

Q2 2025

Labour Market Insights Report



Executive Summary

The **2025 Durham Labour Market Insights Report for Q2** provides an in-depth snapshot of employment activity in the Durham Region from April through June 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 on data from job posts on over 50 publicly accessible job boards, the report reflects the complex interplay between employer demand, workforce trends, and job seeker engagement in a shifting economic environment.

Key Labour Market Highlights

- **12,660 active job postings** were recorded between April and June 2025, with **11,048 new postings**, marking continued growth in employer demand.
- **3,778 unique employers** were actively recruiting—a 12% increase from Q1, suggesting a strong, competitive labour market.
- The average job posting duration dropped to **15.5 days**, indicating employers are filling roles more quickly and possibly experiencing more urgent hiring needs.

Sector and Occupational Trends

Durham's labour market demand remained focused on service and care occupations, but notable shifts occurred:

- **Registered nurses and psychiatric nurses (NOC 31301)** surged to the top with 1,256 postings, more than double the previous quarter.
- **Food counter attendants and kitchen helpers (NOC 65201)** remained strong with 1,442 postings.
- **Home support workers and caregivers (NOC 44101)** also increased significantly to 1,038 postings.

- Meanwhile, **retail salespersons and merchandisers (NOC 64100)** dropped from first to a distant fourth with 2,191 postings, down by over 30%.

Sector-wise, **health care and social assistance** led again with 2,168 postings, followed by **retail trade (1,715)** and **administrative and support services (998)**. The **fastest-growing sector was agriculture, forestry, fishing and hunting**, while retail experienced the sharpest decline in postings.

Full-time positions increased by 2 percent, making up 85% of postings, and 91% were permanent, indicating strong job stability.

Skills, Wages, and Experience Requirements

Soft skills such as communication, management, and customer service continued to be the most requested by employers.

Employers are increasingly specifying wages: the **average posted hourly wage** rose to **\$27.73**, and the **median wage** was **\$23.40**. Top-paying occupations included **registered health professionals, technical trades, and retail managers**.

Jobseeker Behaviour & Insights

Jobseeker engagement remained high across DWA tools, with **34,758 total interactions**, although slightly lower than in Q1.

Most interactions were focused on sales and service occupations, particularly TEER 4 and 5 roles, which include many entry-level and mid-skill positions.

The most common job searches included **“warehouse,” “customer service,” and “retail.”** Special interest filters showed increased demand for **work-from-home, seasonal, and casual jobs**.

Conclusion

Durham Region's labour market in Q2 2025 remained active and evolving. While demand for care-related occupations grew rapidly, traditional retail roles declined. Wage transparency has improved, and employers have shown some urgency in filling roles. These trends suggest both opportunity and challenge: while job availability is high, many postings remain concentrated in lower-wage or high-turnover sectors. A continued focus on skills development, career mobility, and sector diversification will be essential to support a resilient local workforce.



Job Demand Report

Report Filters

Jobs Active During: April 2025 to June 2025



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

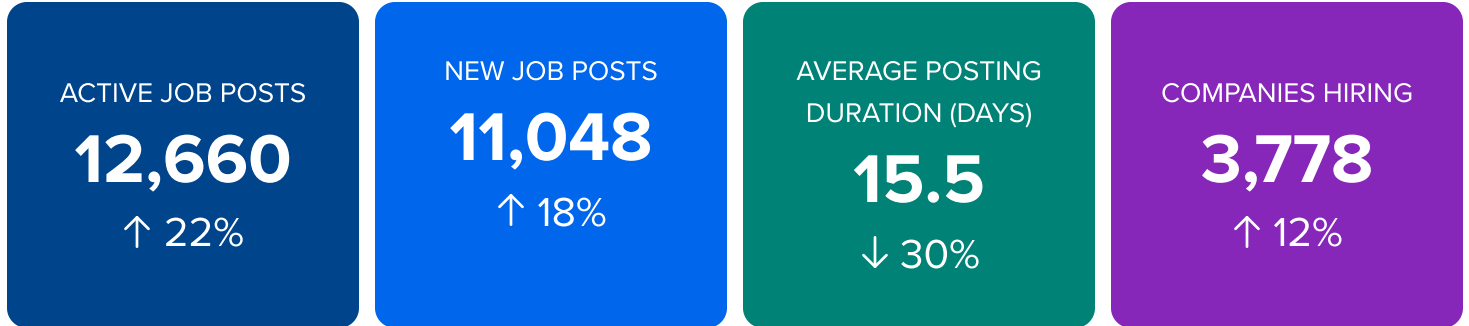


Source: <https://www.durhamworkforceauthority.ca> Job Posting Data. This report presents information sourced from job ads posted by employers and agencies on over 50 publicly accessible websites.

