



Q1 2025

Labour Market Insights Report



Executive Summary

The **2025 Durham Labour Market Insights Report for Q1** provides an in-depth snapshot of employment activity in the Durham Region from January through March 2025. Divided into two sections, the Job Demand section offers insights into employers' demand for labour, and the Job Search section provides insights into what job seekers are pursuing in the labour market. Drawing from data from job posts on over 50 publicly accessible job boards, the report reflects the complex interplay between employer demand, workforce trends, and jobseeker engagement in a shifting economic environment.

Key Labour Market Highlights

- **10,451 active job postings** were recorded, with **9,383 new postings** emerging during the quarter—an 8% increase over the previous period.
- **3,395 unique employers** were actively recruiting, reflecting healthy competition for talent across sectors.
- The average job posting remained open for **19.5 days**, suggesting a moderate pace in the hiring process.

Sector and Occupational Trends

Job demand continued to cluster around core service and support occupations, with the following roles leading by volume:

- **Retail salespersons and merchandisers (NOC 64100)** – 430 postings
- **Food counter attendants and kitchen helpers (NOC 65201)** – 410 postings
- **Registered nurses and psychiatric nurses (NOC 31301)** – 282 postings
- **Home support workers and caregivers (NOC 44101)** – 250 postings

These high-demand roles reflect ongoing needs in **retail, healthcare, hospitality, and community care** sectors, which are foundational to Durham's economy.

The majority of jobs posted were:

- **Full-time (82%)**
- **Permanent in nature (91%)**

The **health care and social assistance sector** emerged as the top hiring sector with **1,901 postings**, followed by **retail trade (1,259)** and **administrative support services (795)**.

Skills, Wages, and Experience Requirements

Employers emphasize soft skills and general workplace competencies, with communication, management, driving, and customer service being the most sought-after

Though gaps remain, wage transparency continues to improve, with the **average posted hourly wage** being **\$26.95**, while the **median** was **\$23.27**. Top-paying occupations included **health professionals, retail managers, and technical trades**.

Jobseeker Behaviour & Insights

Jobseeker engagement remained high:

- **41,440 total interactions** were logged across various DWA tools.
- **Sales and service occupations** saw the most engagement, particularly within **TEER 4 and 5** categories, representing lower to mid-skill jobs.

Top search terms on the job board reflected strong interest in accessible, flexible, and entry-level roles:

- **“Customer service,” “warehouse,” “cleaner,” and “retail”** ranked highest.
- Special interest filters showed preferences for **work-from-home, seasonal, and casual jobs**.

Conclusion

The first quarter of 2025 reflects a resilient and active labour market in Durham Region. The high volume of employer postings, combined with accessible entry points and strong job seeker interaction, signals a healthy employment environment. However, the continued dominance of lower-wage, service-oriented roles suggests the need for sustained focus on **skills development, wage growth, and sector diversification** to foster long-term economic resilience.

As Durham grows, these insights will help local economic developers, educators, and community support organizations align training and talent strategies with evolving market needs.



Job Demand Report

Report Filters

Jobs Active During: January 2025 to March 2025



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

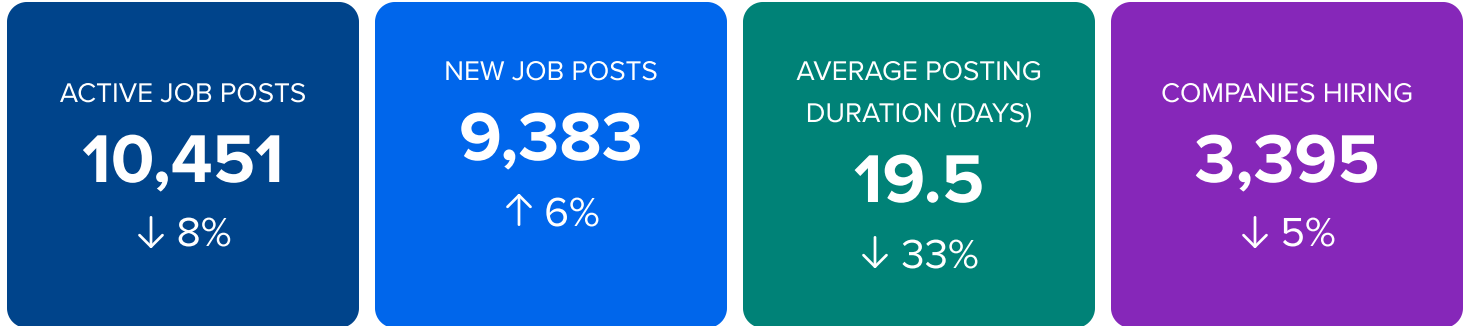


Source: <https://www.durhamworkforceauthority.ca> Job Posting Data. This report presents information sourced from job ads posted by employers and agencies on over 50 publicly accessible websites.

Snapshot

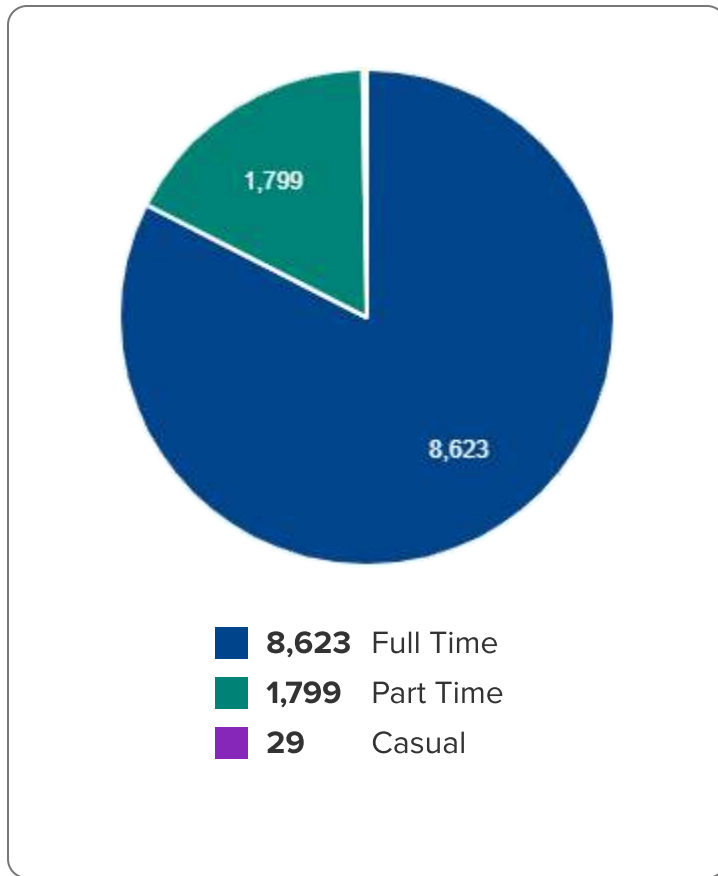
Quick Statistics

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



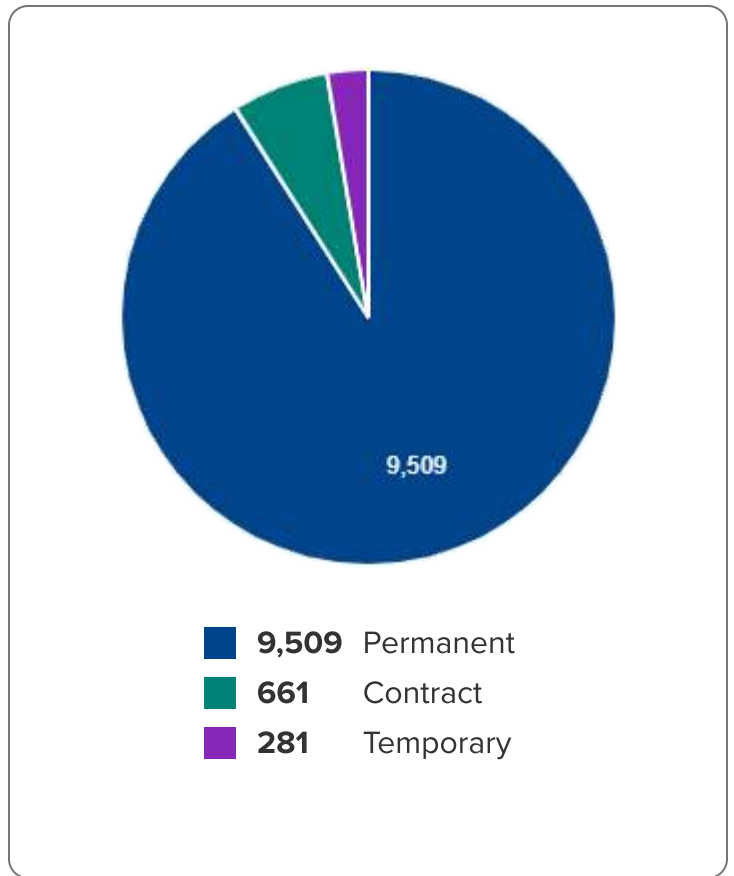
Job Type

Full time vs. Part time.



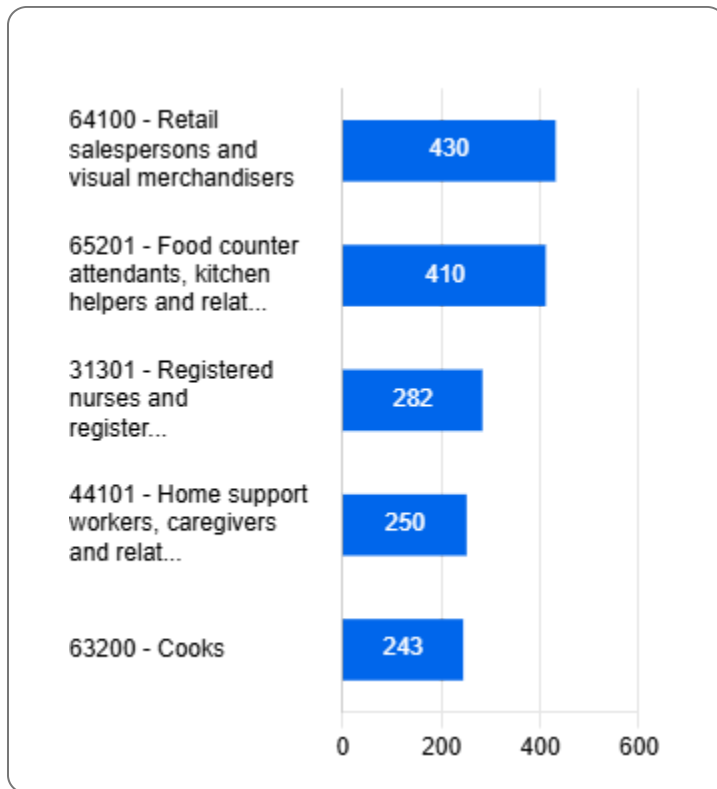
Job Duration

Permanency of jobs posted.



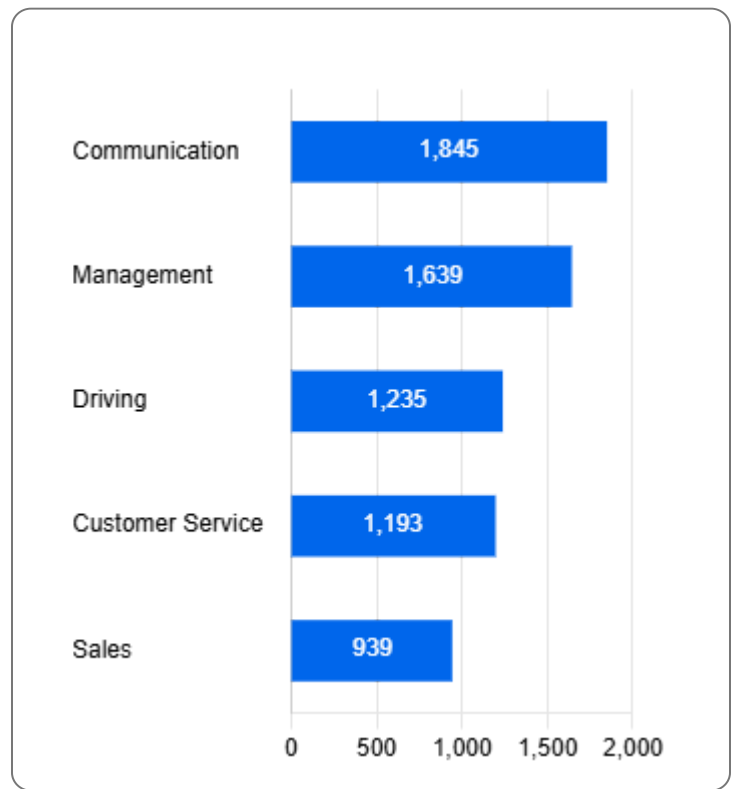
Top Occupations

Top in-demand occupations based on posting count.



