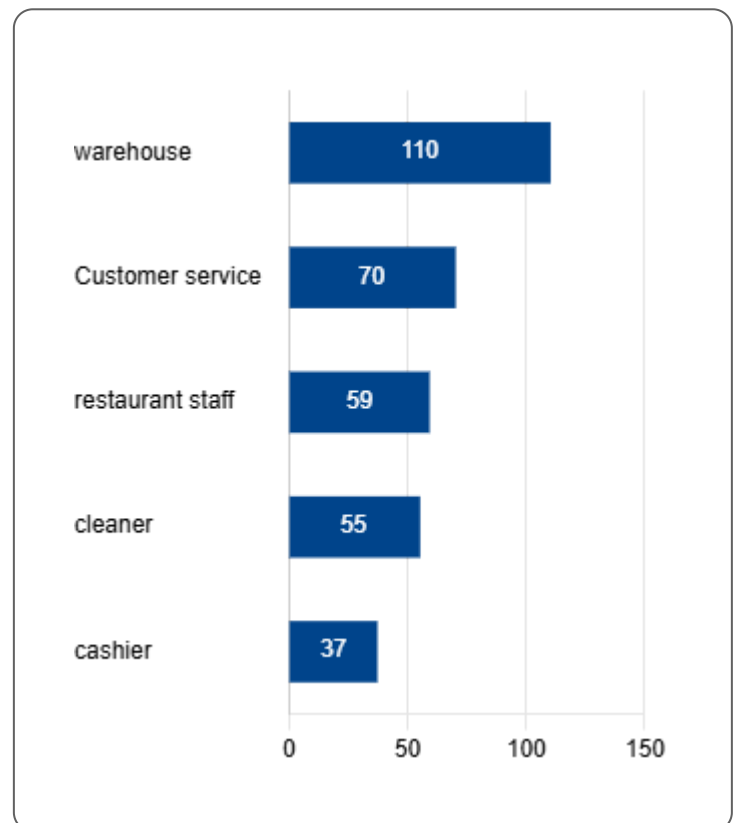
Top Special Interest Searches

The use of job tags when filtering (if used).



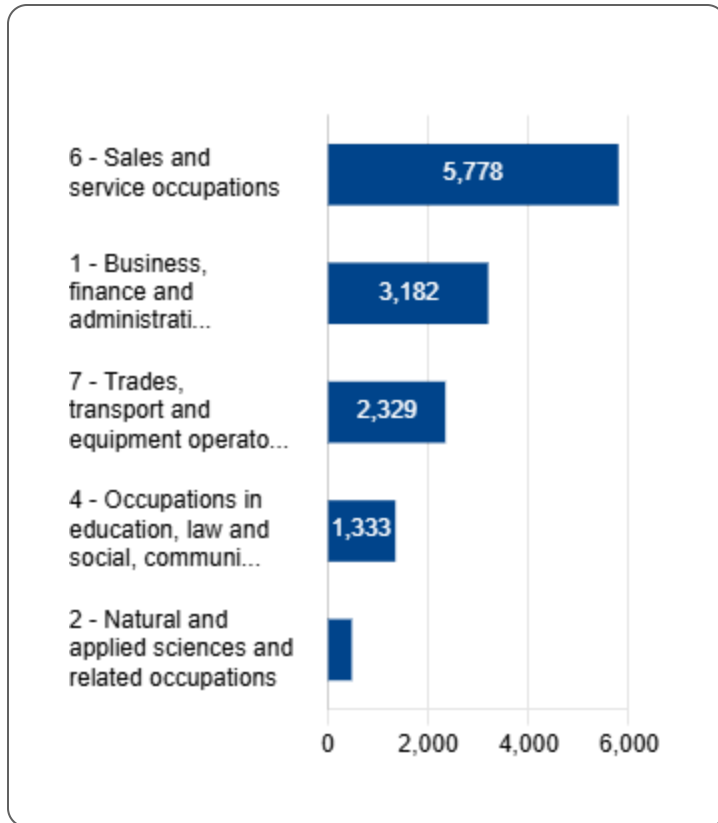
Top Keyword Searches

Top job board keyword searches.