Snapshot

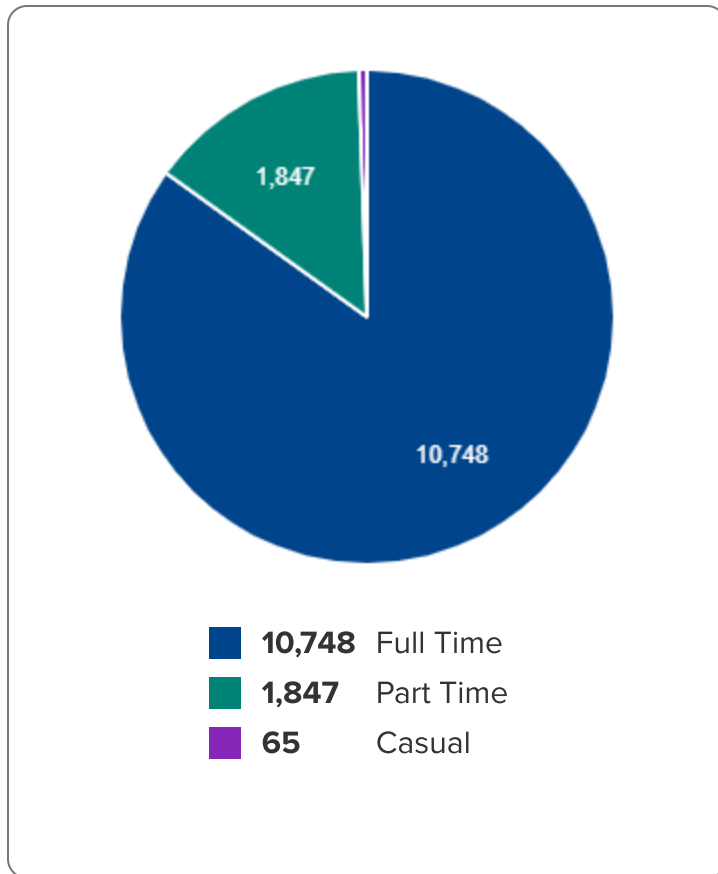
Quick Statistics

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



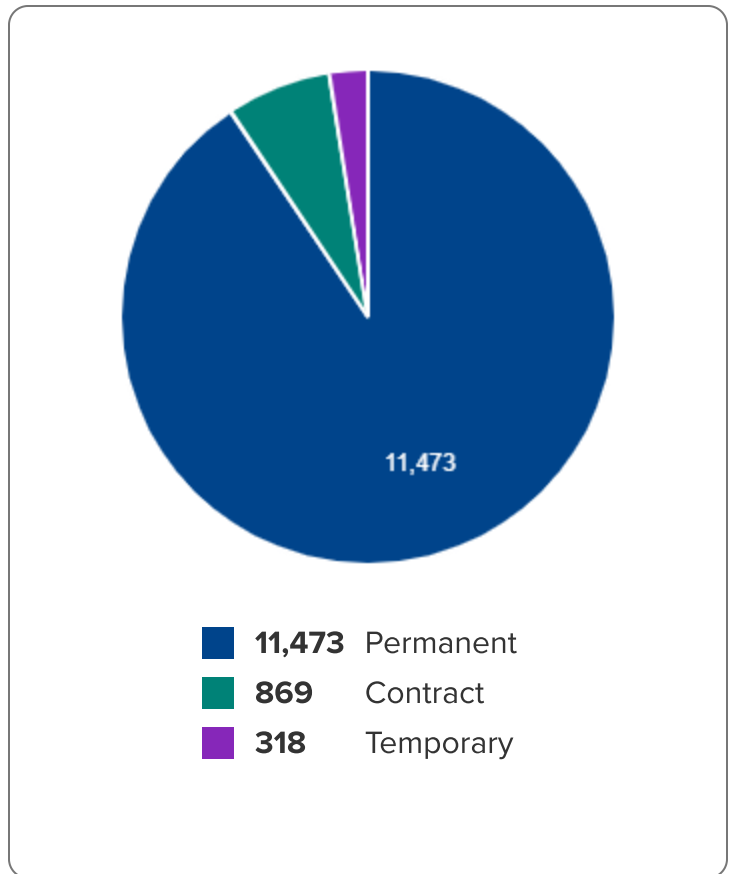
Job Type

Full time vs. Part time.



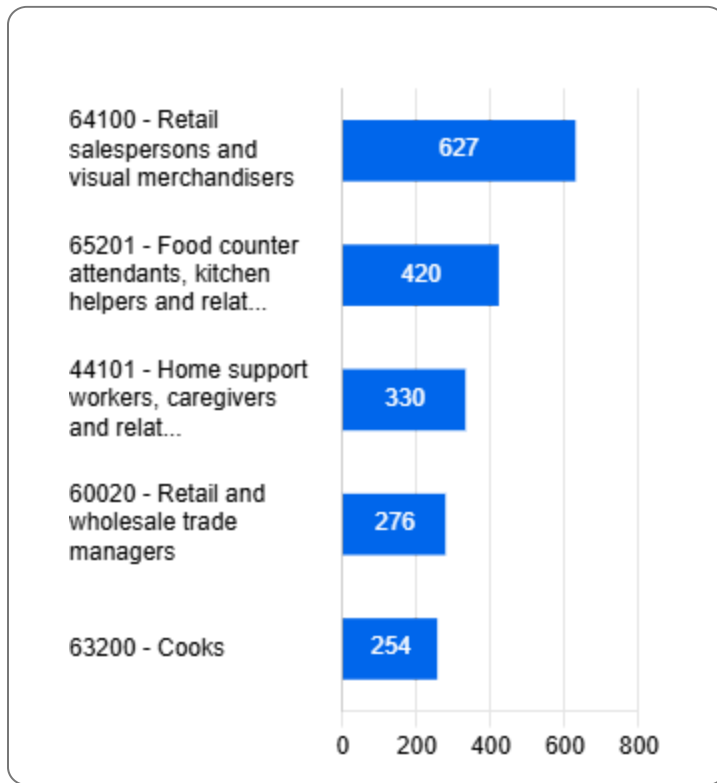
Job Duration

Permanency of jobs posted.



Top Occupations

Top in-demand occupations based on posting count.



Top Skills

Top in-demand skills based on posting count.



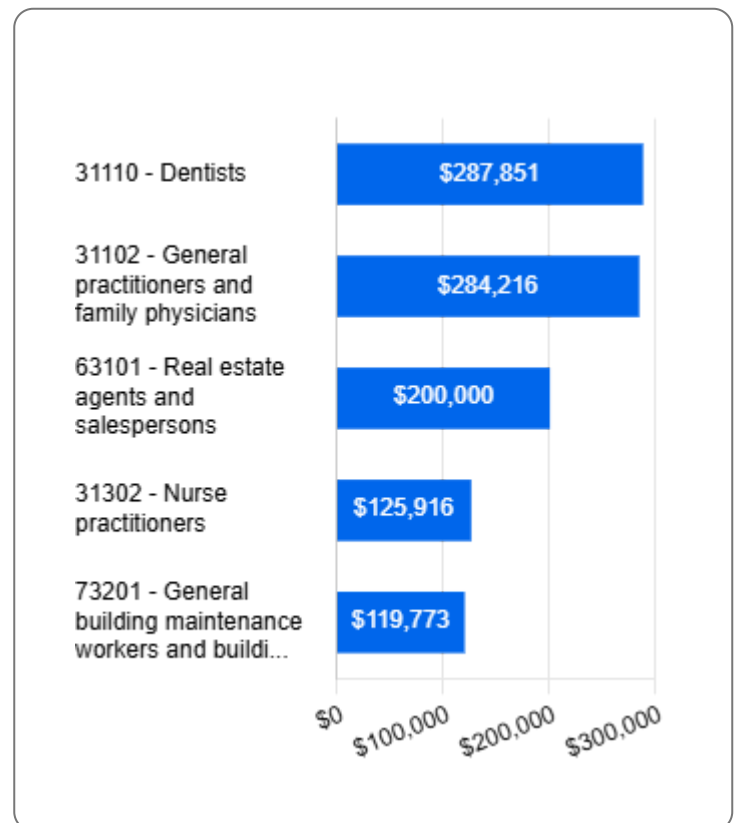
Top Hourly Wages

Top median hourly wages by occupation.