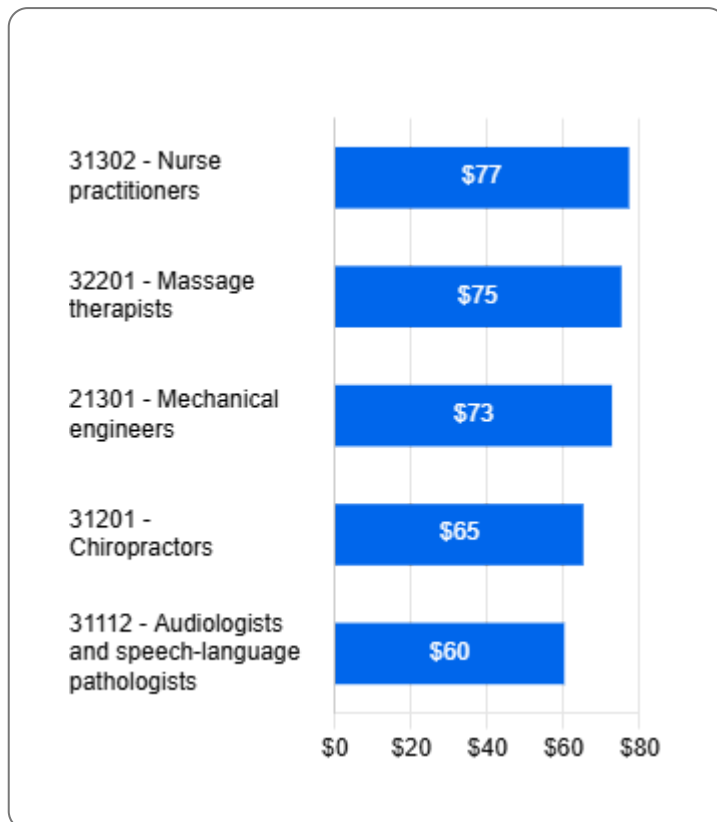
Top Skills

Top in-demand skills based on posting count.



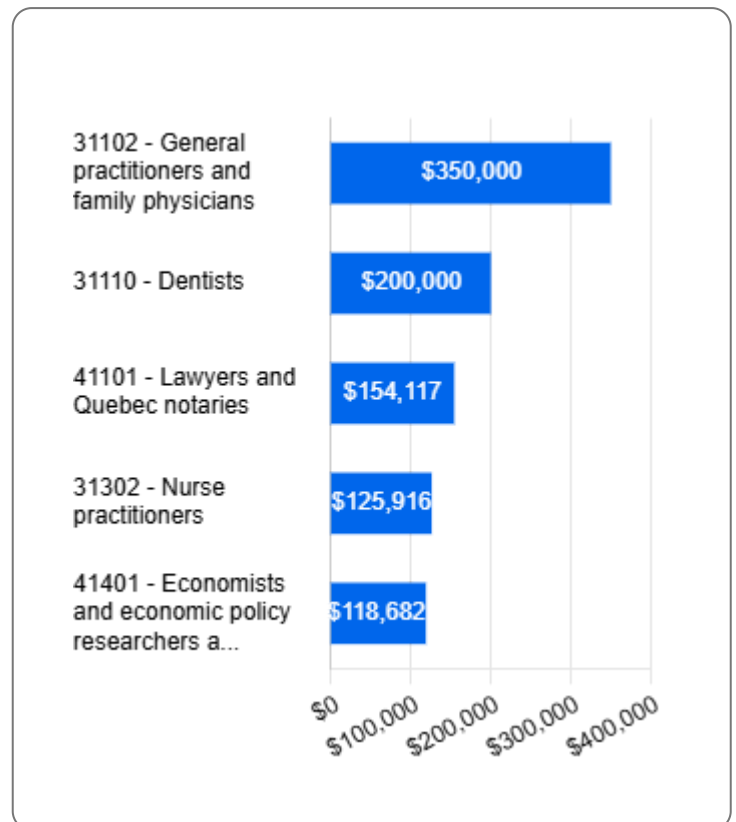
Top Hourly Wages

Top median hourly wages by occupation.



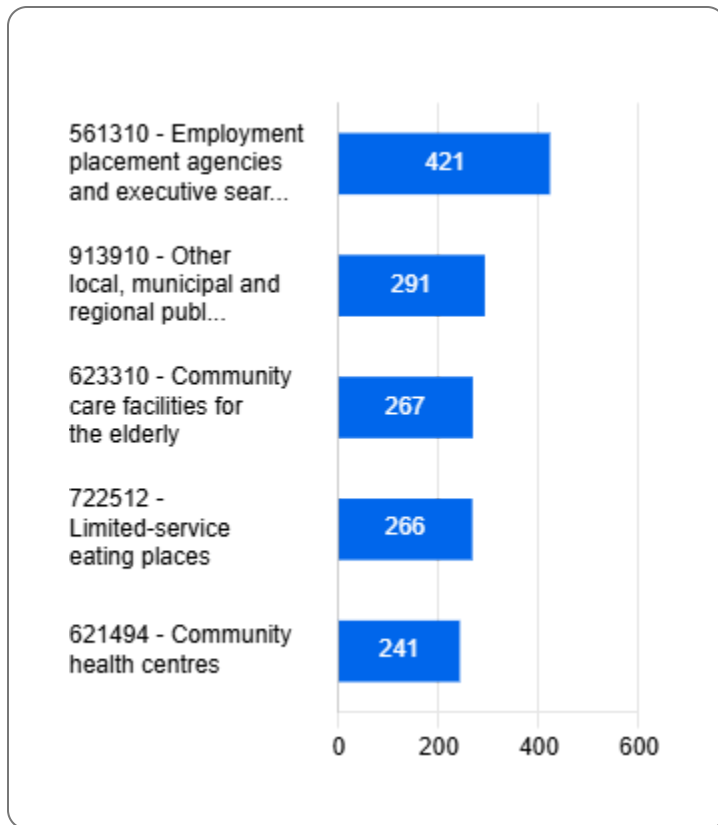
Top Salaries

Top median yearly salaries by occupation.



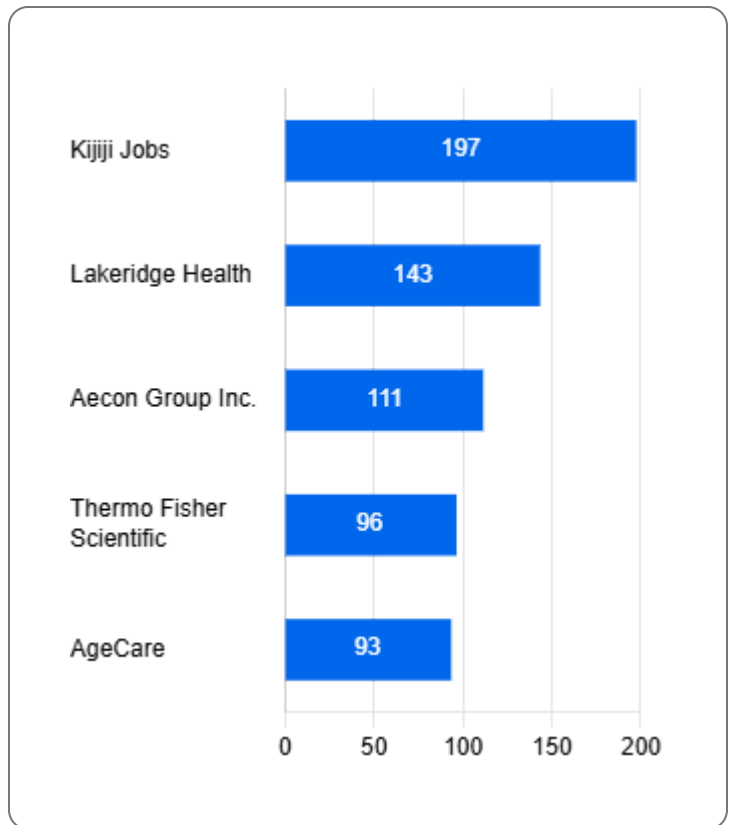
Top Sectors

Top in-demand sectors based on posting count.



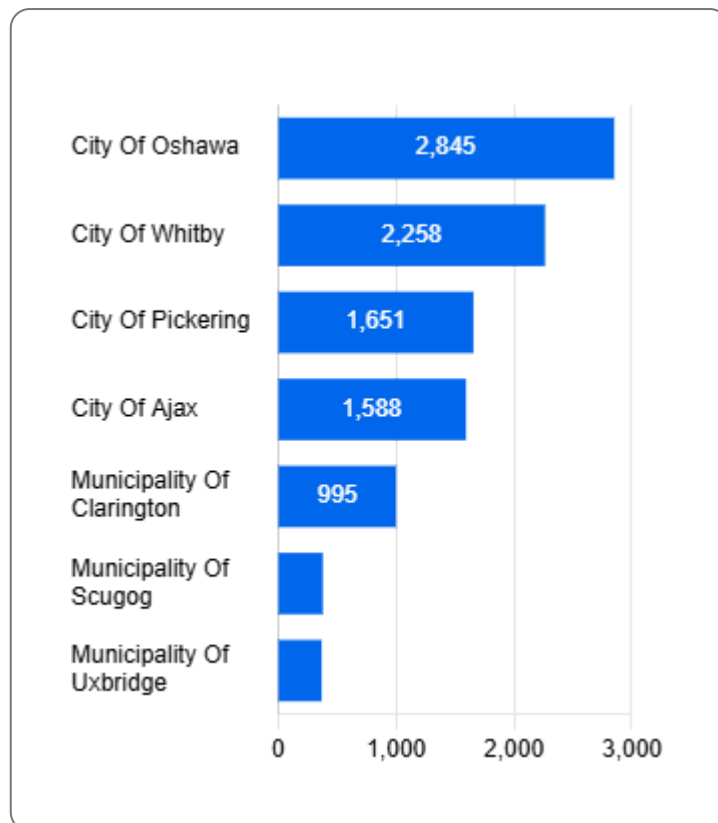
Top Hiring Employers

Top employers based on hiring activity.



Top Locations

Top locations based on job posting count.