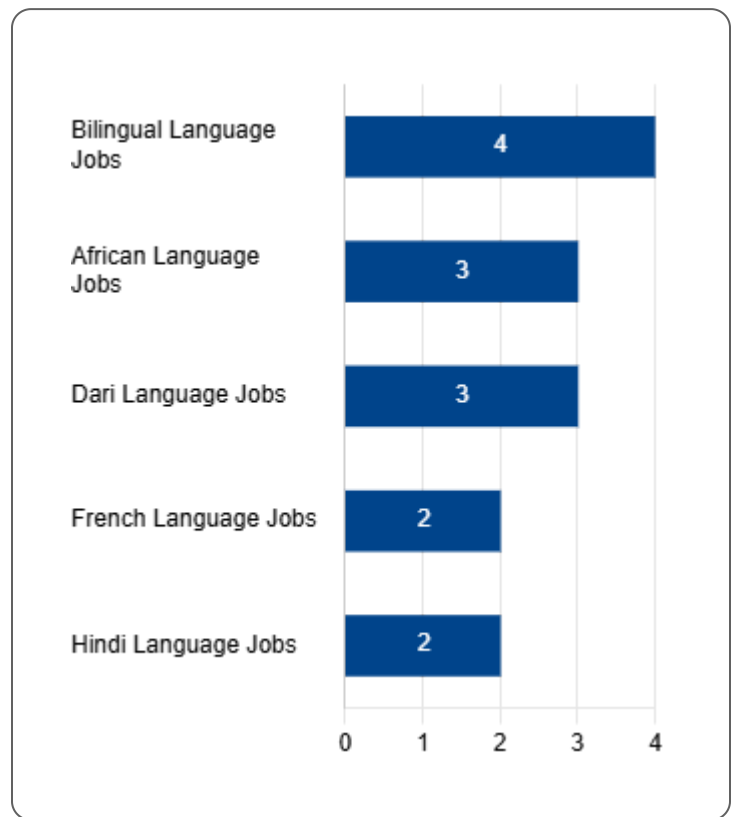
Top Occupational Categories

Top broad occupation categories interacted with (if used).



Top Languages

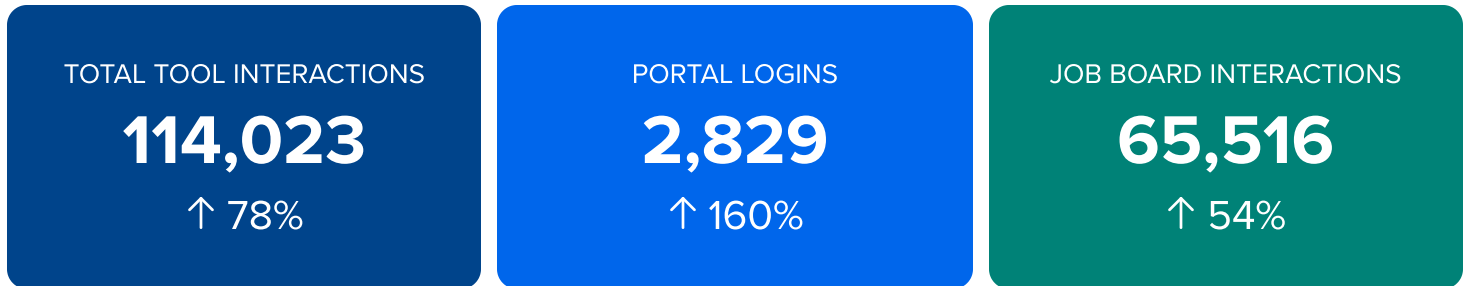
Top language skills being searched for (if used).