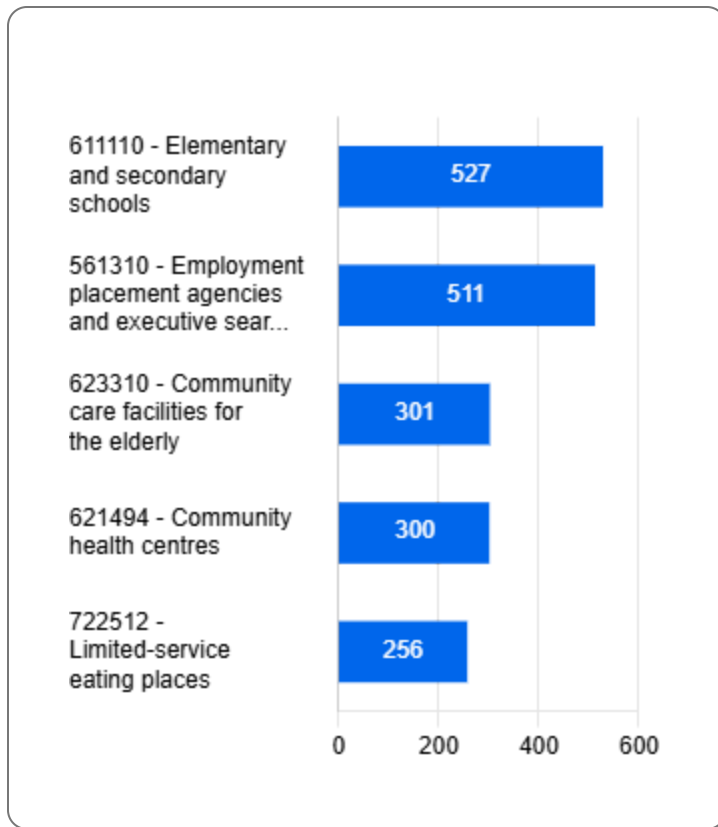
Top Salaries

Top median yearly salaries by occupation.



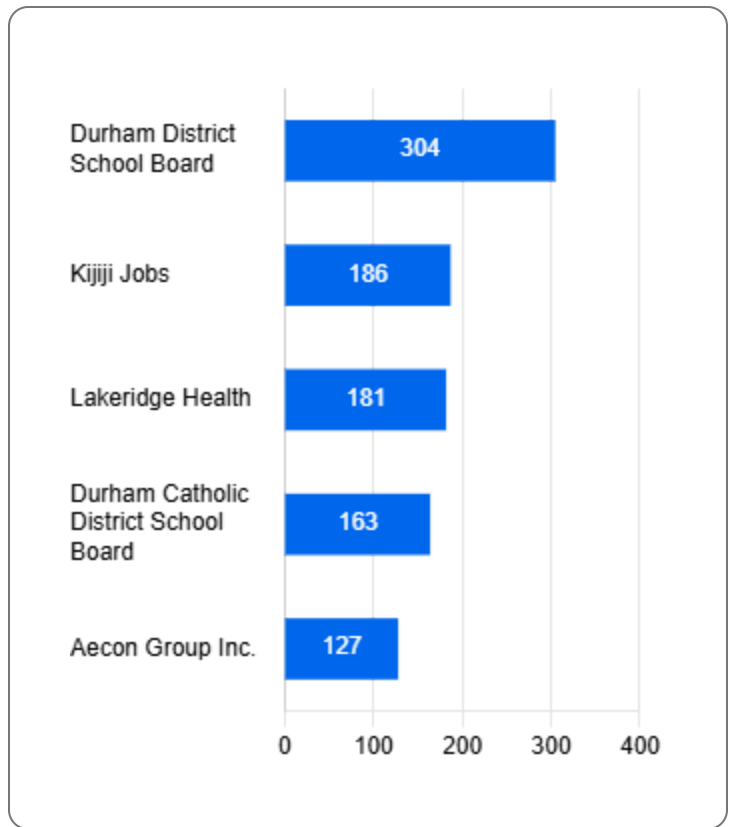
Top Sectors

Top in-demand sectors based on posting count.



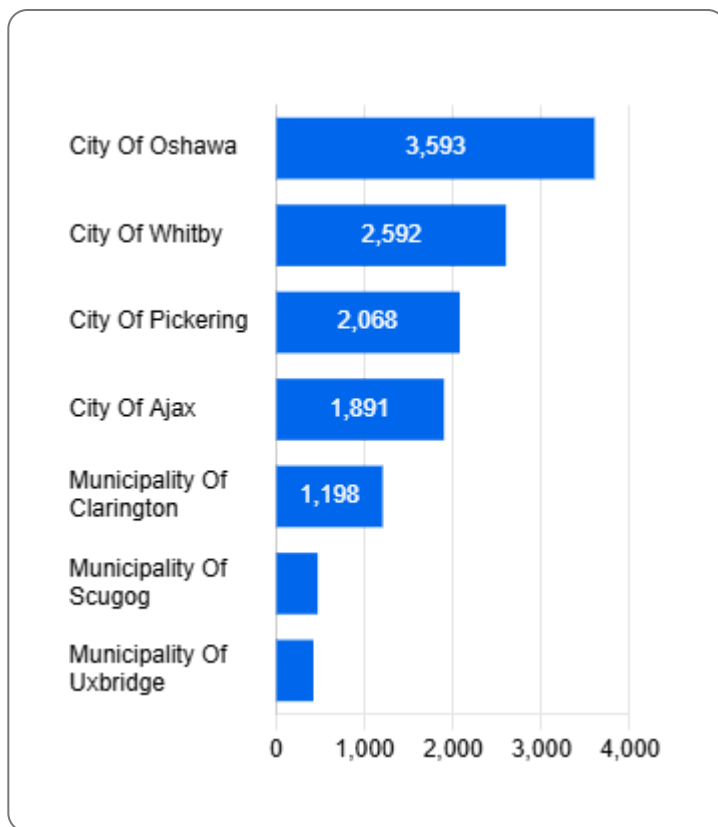
Top Hiring Employers

Top employers based on hiring activity.



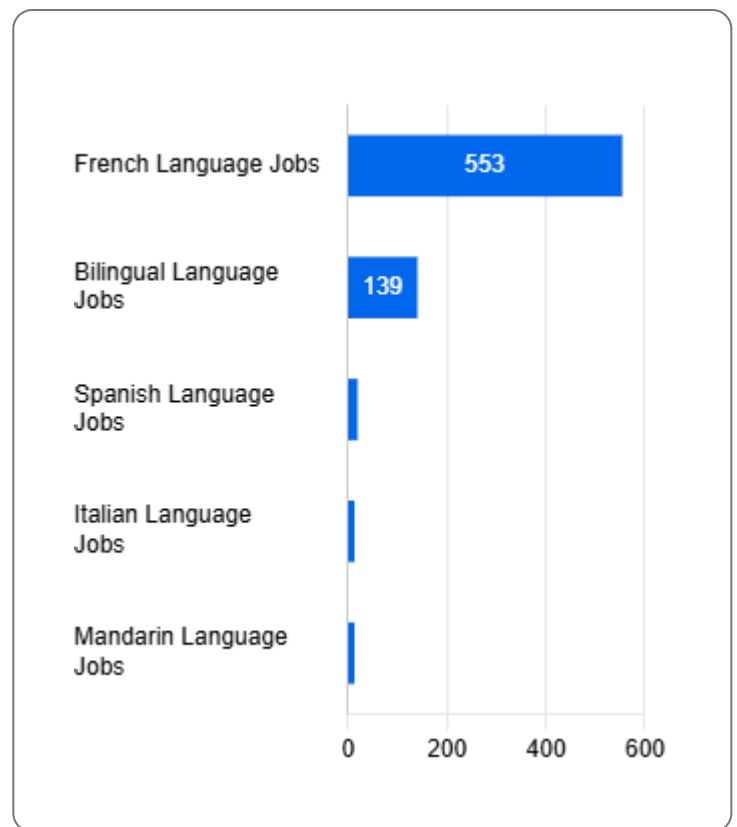
Top Locations

Top locations based on job posting count.