Occupations

Demand by Occupation

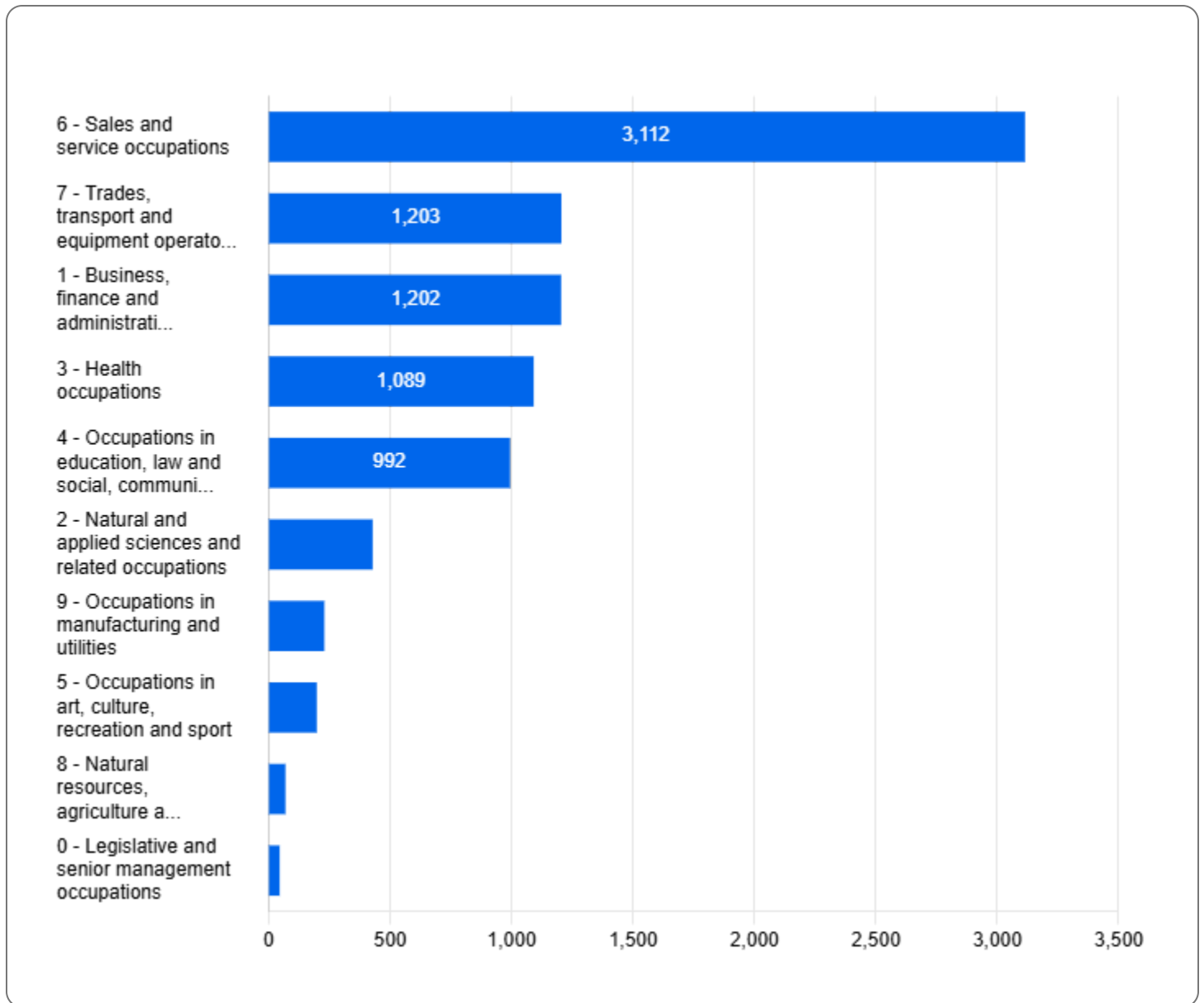
Which occupations are hard to fill, or in demand?

NOC Code ↕	NOC Label ↕	Posting Count ↕
64100	Retail salespersons and visual merchandisers	430
65201	Food counter attendants, kitchen helpers and related support occupations	410
31301	Registered nurses and registered psychiatric nurses	282
44101	Home support workers, caregivers and related occupations	250
63200	Cooks	243



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	1,009
64	Sales and service representatives and other customer and personal services occupations	858
31	Professional occupations in health	611
63	Occupations in sales and services	444
62	Retail sales and service supervisors and specialized occupations in sales and services	431

Demand by Minor Group

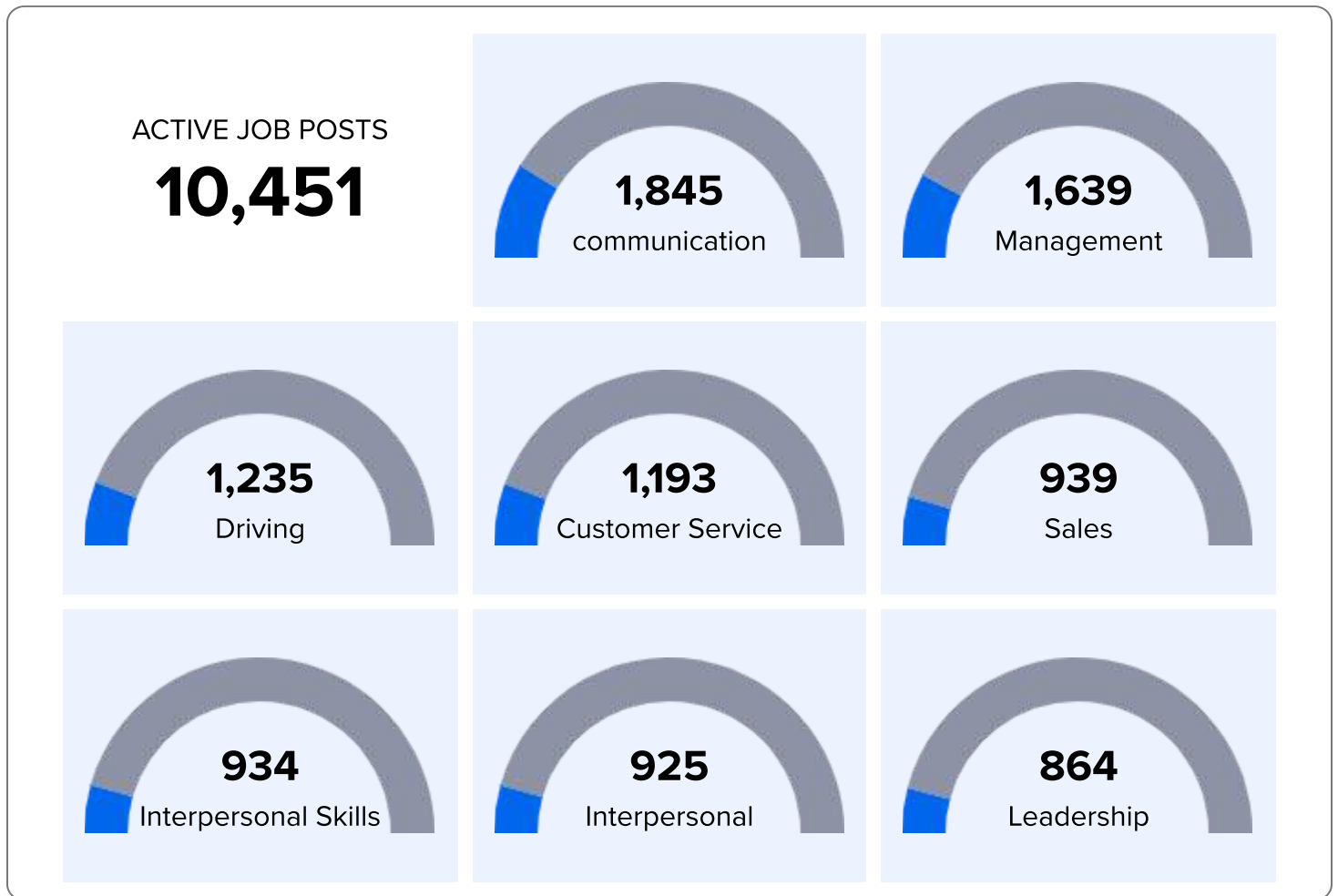
Which minor groups are hard to fill, or in demand?

NOC Code ↕	NOC Label ↕	Posting Count ↕
6520	Food support occupations	497
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	431
3130	Nursing and allied health professionals	317
4220	Paraprofessional occupations in legal, social, community and education services	310
6320	Cooks, butchers and bakers	282

Skills & Experience

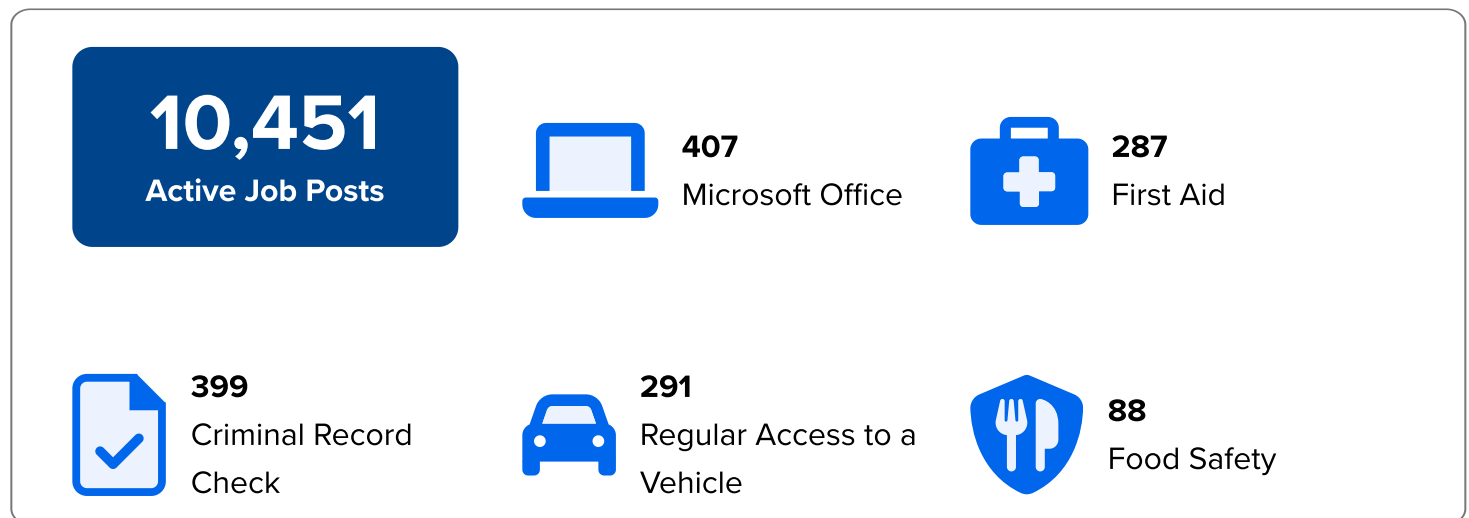
Top In-Demand Skills

How many times were these skills found in job postings?



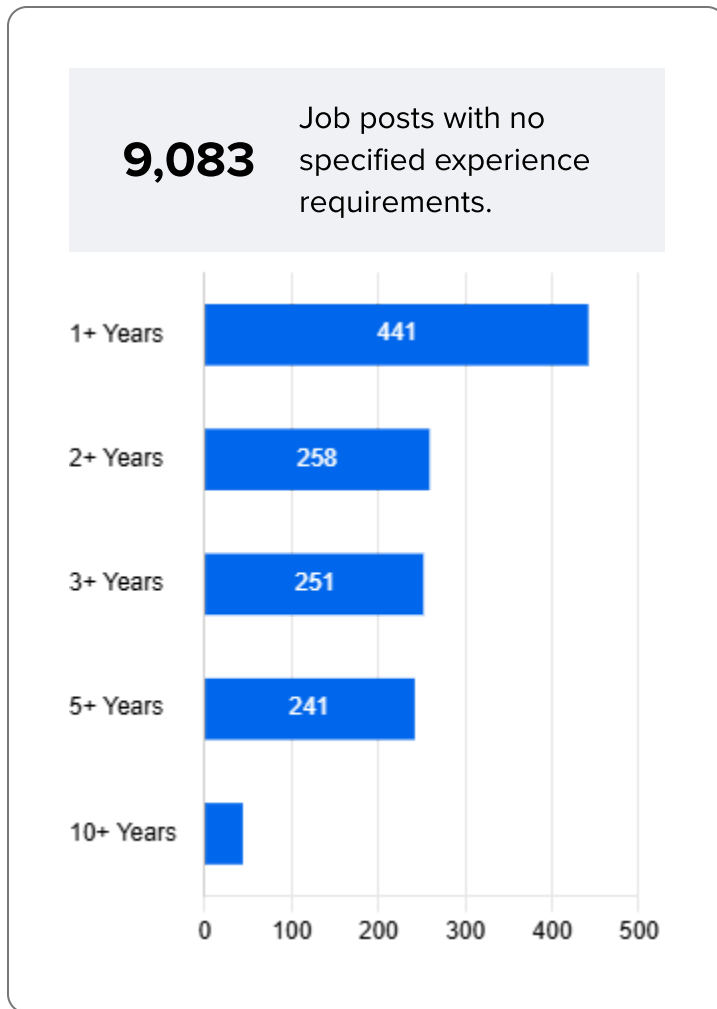
Key Job Requirements

How often are these requirements desired in job postings?