Trends

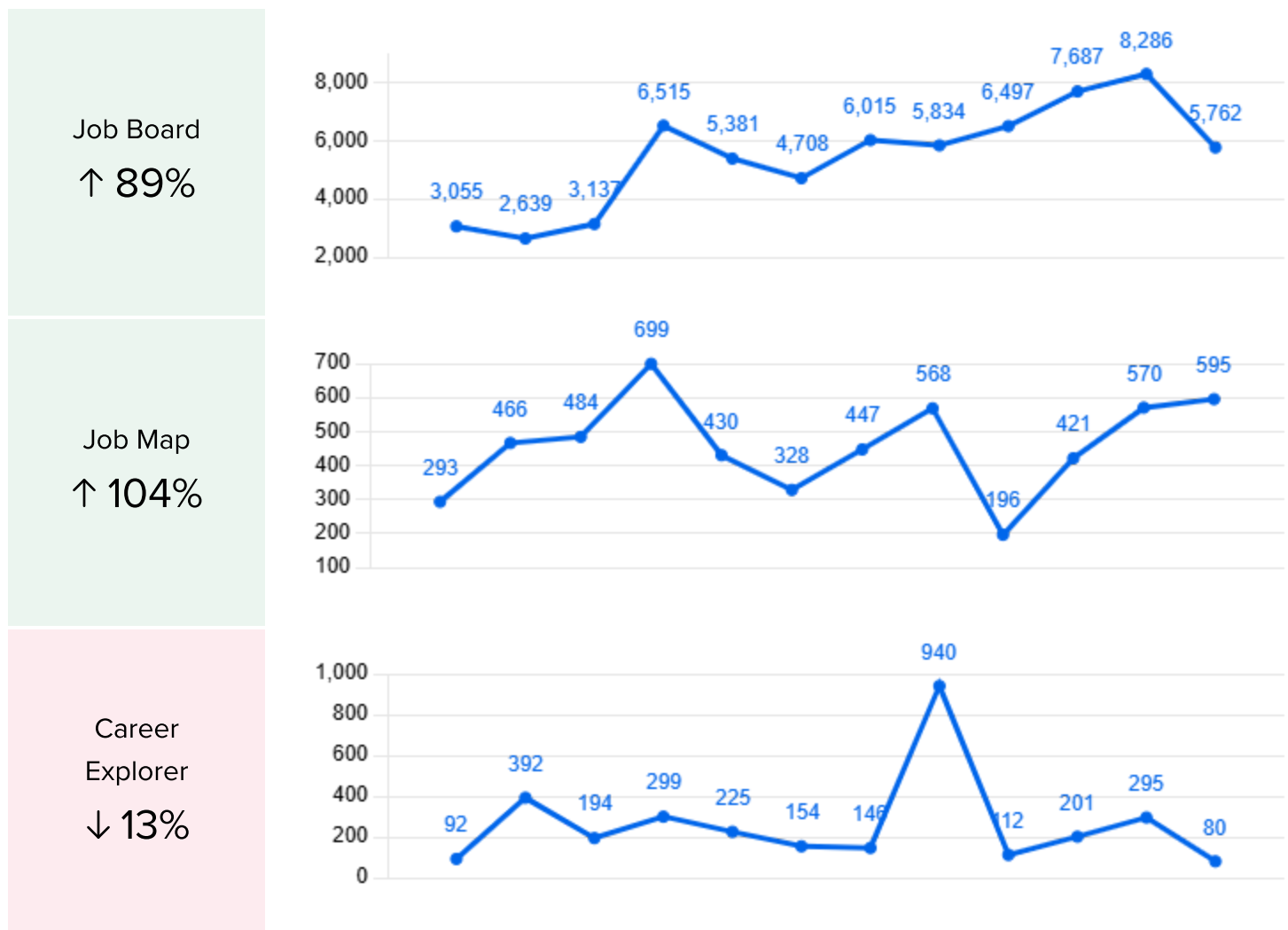
Quick Statistics

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Interactions By Tool

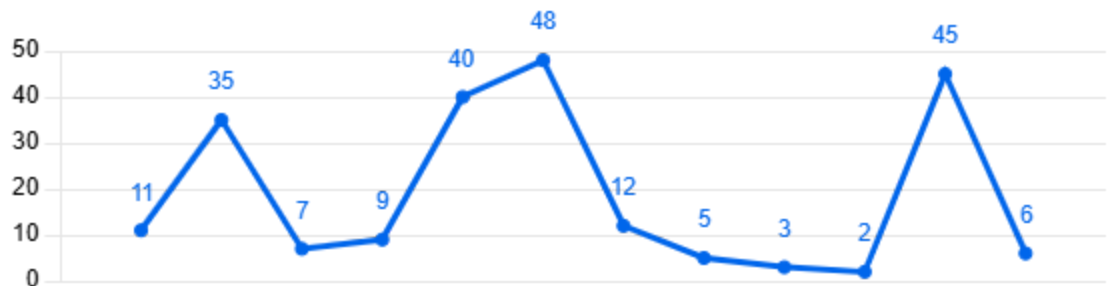
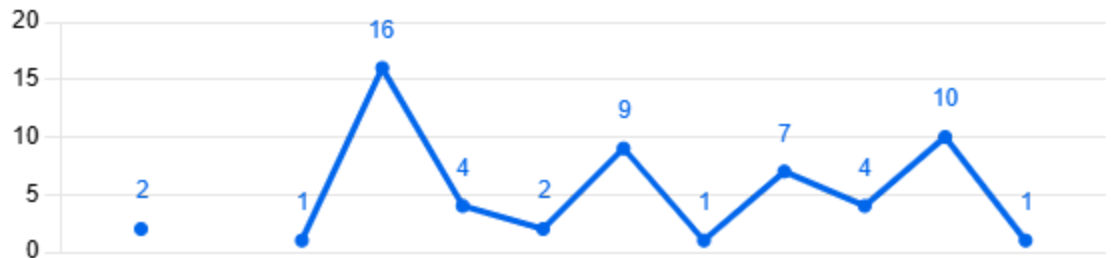
Tool interactions over the last 12 months.



Portal
↑ 14%

Job &
Training
Events
Board
↓ 50%

Skill
Demand
Report
↓ 45%



Occupational Trends

Data based on number of job postings over the last 12 months.

GROWING OCCUPATIONS

317

83%

TOP GROWTH OCCUPATION

**Executive
housekeepers**

↑ 6,050%

TOP DECLINE OCCUPATION

**School principals and
administrators of
elementary and
secondary education**

↓ 88%

Top Occupational Interests

Top occupational interests based on number of job postings over the last 12 months.

NOC Code	NOC Label	Interaction Count (Previous)	Interaction Count (Current)	Change (%)
62021	Executive housekeepers	2	123	↑ 6,050
94107	Machine operators of other metal products	2	59	↑ 2,850
31102	General practitioners and family physicians	3	78	↑ 2,500
72101	Tool and die makers	5	86	↑ 1,620
65320	Dry cleaning, laundry and related occupations	1	15	↑ 1,400

Top Declining Occupational Interests

Top 5 declining occupational interests based on number of job postings over the last 12 months.

NOC Code	NOC Label	Interaction Count (Previous)	Interaction Count (Current)	Change (%)
40021	School principals and administrators of elementary and secondary education	18	2	↓ 88