Top Languages

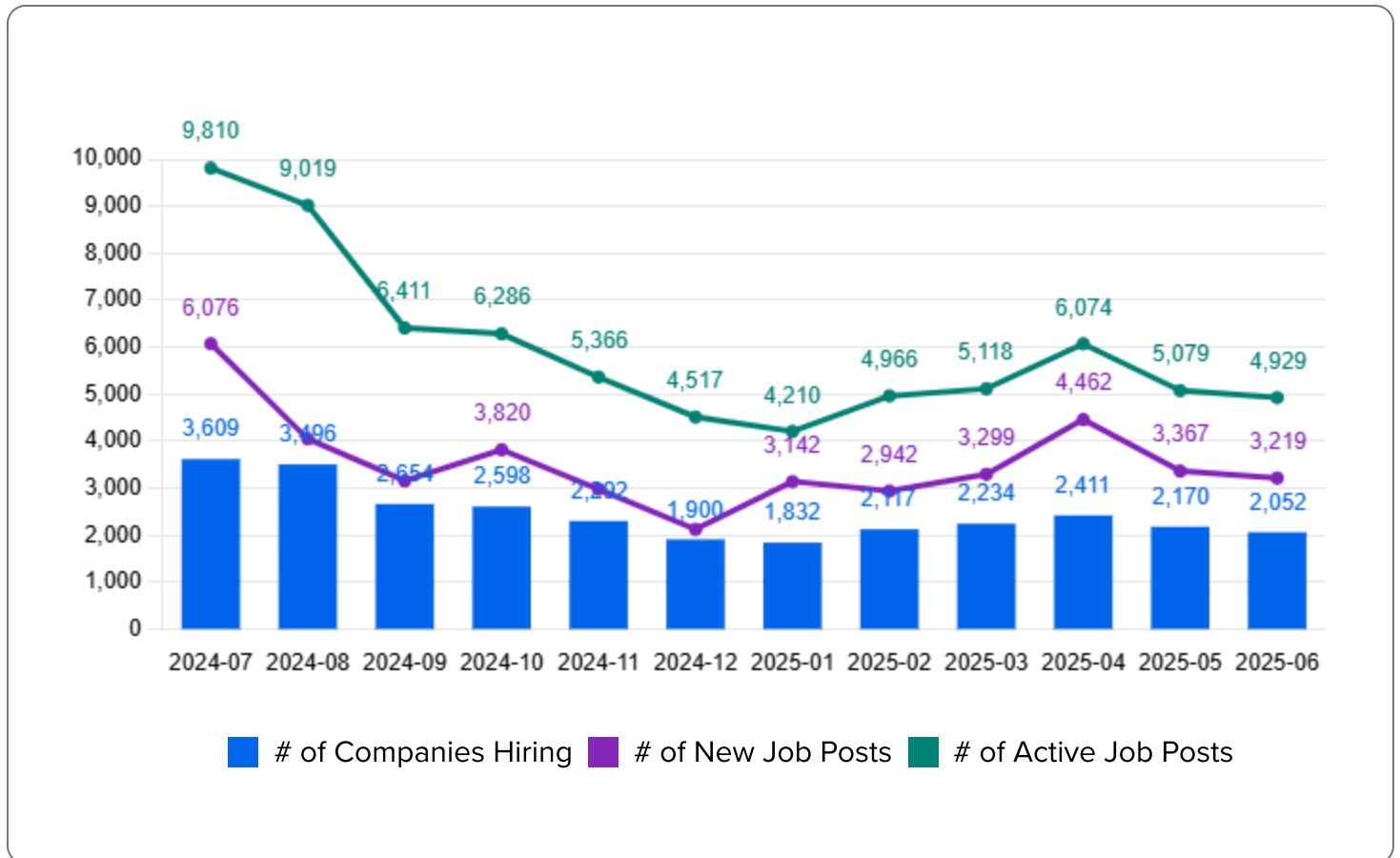
Top language skills being recruited for.



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

**Agriculture, forestry,
fishing and hunting**

↑ 2%

TOP DECLINE SECTOR

Retail trade

↓ 31%

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.)
11 - Agriculture, forestry, fishing and hunting	130	132	↑ 2	↑ 2

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	6,009	4,105	↓ 31	↓ 1,904
56 - Administrative and support, waste management and remediation services	5,391	3,541	↓ 34	↓ 1,850
61 - Educational services	4,185	3,109	↓ 25	↓ 1,076
72 - Accommodation and food services	3,103	2,262	↓ 27	↓ 841
71 - Arts, entertainment and recreation	1,490	923	↓ 38	↓ 567

Occupation Trends

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

GROWING OCCUPATIONS

187
44%

TOP GROWTH OCCUPATION

**Registered nurses
and registered
psychiatric nurses**

↑ 107%

TOP DECLINE OCCUPATION

**Retail salespersons
and visual
merchandisers**

↓ 31%

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	608	1,256	↑ 107	↑ 648
65201 - Food counter attendants, kitchen helpers and related support occupations	1,175	1,442	↑ 23	↑ 267
44101 - Home support workers, caregivers and related occupations	784	1,038	↑ 33	↑ 254
73201 - General building maintenance workers and building superintendents	83	317	↑ 282	↑ 234
64400 - Customer services representatives - financial institutions	182	407	↑ 124	↑ 225

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	3,219	2,191	↓ 31	↓ 1,028
64409 - Other customer and information services representatives	1,261	609	↓ 51	↓ 652
41221 - Elementary school and kindergarten teachers	1,111	562	↓ 49	↓ 549
75101 - Material handlers	999	469	↓ 53	↓ 530
65102 - Store shelf stockers, clerks and order fillers	1,069	724	↓ 32	↓ 345



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 (%)
94200 - Motor vehicle assemblers, inspectors and testers	\$39,000	\$126,750	↑ 225
63201 - Butchers - retail and wholesale	\$36,026	\$60,450	↑ 68
72101 - Tool and die makers	\$41,466	\$67,000	↑ 62
63210 - Hairstylists and barbers	\$39,000	\$62,136	↑ 60
94204 - Mechanical assemblers and inspectors	\$38,025	\$58,500	↑ 54