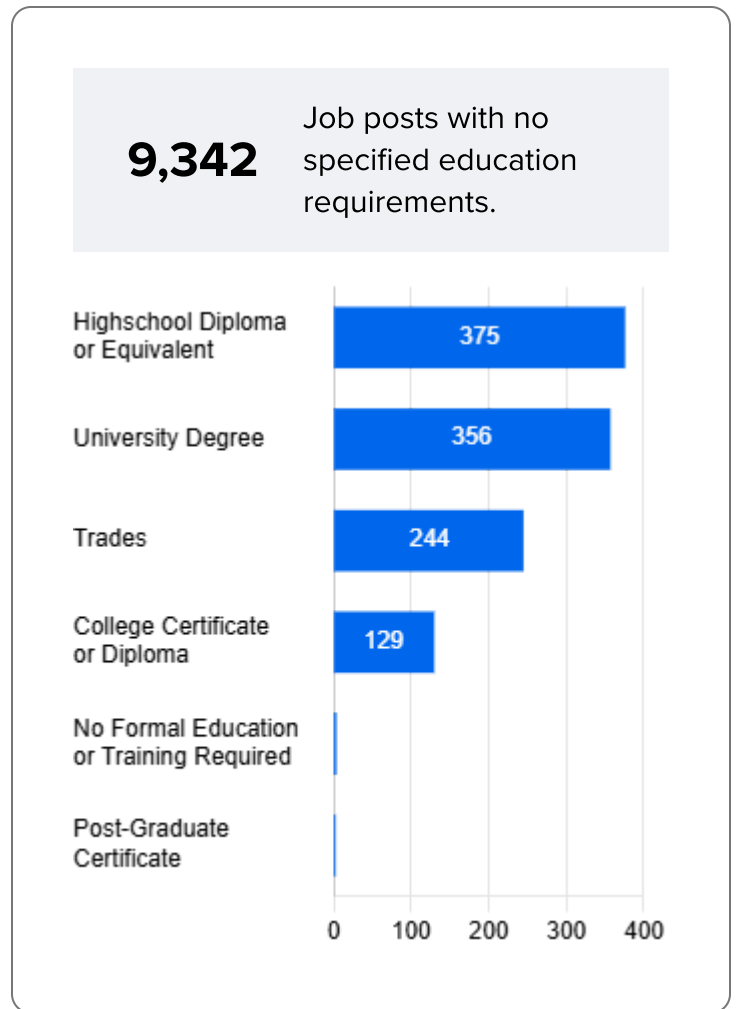
Experience Insights

A look at published experience requirements.



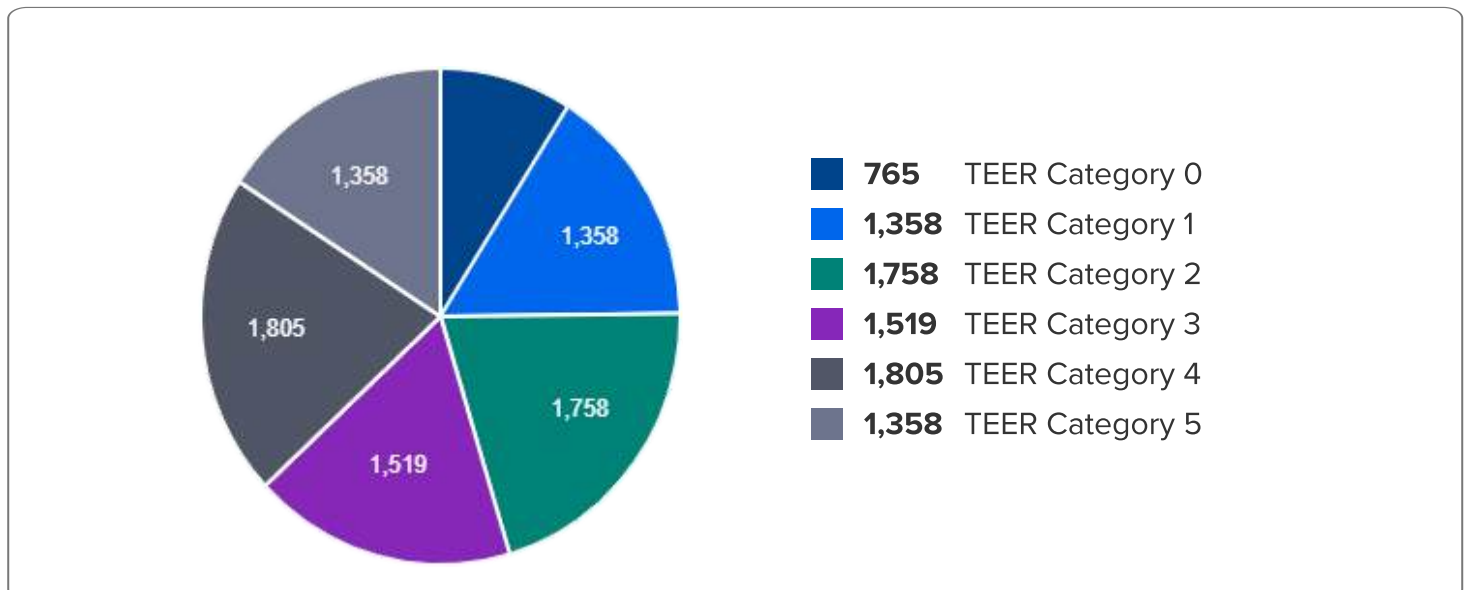
Education Insights

A look at published education requirements.



Postings By NOC TEER Category

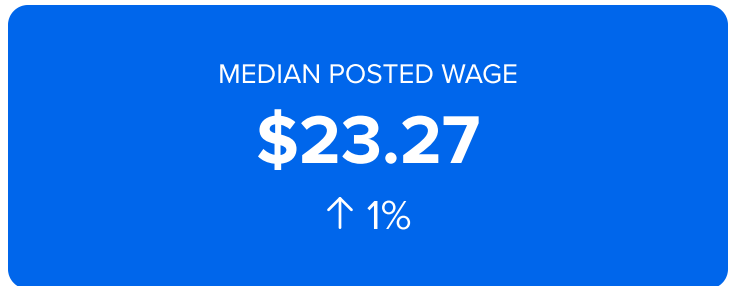
What skills are employers looking for by occupational TEER Category?



Wages & Benefits

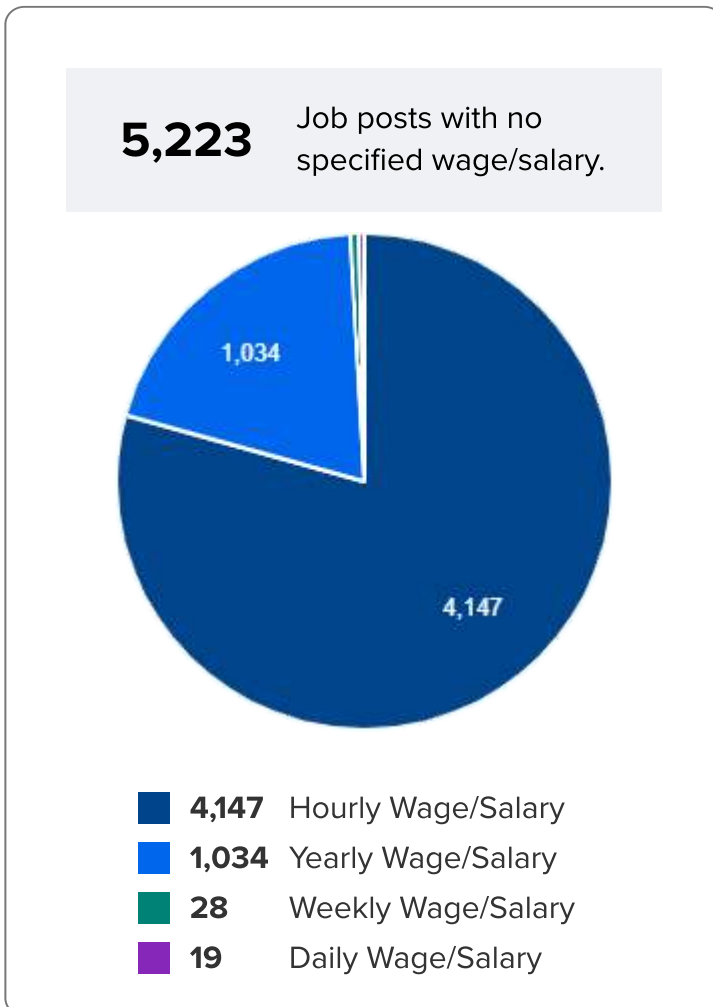
Quick Statistics

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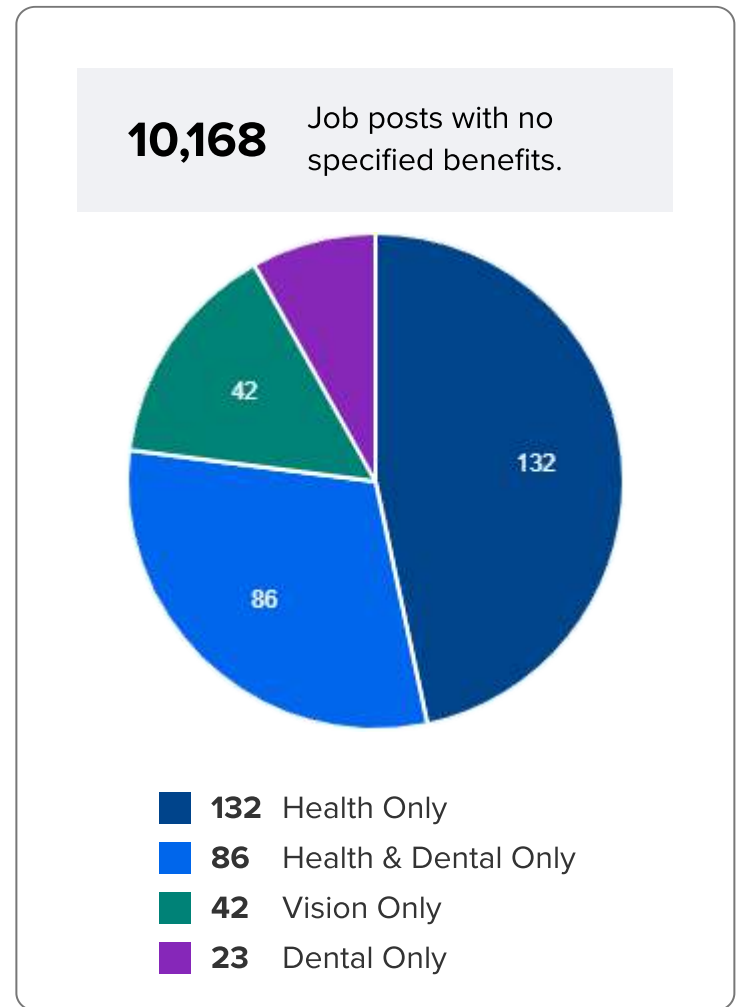
Published Wages/Salaries

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
60020	Retail and wholesale trade managers	\$60,000
64100	Retail salespersons and visual merchandisers	\$100,000
64409	Other customer and information services representatives	\$51,000
42201	Social and community service workers	\$58,432
13110	Administrative assistants	\$51,251

Top Salaries by Occupational Category

Which occupational categories pay the most?

NOC Code	NOC Label	Median Salary
6	Sales and service occupations	\$59,000
1	Business, finance and administration occupations	\$61,000
4	Occupations in education, law and social, community and government services	\$65,000
7	Trades, transport and equipment operators and related occupations	\$80,000
3	Health occupations	\$100,000

Top Salaries by Minor Group

Which minor groups pay the most?