32101	Licensed practical nurses	72	12	↓ 83
95104	Labourers in rubber and plastic products manufacturing	10	2	↓ 80
53202	Sports officials and referees	5	1	↓ 80
31111	Optometrists	13	3	↓ 76

Job Board

Quick Statistics

The following metrics include the % increase/decrease over the previous period.

JOB BOARD POST CLICKS

15,948

↑ 30%

JOB BOARD INTERACTIONS

21,735

↑ 19%

Job Post Interest

Job post interactions on Job Board.

Job Post Title ↕	Company ↕	Interactions ↕
Warehouse Associate-ajax	UPS / United Parcel Service Canada Ltd.	57
Warehouse Receiver	Canadian Tire	36
Warehouse Worker li	Thermo Fisher Scientific Co.	31
Warehouse Labourer	CCSL Group Inc.	30
Administrative Clerk	Durham Region Unemployed Help Centre	30

Occupational Interest

Job post interactions by NOC system on Job Board.

NOC Code	NOC Label	Interactions
64100	Retail salespersons and visual merchandisers	1,054
75101	Material handlers	899
65102	Store shelf stockers, clerks and order fillers	748
13110	Administrative assistants	658
65201	Food counter attendants, kitchen helpers and related support occupations	600

Keyword Searches

Keywords being searched for on Job Board.

Search Terms	Interactions
warehouse	110
Customer service	70
restaurant staff	59
cleaner	55
cashier	37

Special Interest Searches

Special interests being searched for on Job Board (if used). Special interest filters on Job Board refer to the use of job tags when filtering.