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 (%)
32120 - Medical laboratory technologists	\$96,544	\$56,628	↓ 41
31209 - Other professional occupations in health diagnosing and treating	\$165,750	\$100,000	↓ 39
31300 - Nursing coordinators and supervisors	\$86,580	\$56,850	↓ 34
41405 - Education policy researchers, consultants and program officers	\$66,300	\$44,850	↓ 32
22212 - Drafting technologists and technicians	\$62,500	\$42,900	↓ 31

Wage Trends by Sector

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

SECTORS WITH GROWING WAGES 22 96%	TOP SECTOR WAGE GROWTH Utilities ↑ 29%	TOP SECTOR WAGE DECLINE Educational services ↓ 4%
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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	\$118,000	\$152,096	↑ 29
81 - Other services (except public administration)	\$42,581	\$48,750	↑ 15
45 - Retail trade	\$35,587	\$40,000	↑ 13
71 - Arts, entertainment and recreation	\$37,371	\$41,925	↑ 13
31 - Manufacturing	\$36,562	\$40,950	↑ 13

Top Declining Wages by Sector

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

NAICS Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
61 - Educational services	\$66,963	\$63,824	↓ 4
91 - Public administration	\$65,285	\$65,247	↑ 0
53 - Real estate and rental and leasing	\$48,750	\$48,750	↑ 0

Occupations

Demand by Occupation

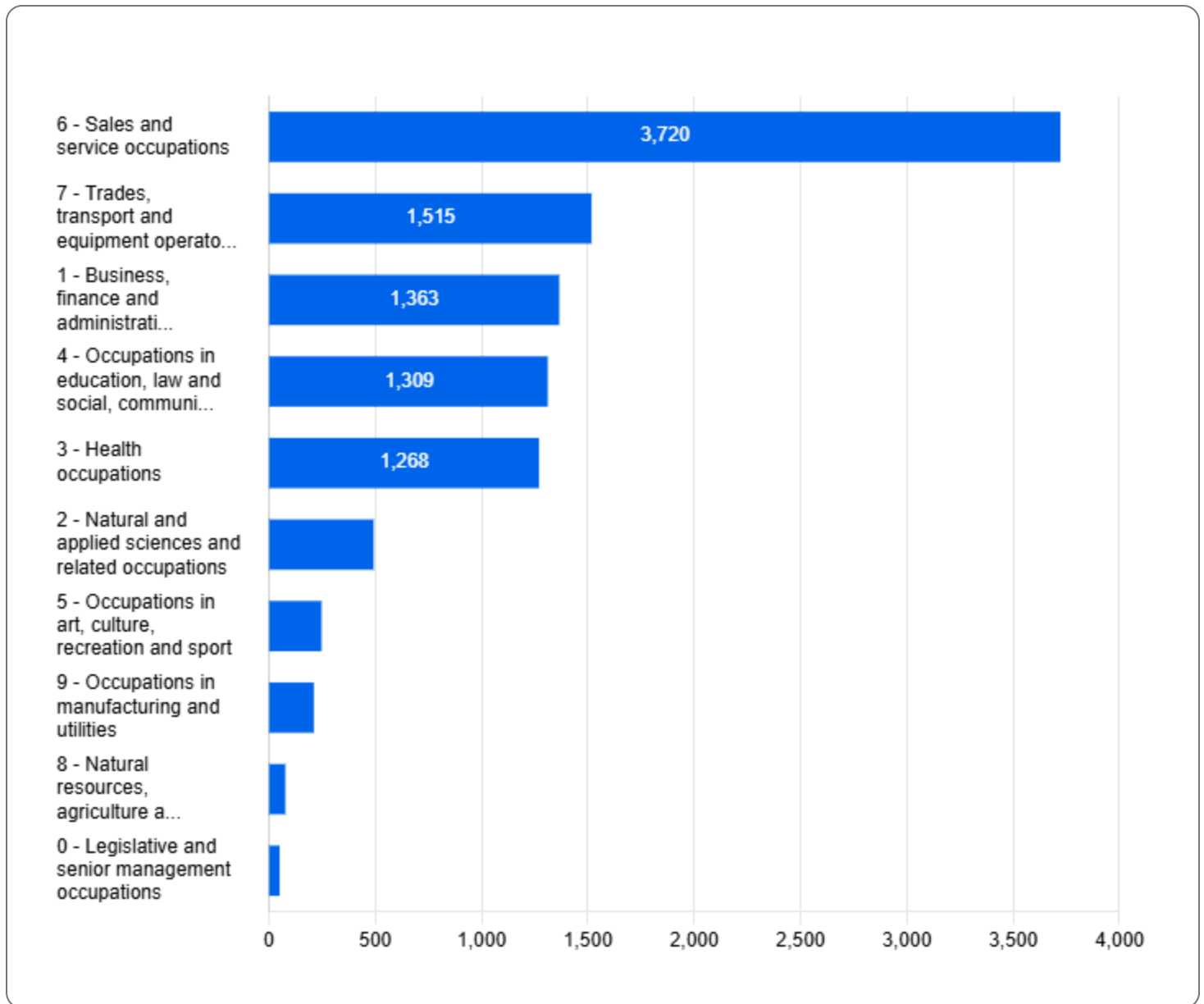
Which occupations are hard to fill, or in demand?

NOC Code	NOC Label	Posting Count
64100	Retail salespersons and visual merchandisers	627
65201	Food counter attendants, kitchen helpers and related support occupations	420
44101	Home support workers, caregivers and related occupations	330
60020	Retail and wholesale trade managers	276
63200	Cooks	254



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	1,199
64	Sales and service representatives and other customer and personal services occupations	1,121
31	Professional occupations in health	587
41	Professional occupations in law, education, social, community and government services	536
63	Occupations in sales and services	522

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	630
6520	Food support occupations	519
4410	Home care provider occupations	362
6510	Cashiers and other sales support occupations	340
4220	Paraprofessional occupations in legal, social, community and education services	311