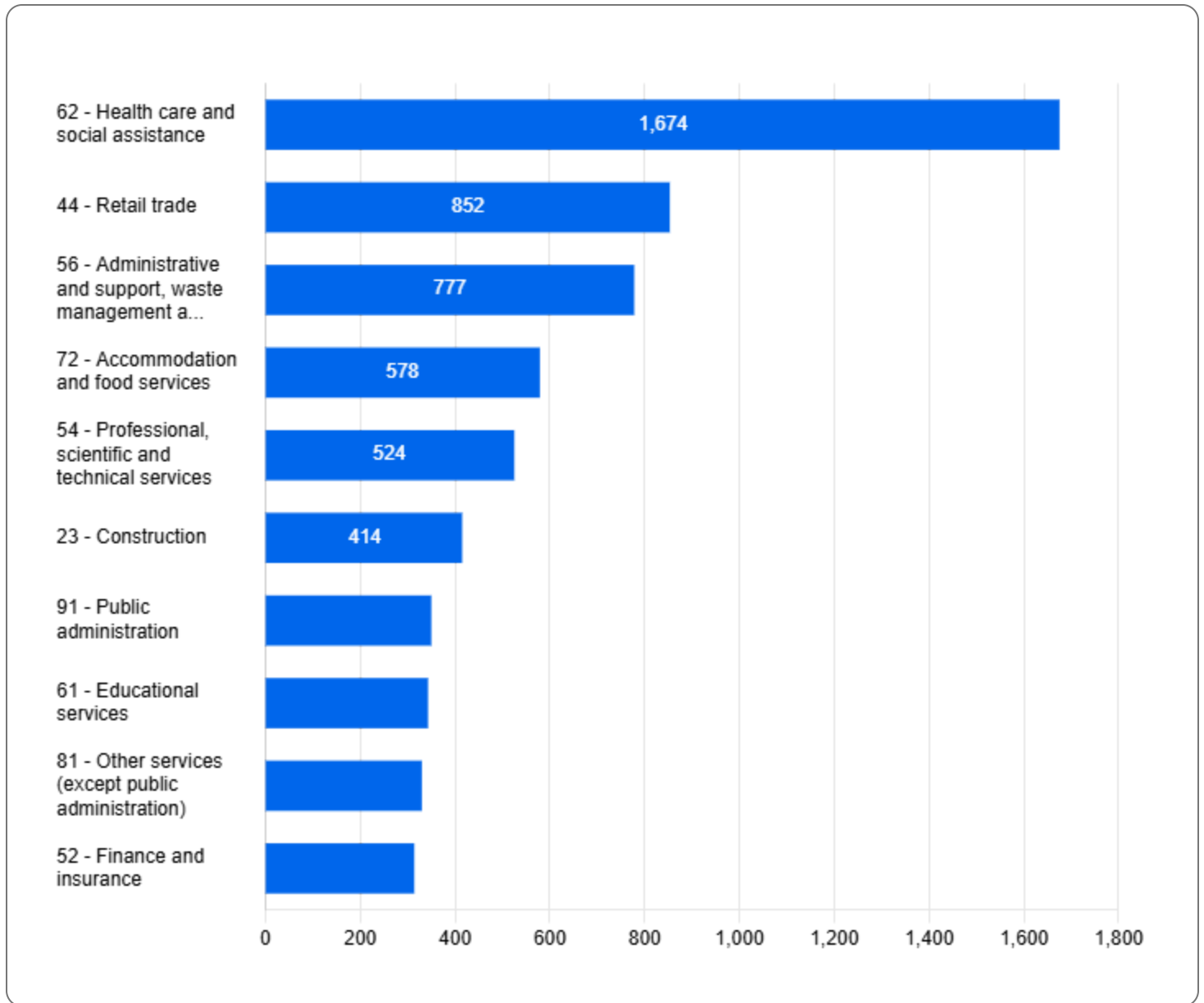
NOC Code	NOC Label	Median Salary
6002	Retail and wholesale trade managers	\$60,000
6440	Customer and information services representatives	\$50,000
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	\$100,000
1110	Auditors, accountants and investment professionals	\$75,000
4220	Paraprofessional occupations in legal, social, community and education services	\$58,432



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	39
> 21	Mining, quarrying, and oil and gas extraction	1
> 22	Utilities	107
> 23	Construction	536
> 31,32,33	Manufacturing	403
> 41	Wholesale trade	114
> 44,45	Retail trade	1,259
> 48,49	Transportation and warehousing	238
> 51	Information and cultural industries	61
> 52	Finance and insurance	315
> 53	Real estate and rental and leasing	150
> 54	Professional, scientific and technical services	553
> 55	Management of companies and enterprises	29
> 56	Administrative and support, waste management and remediation services	795
> 61	Educational services	342
.		

>	62	Health care and social assistance	1,901
>	71	Arts, entertainment and recreation	244
>	72	Accommodation and food services	580
>	81	Other services (except public administration)	332
>	91	Public administration	351

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.

Locations

Job Postings by Cities, Towns, Townships or Municipalities

In which regions are job opportunities being offered?

Region ↕	Active Job Posts ↕
City Of Oshawa	2,845
City Of Whitby	2,258
City Of Pickering	1,651
City Of Ajax	1,588
Municipality Of Clarington	995

Employers

Top Hiring Companies

What companies are hiring?

Company	Location ↕	Active Job Posts ↕
Lakeridge Health	Whitby	143
Subway Restaurants	Whitby	116
Aecon Group Inc.	Bowmanville	111
Thermo Fisher Scientific	Whitby	96
AgeCare	N/A	93
Durham Catholic District School Board	Oshawa	67
Internal and External	N/A	67
Shoppers Drug Mart Inc.	Oshawa	62
City of Oshawa	Oshawa	61
Walmart Canada	Pickering	61

Job Search Report

Report Filters

Date: January 2025 to March 2025



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

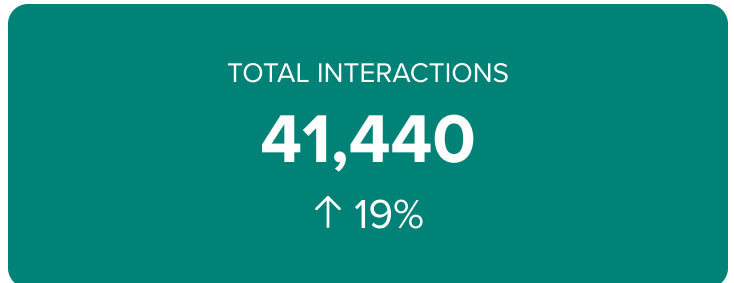


Source: <https://www.durhamworkforceauthority.ca> We Data Tools interactions. This report displays number of interactions or user clicks.

Snapshot

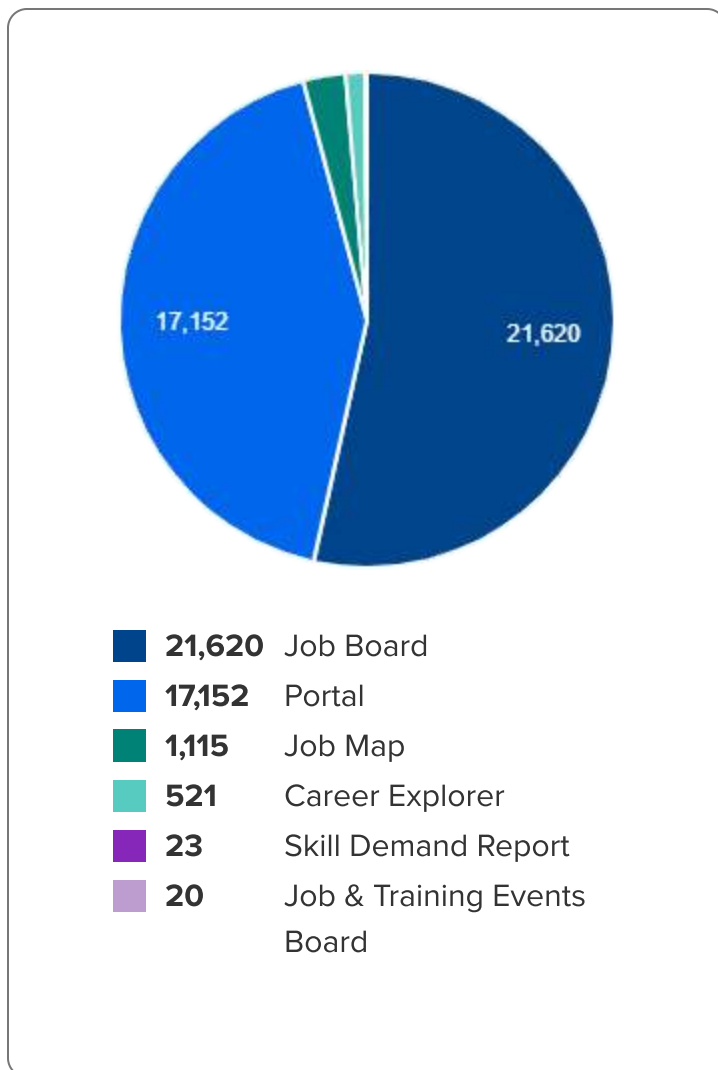
Quick Statistics

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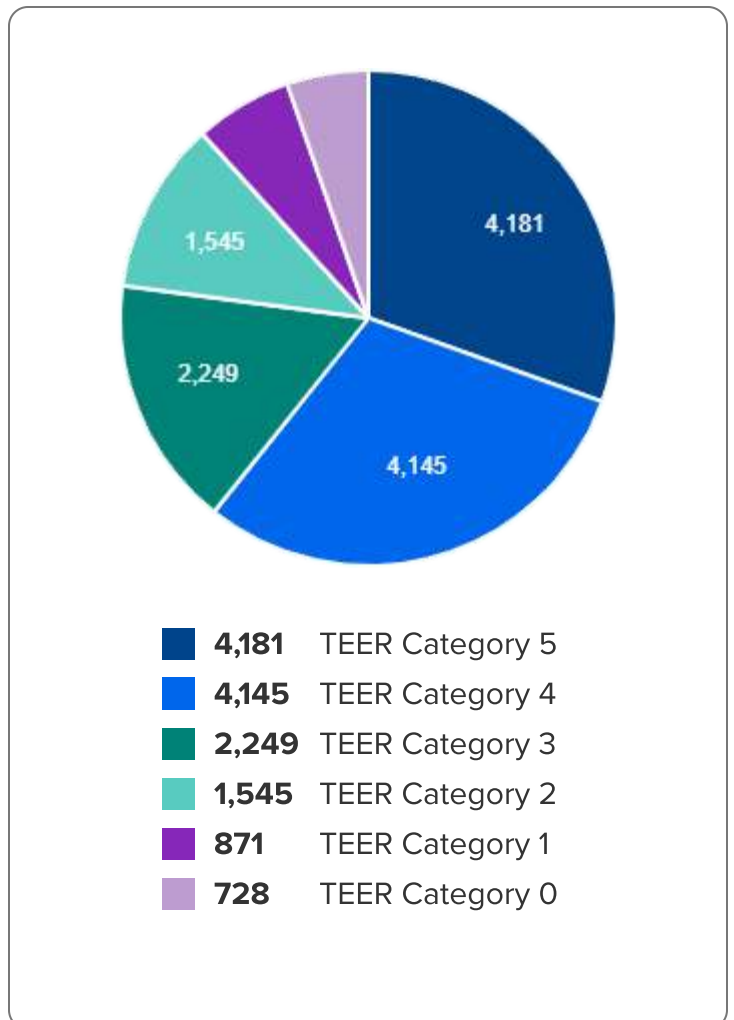
Interactions By Tool

Number of interactions by tool.