Search Terms ⚡	Interactions ⚡
Work from Home Jobs	30
Casual Employment	6
Seasonal Employment	6
Job Fairs	6
General Labourer	4

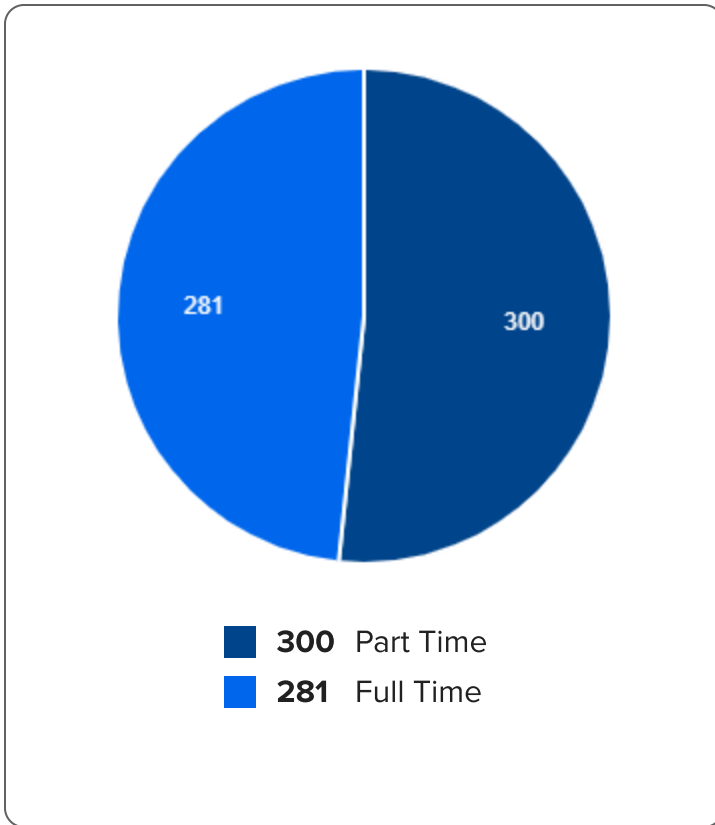
Language Searches

Languages being searched for on Job Board.

Language ⚡	Interactions ⚡
Bilingual Language Jobs	4
African Language Jobs	3
Dari Language Jobs	3
French Language Jobs	2
Hindi Language Jobs	2

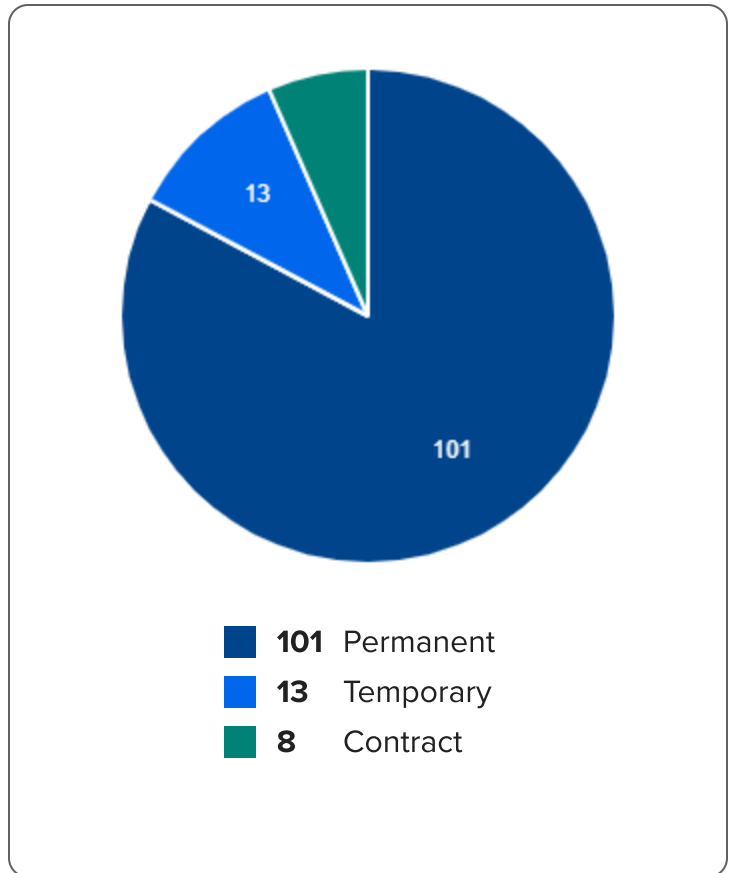
Job Type Interest

Number of interactions by job type (if used).