Skills & Experience

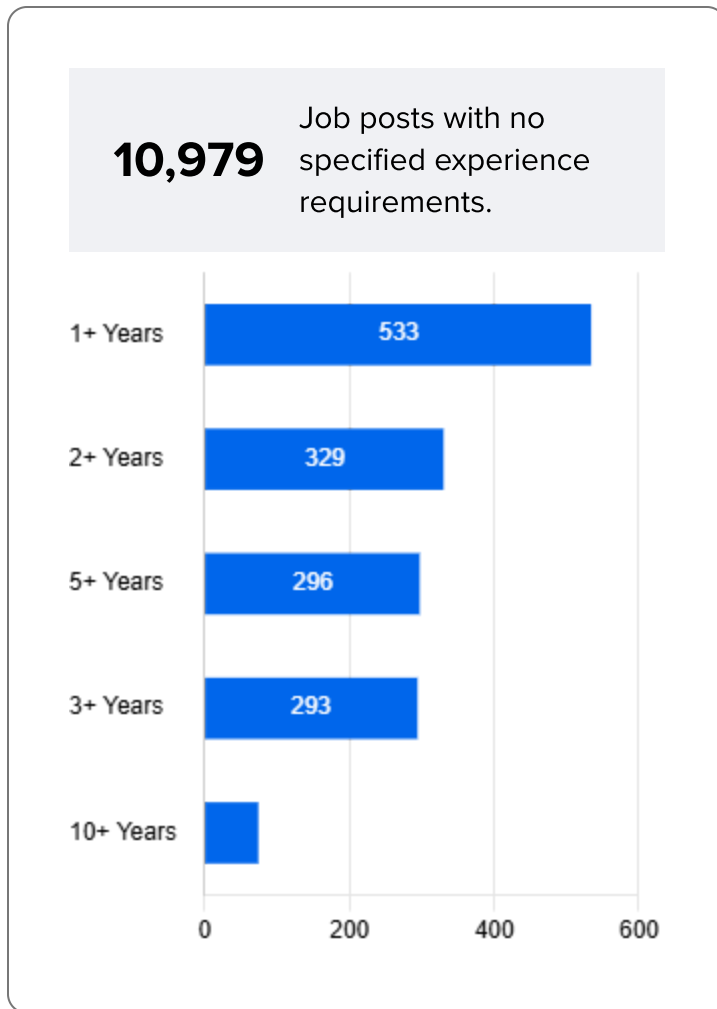
Top In-Demand Skills

How many times were these skills found in job postings?



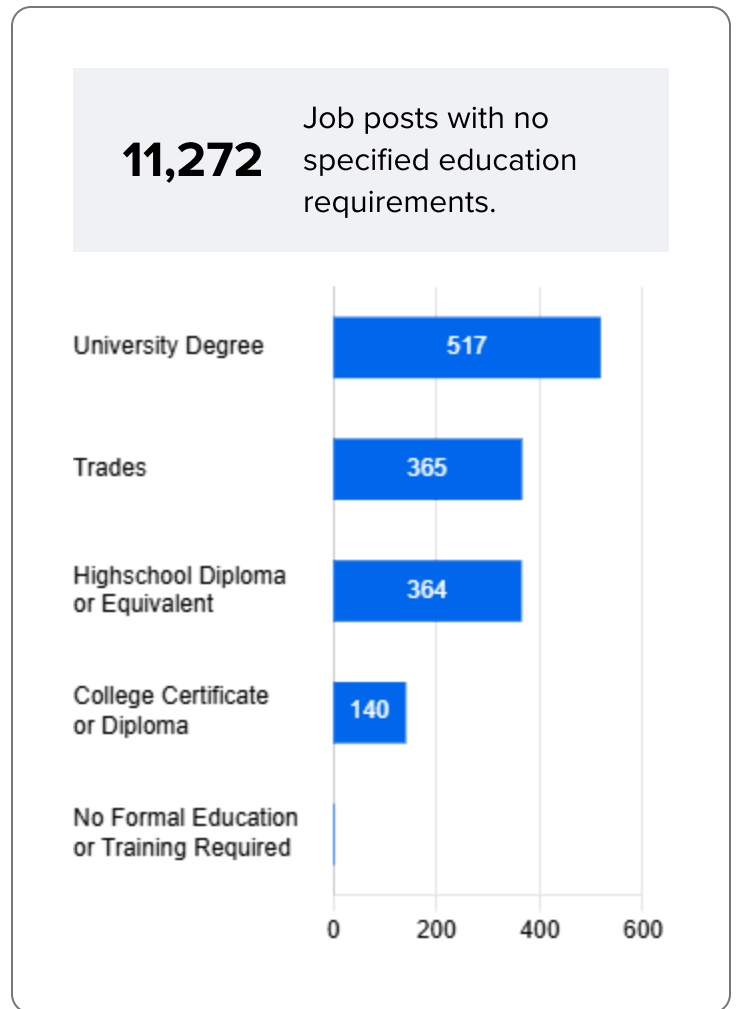
Experience Insights

A look at published experience requirements.



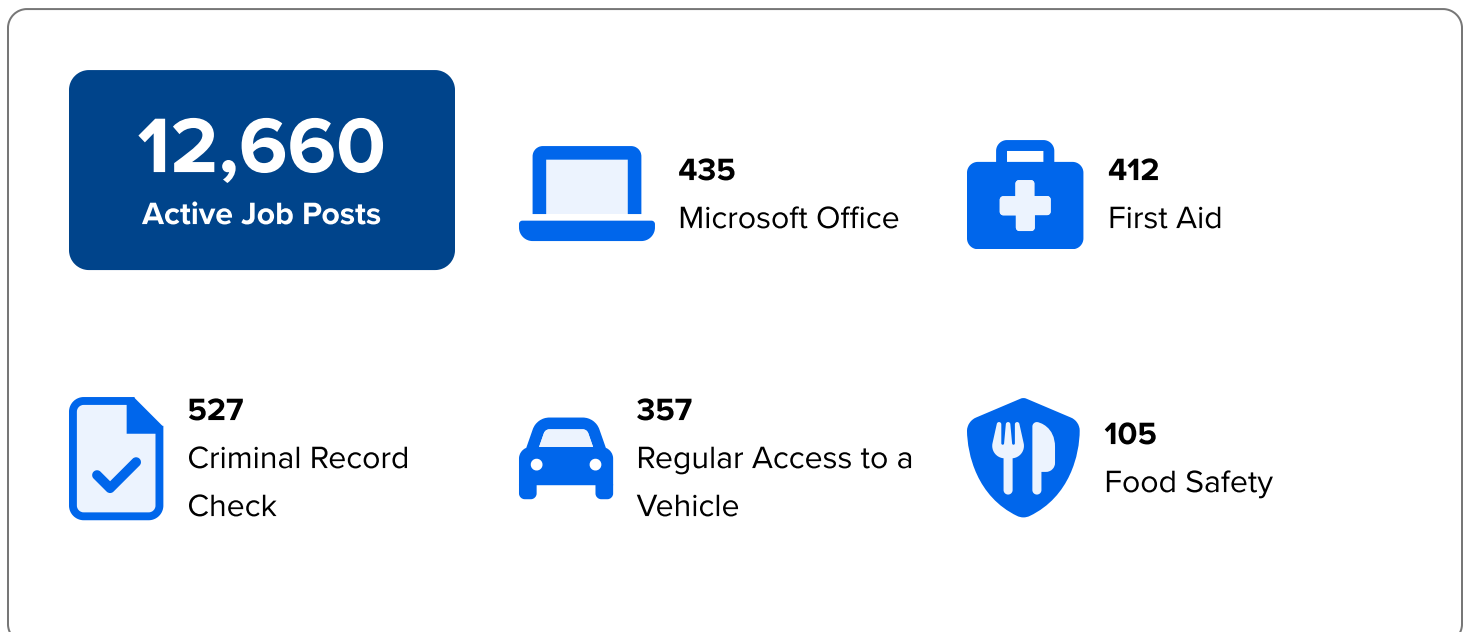
Education Insights

A look at published education requirements.