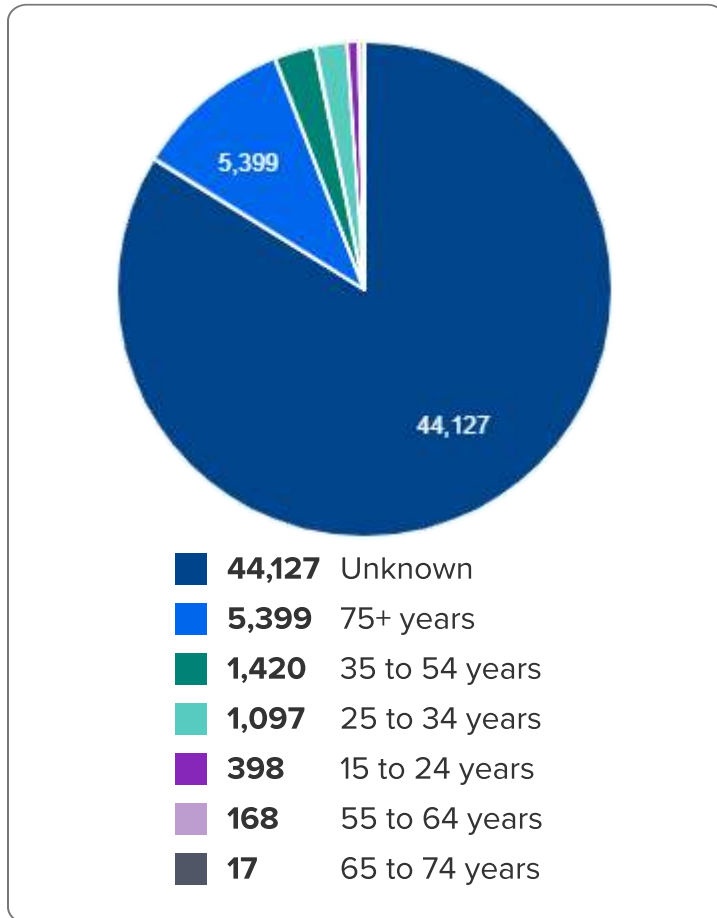
NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



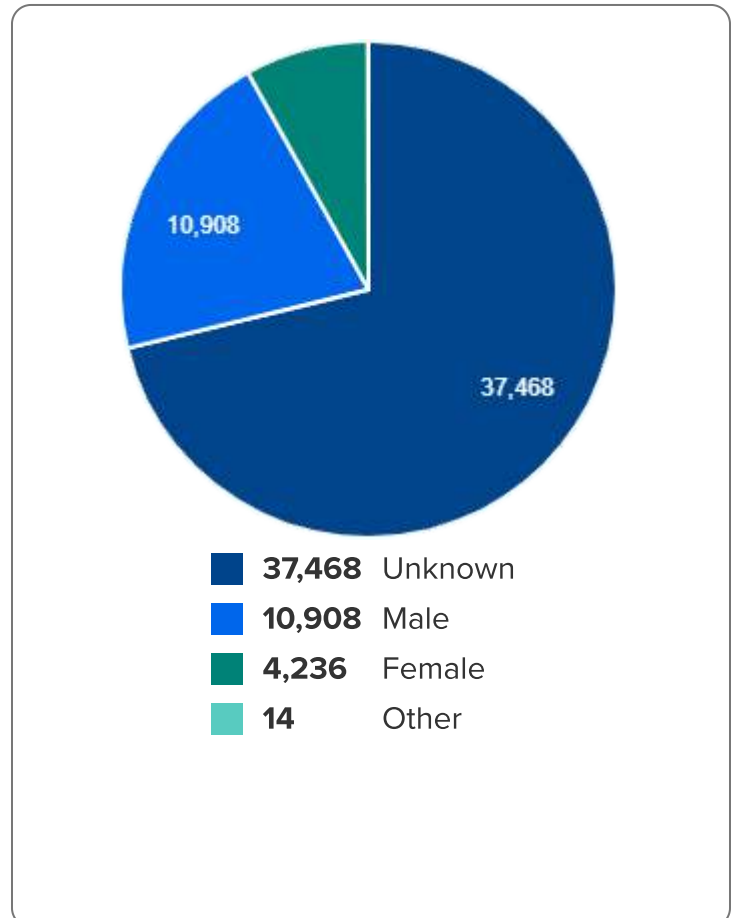
Age Interest

Number of interactions by age range.



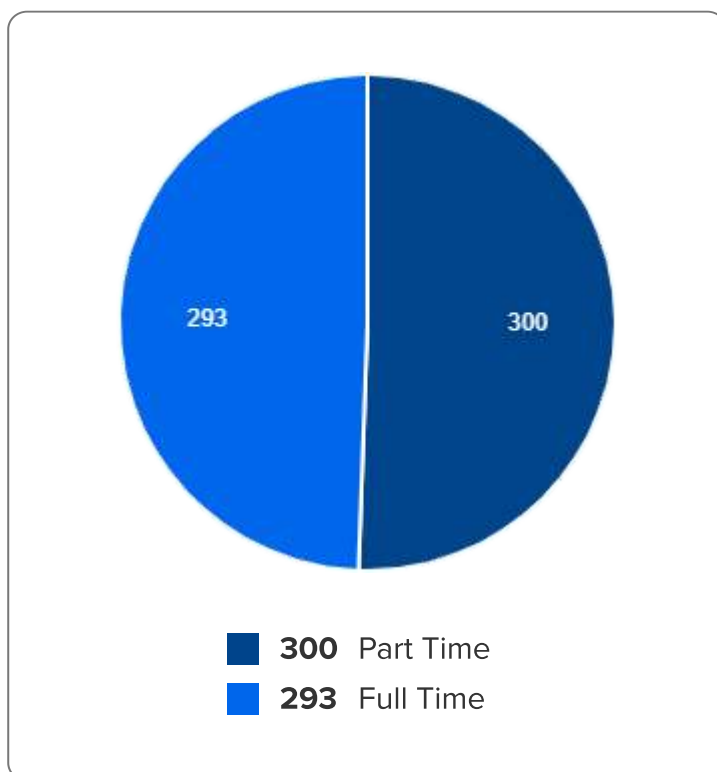
Gender Interest

Number of interactions by self-identified gender.



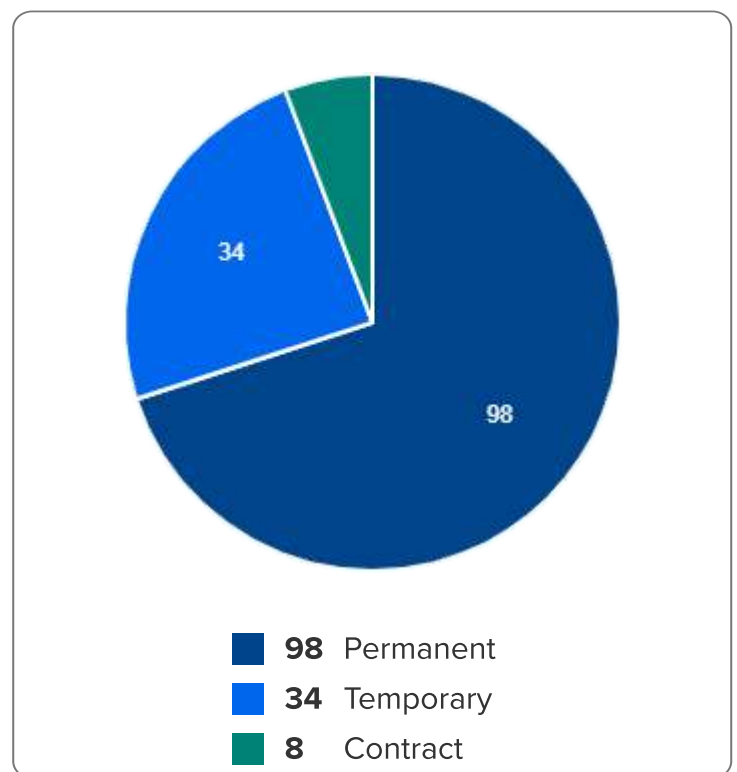
Job Type Interest

Number of interactions by job type (if used).



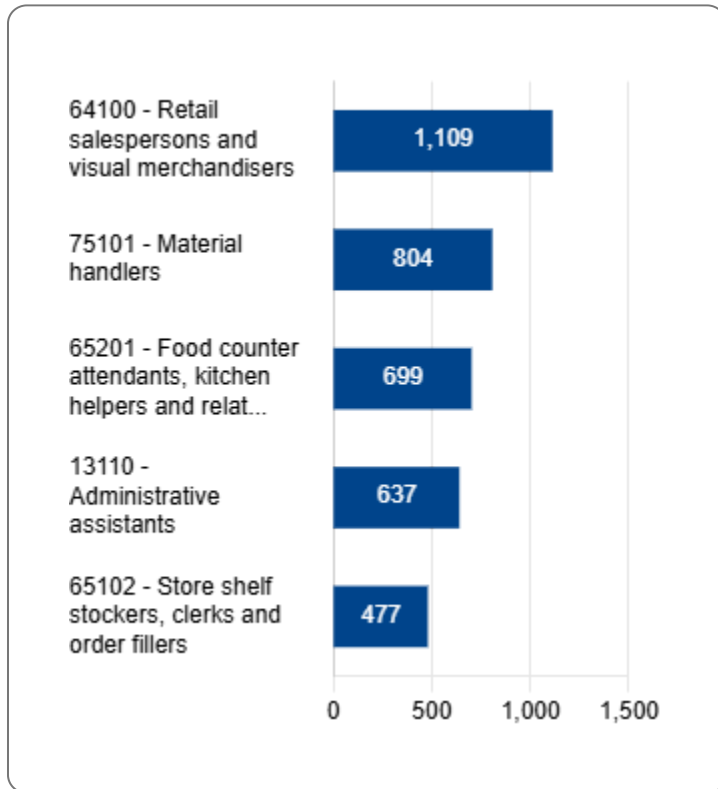
Job Duration Interest

Number of interactions by job duration (if used).



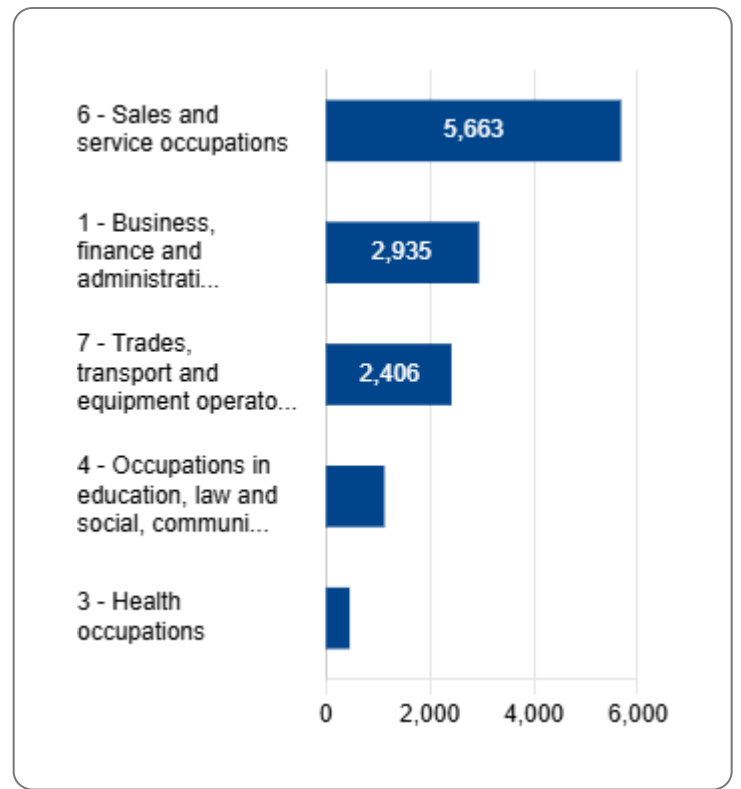
Top Occupational Interests

Top NOC categories clicked on by job seekers.