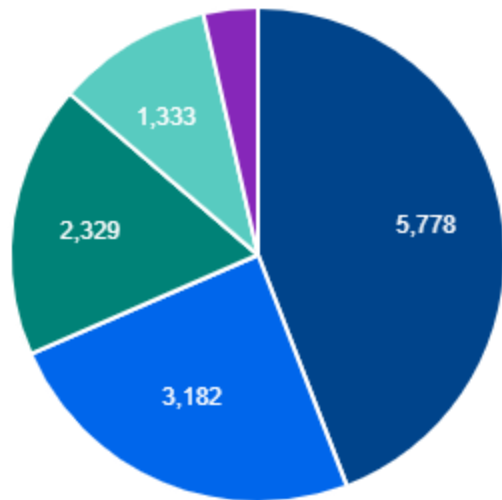
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Categories

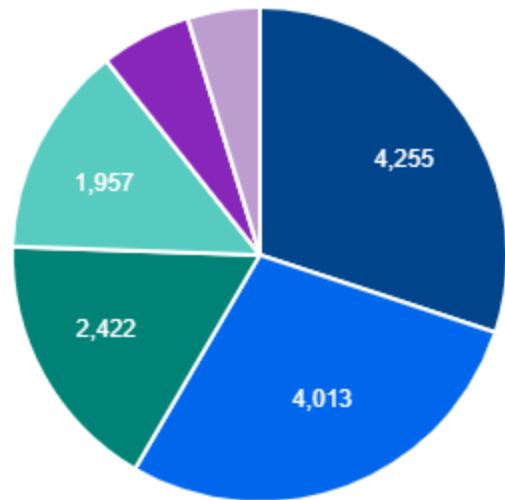
Top broad categories of occupation interacted with on Job Board (if used).



- 5,778** Sales and service occupations
- 3,182** Business, finance and administration occupations
- 2,329** Trades, transport and equipment operators and related occupations
- 1,333** Occupations in education, law and social, community and government services
- 464** Natural and applied sciences and related occupations

NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.

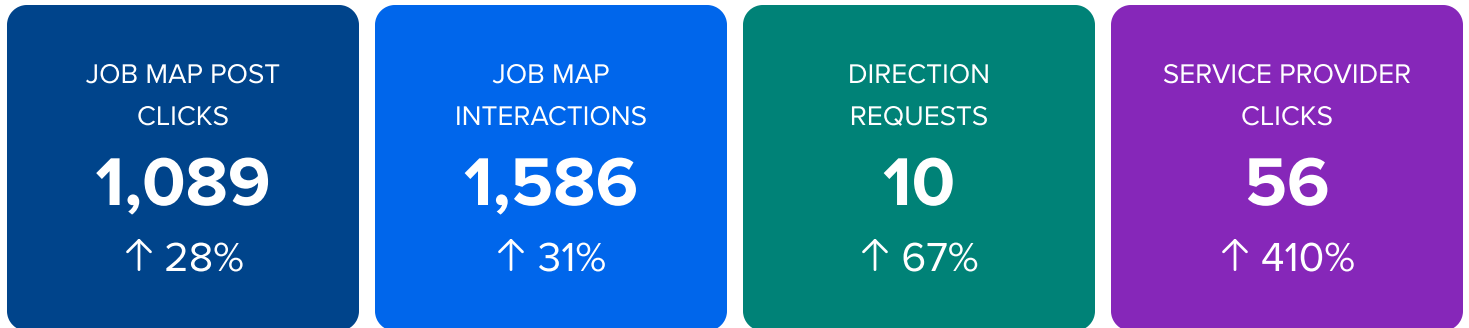


- 4,255** TEER Category 5
- 4,013** TEER Category 4
- 2,422** TEER Category 3
- 1,957** TEER Category 2
- 837** TEER Category 1
- 669** TEER Category 0

Job Map

Quick Statistics

The following metrics include the % increase/decrease over the previous period.