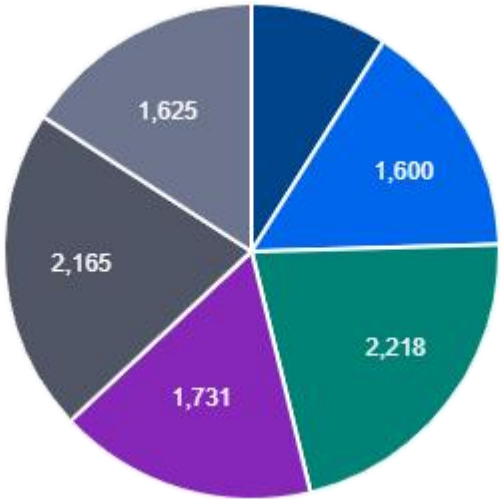
Key Job Requirements

How often are these requirements desired in job postings?



Postings By NOC TEER Category

What skills are employers looking for by occupational TEER Category?



- **917** TEER Category 0
- **1,600** TEER Category 1
- **2,218** TEER Category 2
- **1,731** TEER Category 3
- **2,165** TEER Category 4
- **1,625** TEER Category 5



Wages & Benefits

Quick Statistics

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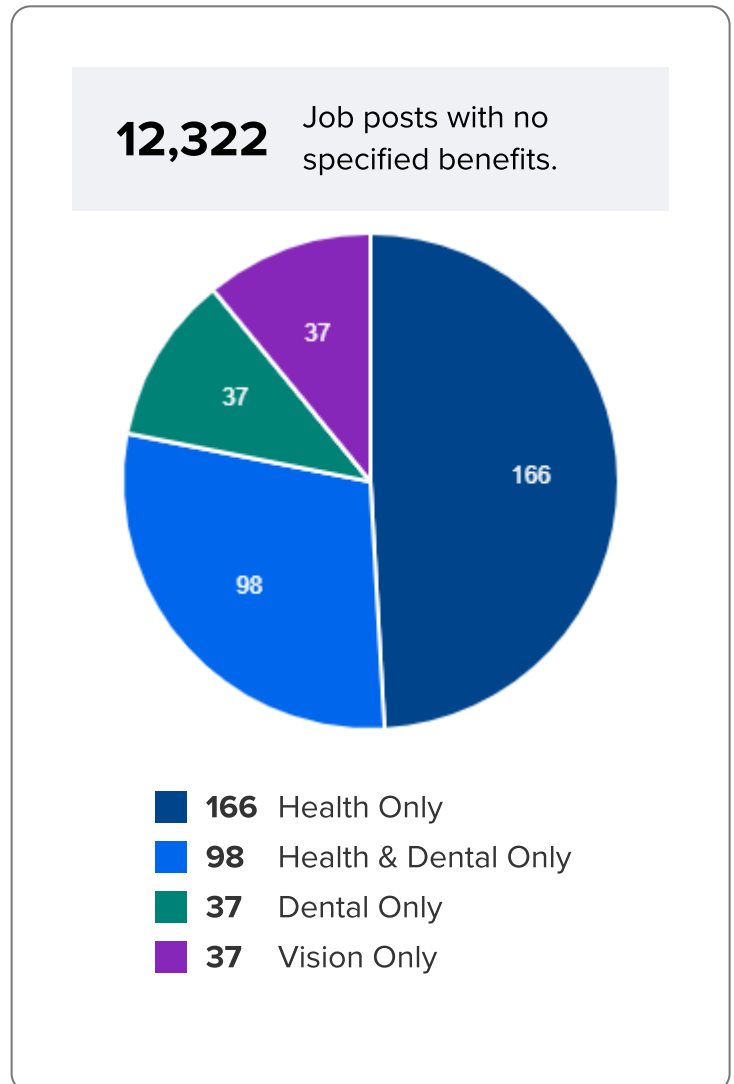
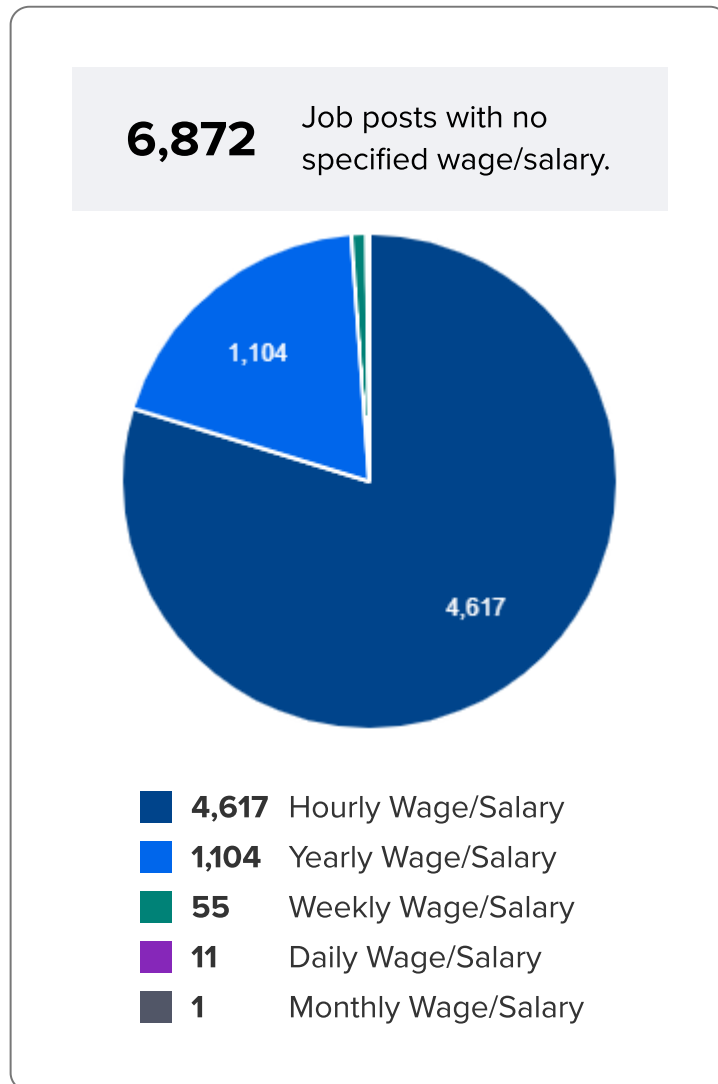


Published Wages/Salaries

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
13100	Administrative officers	\$70,000
65102	Store shelf stockers, clerks and order fillers	\$45,000
60030	Restaurant and food service managers	\$68,250

Top Salaries by Occupational Category

Which occupational categories pay the most?