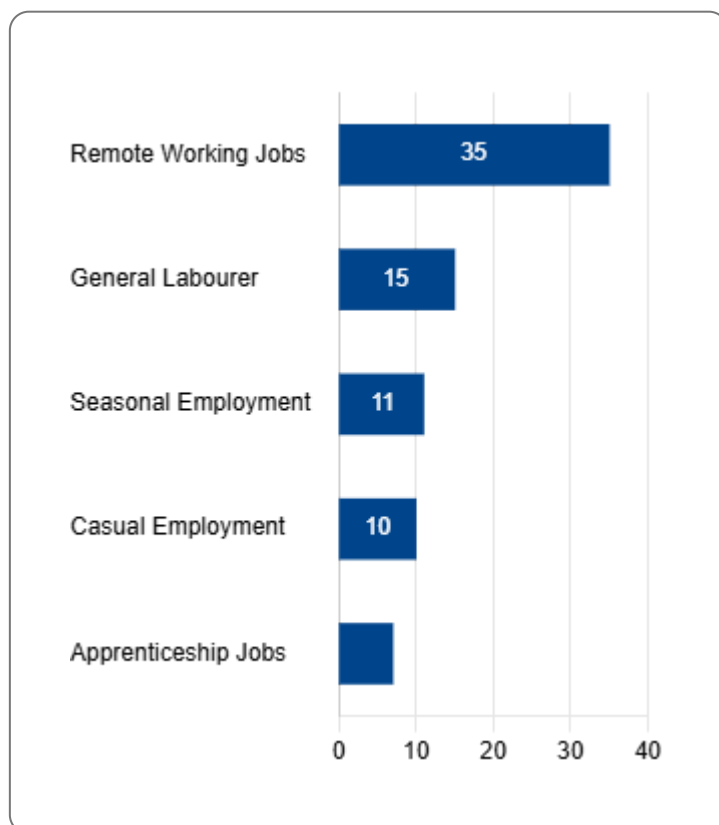
Top Occupational Categories

Top broad occupation categories interacted with (if used).



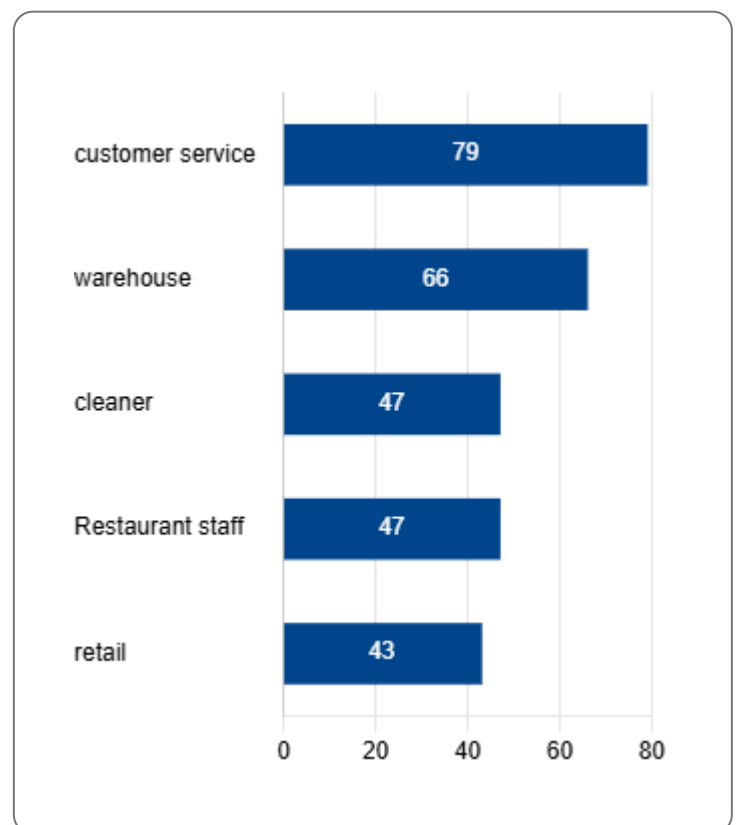
Top Special Interest Searches

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



Top Keyword Searches

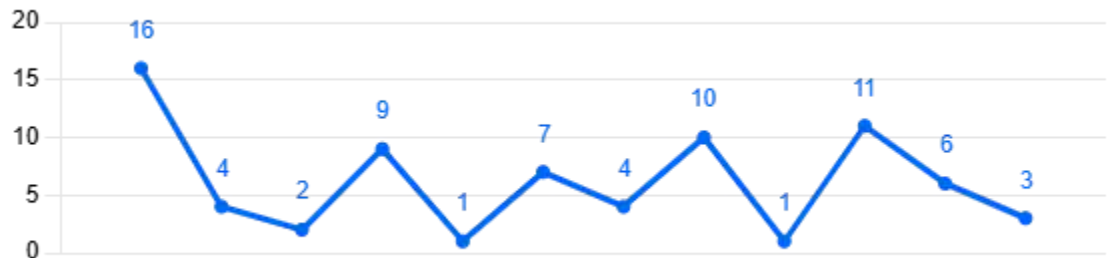
Top job board keyword searches.



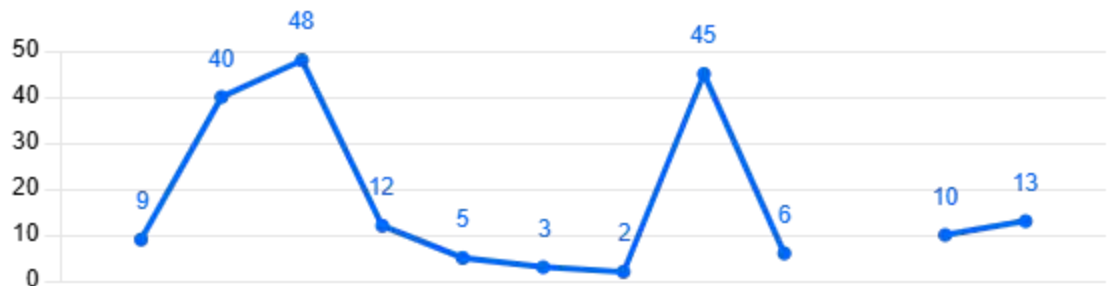
Portal
↑ 116%



Job &
Training
Events
Board
↓ 81%



Skill
Demand
Report
↑ 45%



Occupational Trends

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

GROWING OCCUPATIONS

346

88%

TOP GROWTH OCCUPATION

**Executive
housekeepers**

↑ 5,934%

TOP DECLINE OCCUPATION

**Insurance
underwriters**

↓ 86%

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	3	181	↑ 5,934
31102	General practitioners and family physicians	3	127	↑ 4,134
65320	Dry cleaning, laundry and related occupations	1	28	↑ 2,700
00011	Senior government managers and officials	3	63	↑ 2,000
21311	Computer engineers (except software engineers and designers)	1	18	↑ 1,700



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 (%)
12202	Insurance underwriters	15	2	↓ 86
21110	Biologists and related scientists	4	1	↓ 75
14301	Correspondence, publication and regulatory clerks	69	18	↓ 73
85102	Aquaculture and marine harvest labourers	29	8	↓ 72
95102	Labourers in chemical products processing and utilities	9	3	↓ 66



Job Board

Quick Statistics

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

JOB BOARD POST CLICKS

15,677

↓ 1%

JOB BOARD INTERACTIONS

21,620

↑ 0%

Job Post Interest

Job post interactions on Job Board.

Job Post Title ↕	Company ↕	Interactions ↕
Warehouse Associate	TJP Labs Inc.	33
Warehouse Assembler (fulltime)	Loblaw Companies Ltd - Head Office	30
General Labourer (ft)	Target Recycling Services Inc.	28
Hiring: Receptionist and Studio Assistant for Expanding YogaLoft	Yoga	27
Labourer, General - Manufacturing	Tetra Oils Inc.	25

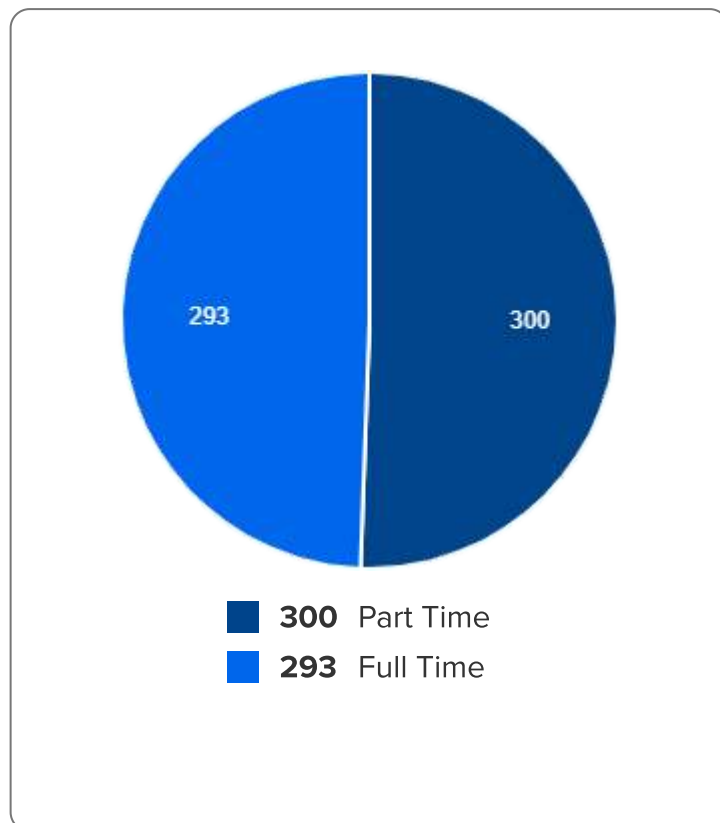
Occupational Interest

Job post interactions by NOC system on Job Board.

NOC Code	NOC Label	Interactions
64100	Retail salespersons and visual merchandisers	1,109
75101	Material handlers	804
65201	Food counter attendants, kitchen helpers and related support occupations	699
13110	Administrative assistants	637
65102	Store shelf stockers, clerks and order fillers	477

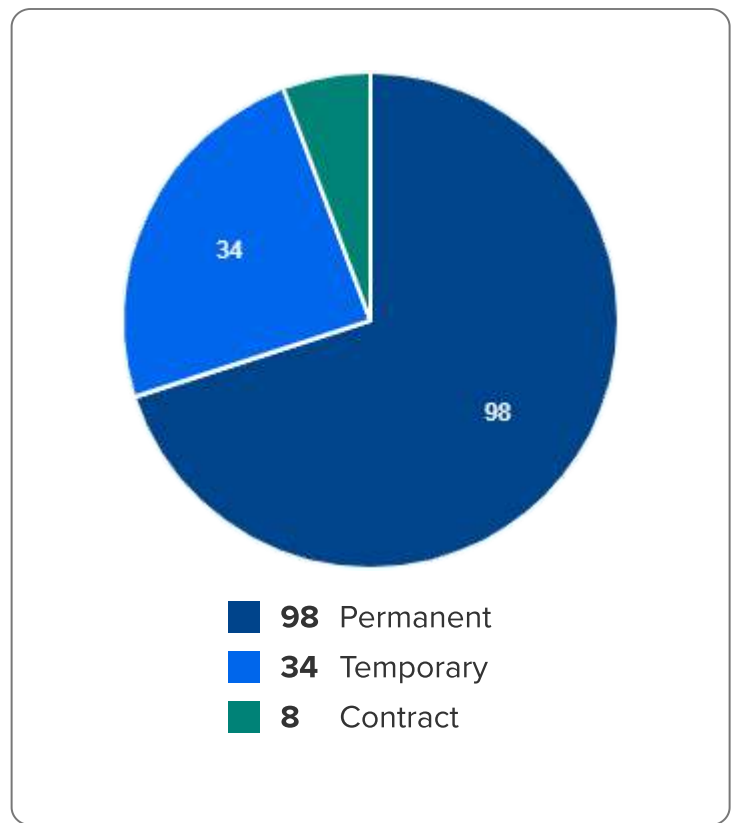
Job Type Interest

Number of interactions by job type (if used).