Map Layers

Number of times layer is applied on the job map by layer category.

Map Layers ↕	Interactions ↕
Education - Elementary Schools	14
Durham Region Transit Routes	14
Ontario Works	12
Employment Services	12
Apprenticeship Training Sites	10

Special Interest Searches

Special interests being searched for on Job Map (if used). Special interest filters on Job Map refer to the use of job tags when filtering.

Search Terms ⚡	Interactions ⚡
Job Fairs	3
General Labourer	3
apprenticeship Jobs	2
casual Employment	1
Work From Home Jobs	1

Language Searches

Languages being searched for on Job Map.

Language ⚡	Interactions ⚡
Bilingual Language Jobs	4
African Language Jobs	2
French Language Jobs	2
Show All Job Languages	2
Karenic Language Jobs	1

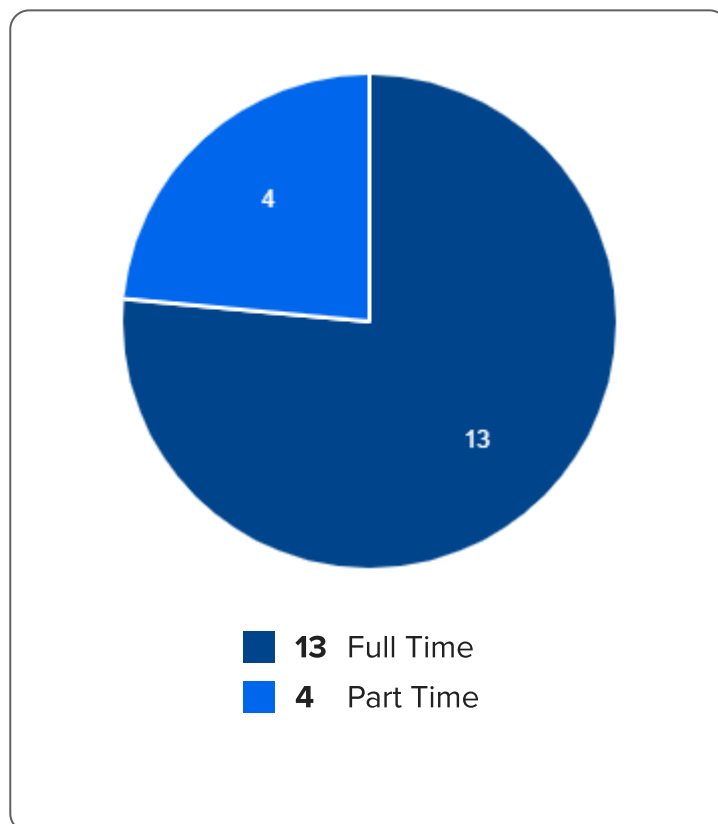
Keyword Searches

Keywords being searched for on Job Map.

Search Terms ↕	Interactions ↕
retail	6
warehouse	4
cashier	4
customer service	3
Welding	3

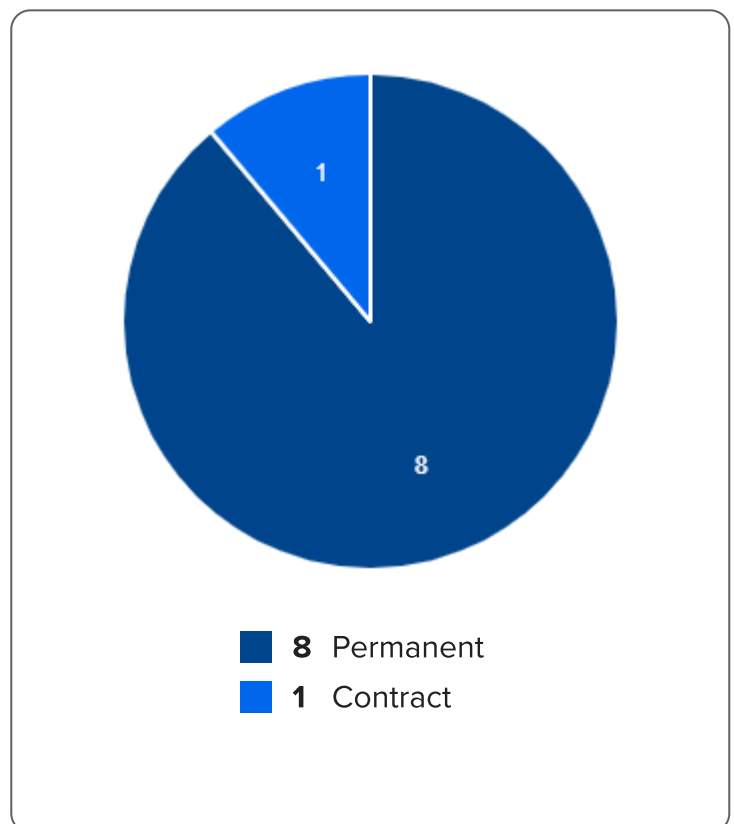
Job Type Interest

Number of interactions by job type (if used).



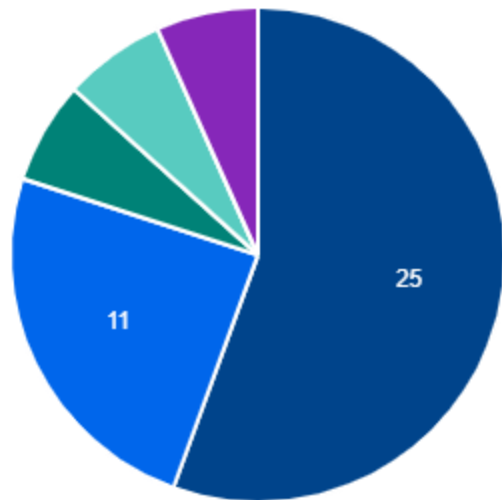
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Categories

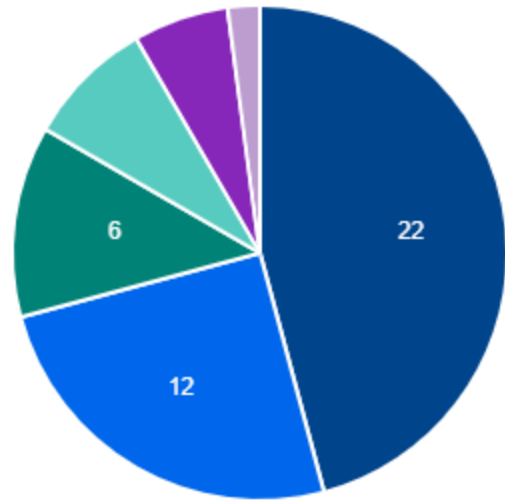
Top broad categories of occupation interacted with on Job Map (if used).



- 25** Sales and service occupations
- 11** Occupations in education, law and social, community and government services
- 3** Business, finance and administration occupations
- 3** Natural and applied sciences and related occupations
- 3** Occupations in manufacturing and utilities

Skill Level Interest

NOC skill level of jobs interacted with on Job Map.



- 22** TEER Category 4
- 12** TEER Category 5
- 6** TEER Category 1
- 4** TEER Category 3
- 3** TEER Category 2
- 1** TEER Category 0

Career Explorer

Quick Statistics

The following metrics include the % increase/decrease over the previous period.

CAREER EXPLORER JOB POST CLICKS

123

↓ 17%

CAREER EXPLORER INTERACTIONS

576

↓ 51%

Occupational Interest

Job post interactions by NOC system on Career Explorer.

NOC Code ↕	NOC Label ↕	Interactions ↕
65102	Store shelf stockers, clerks and order fillers	74
65100	Cashiers	29
14101	Receptionists	28
75101	Material handlers	23
65201	Food counter attendants, kitchen helpers and related support occupations	18

Occupational Categories Interest

Broad categories of occupation interacted with on Career Explorer (if used).

1 Digit NOC Code	NOC Label	Interactions
6	Sales and service occupations	196
1	Business, finance and administration occupations	92
7	Trades, transport and equipment operators and related occupations	58
9	Occupations in manufacturing and utilities	29
2	Natural and applied sciences and related occupations	26