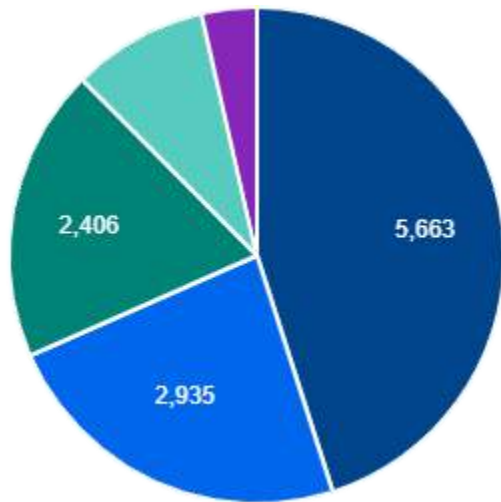
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Categories

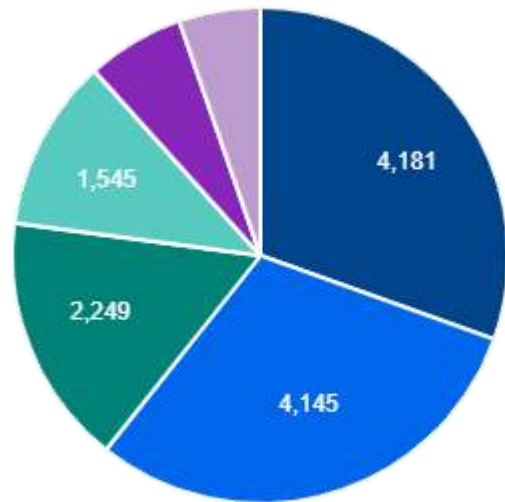
Top broad categories of occupation interacted with on Job Board (if used).



- 5,663** Sales and service occupations
- 2,935** Business, finance and administration occupations
- 2,406** Trades, transport and equipment operators and related occupations
- 1,118** Occupations in education, law and social, community and government services
- 450** Health occupations

NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



- 4,181** TEER Category 5
- 4,145** TEER Category 4
- 2,249** TEER Category 3
- 1,545** TEER Category 2
- 871** TEER Category 1
- 728** TEER Category 0

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	35
General Labourer	15
Seasonal Employment	11
Casual Employment	10
Apprenticeship Jobs	7

Keyword Searches

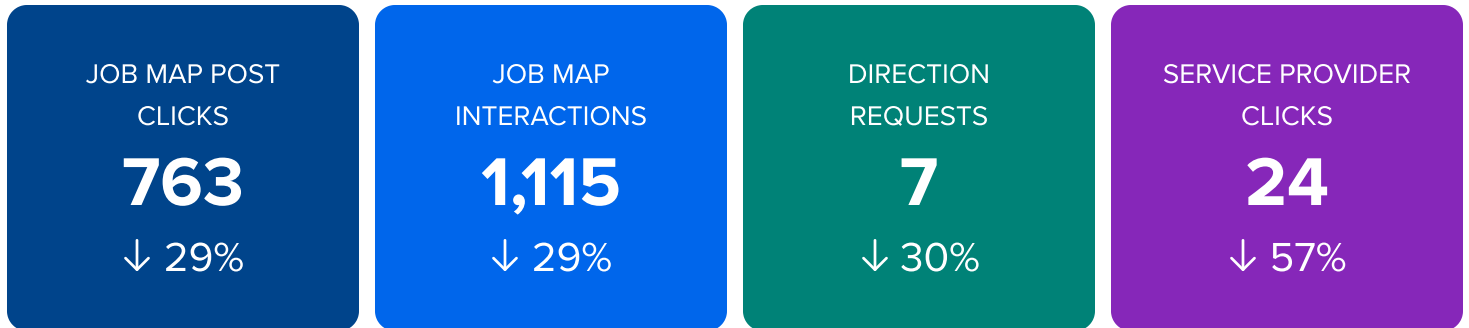
Keywords being searched for on Job Board.

Search Terms ▾	Interactions ▾
customer service	79
warehouse	66
cleaner	47
Restaurant staff	47
retail	43

Job Map

Quick Statistics

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



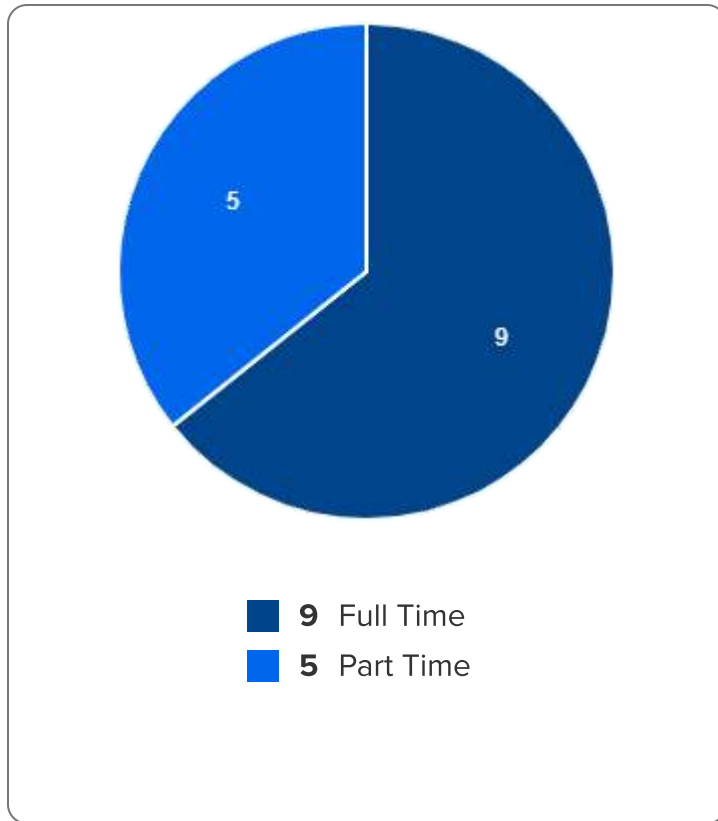
Map Layers

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

Map Layers ↕	Interactions ↕
Durham Region Transit Routes	9
Apprenticeship Training Sites	9
Employment Agencies (Private)	8
Ontario Works	6
Ontario Disability Support Program	4

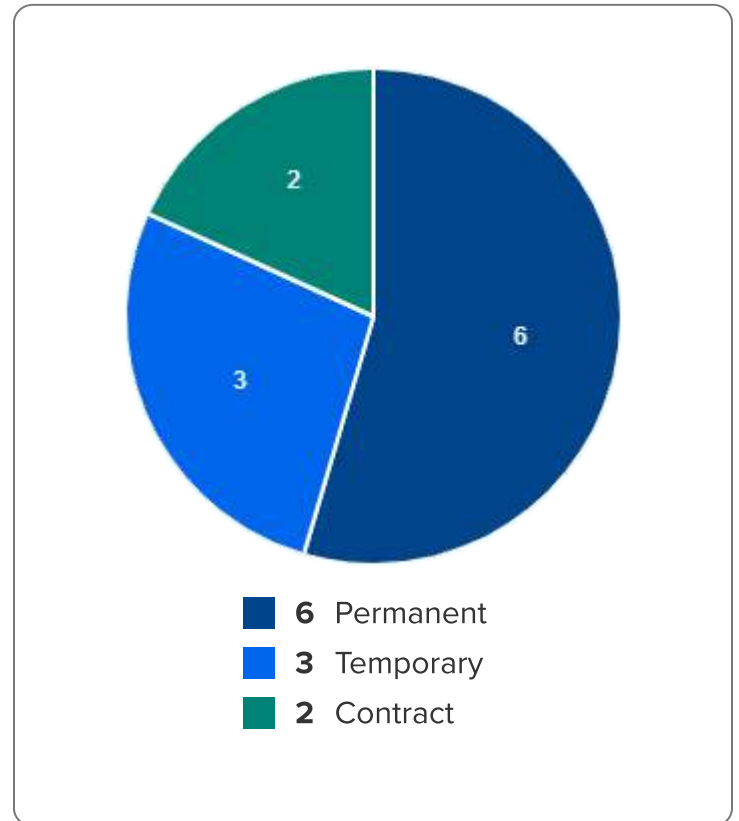
Job Type Interest

Number of interactions by job type (if used).



Job Duration Interest

Number of interactions by job duration (if used).

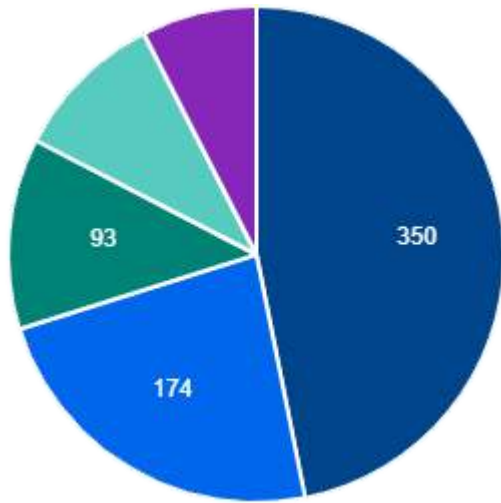


Top Occupational Categories

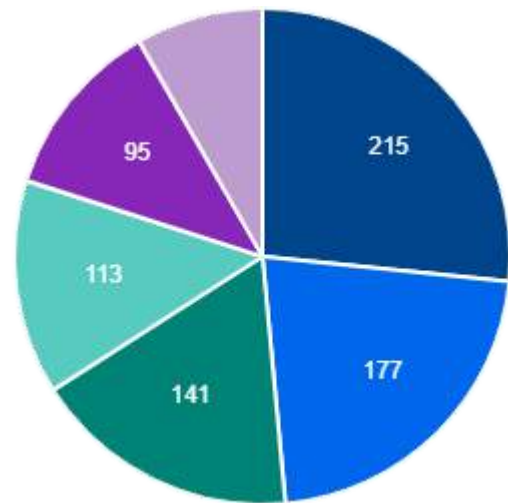
Top broad categories of occupation interacted with on Job Map (if used).

Skill Level Interest

NOC skill level of jobs interacted with on Job Map.



- 350** Sales and service occupations
- 174** Business, finance and administration occupations
- 93** Trades, transport and equipment operators and related occupations
- 74** Occupations in education, law and social, community and government services
- 56** Health occupations



- 215** TEER Category 4
- 177** TEER Category 5
- 141** TEER Category 2
- 113** TEER Category 3
- 95** TEER Category 1
- 67** TEER Category 0

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
seasonal Employment	2
General Labourer	2
casual Employment	1
Work From Home Jobs	1

Keyword Searches

Keywords being searched for on Job Map.

Search Terms ⚡	Interactions ⚡
cashier	6
caregiver	5
oshawa	3
sales	2
general labour	2

Career Explorer

Quick Statistics

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

CAREER EXPLORER JOB POST CLICKS

75
↓ 39%

CAREER EXPLORER INTERACTIONS

521
↓ 9%

Occupational Interest

Job post interactions by NOC system on Career Explorer.

NOC Code	NOC Label	Interactions
75101	Material handlers	29
65102	Store shelf stockers, clerks and order fillers	29
64100	Retail salespersons and visual merchandisers	27
95109	Other labourers in processing, manufacturing and utilities	23
75110	Construction trades helpers and labourers	19

Additional Resources

[2025 Local Labour Market Plan](#)

The Durham Workforce Authority Labour Market Plan offers a comprehensive look at workforce trends, in-demand skills, and employment challenges across Durham Region. It's a must-read for employers, educators, and job seekers looking to understand and shape the region's economic future.

01.

[Blog: Employment Gains & Losses](#)

Durham's labour market continues to shift, with key sectors experiencing both gains and losses in employment. Explore the latest employment data and insights on how these changes impact job seekers and employers in Durham.

02.

[Blog: Labour Market Impacts of Auto Tariffs](#)

Explore how potential U.S. auto tariffs could affect jobs, wages, and economic stability in Durham Region's key manufacturing sectors. With thousands of local workers tied to the automotive supply chain, understanding these risks is essential for proactive workforce planning.

03.

[Blog: Navigating Opportunities in 2025 - Labour Market Outlook](#)

Highlights key trends, emerging sectors, and skills in demand across the region. It offers insights for job seekers, employers, and educators looking to stay ahead in a rapidly evolving workforce landscape.

04.

[Blog: Embracing Neurodiversity - Unlocking Talent](#)

Explores how inclusive hiring practices can tap into the unique strengths of neurodivergent individuals. It highlights the value of creating supportive workplaces that drive innovation, productivity, and equity across Durham Region.

05.