NOC Code	NOC Label	Median Salary
6	Sales and service occupations	\$60,000
1	Business, finance and administration occupations	\$65,000
4	Occupations in education, law and social, community and government services	\$67,473
7	Trades, transport and equipment operators and related occupations	\$90,000
3	Health occupations	\$100,000

Top Salaries by Minor Group

Which minor groups pay the most?

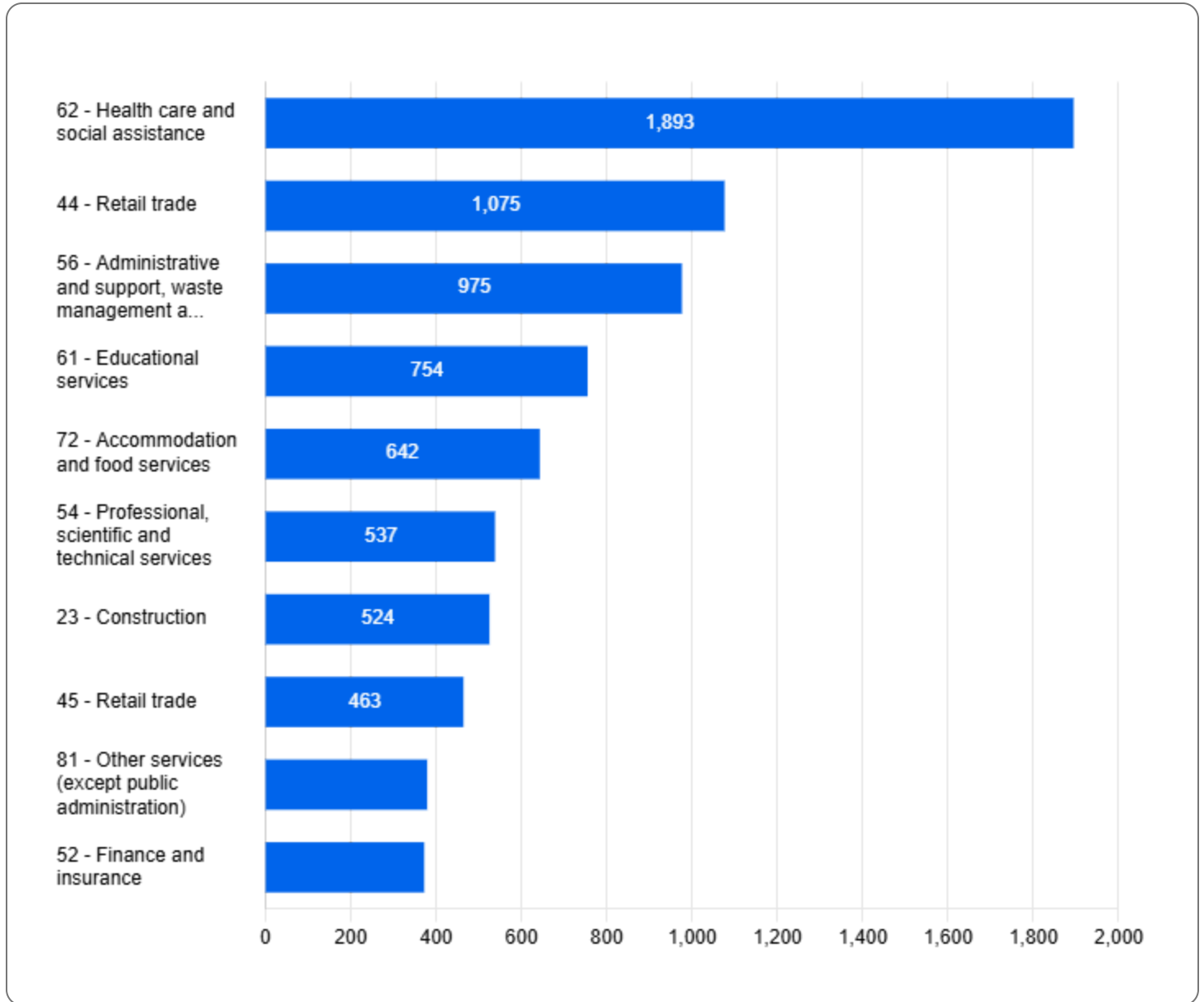
NOC Code	NOC Label	Median Salary
6002	Retail and wholesale trade managers	\$60,000
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	\$100,000
6510	Cashiers and other sales support occupations	\$47,259
4220	Paraprofessional occupations in legal, social, community and education services	\$60,000
7001	Managers in construction and facility operation and maintenance	\$91,000



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	33
> 21	Mining, quarrying, and oil and gas extraction	1
> 22	Utilities	153
> 23	Construction	679
> 31,32,33	Manufacturing	414
> 41	Wholesale trade	139
> 44,45	Retail trade	1,715
> 48,49	Transportation and warehousing	218
> 51	Information and cultural industries	101
> 52	Finance and insurance	377
> 53	Real estate and rental and leasing	158
> 54	Professional, scientific and technical services	578
> 55	Management of companies and enterprises	42
> 56	Administrative and support, waste management and remediation services	998
> 61	Educational services	754
.		

>	62	Health care and social assistance	2,168
>	71	Arts, entertainment and recreation	231
>	72	Accommodation and food services	642
>	81	Other services (except public administration)	384
>	91	Public administration	289

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	304
Lakeridge Health	Whitby	181
Durham Catholic District School Board	Oshawa	163
Aecon Group Inc.	Bowmanville	127
Subway Restaurants	Whitby	115
Walmart Canada	Pickering	108
AgeCare	N/A	88
Ontario Power Generation	Bowmanville	84
Vaco by Highspring	N/A	80
University of Ontario Institute of Technology	Oshawa	71

Top Posting Employment Agencies

What employment agencies are posting jobs?

Agency	Location ↕	Active Job Posts ↕
Kijiji Jobs	Ajax	186
Randstad Canada	Oshawa	59
CPUS Engineering Staffing Solutions Inc.	N/A	17
Adecco Canada	Oshawa	15
Alliance Group & Staffing	Scarborough	15
CarePartners	Oshawa	15
Durham Region Unemployed Help Centre	Durham Region	13
Morson Talent (Canada & USA)	N/A	13
Level A Professional Group	Port Perry	10
Canadian Executive Search Group Inc.	London	9

Locations

Job Postings by Cities, Towns, Townships or Municipalities

In which regions are job opportunities being offered?

Region ↕	Active Job Posts ↕
City Of Oshawa	3,593
City Of Whitby	2,592
City Of Pickering	2,068
City Of Ajax	1,891
Municipality Of Clarington	1,198



Job Search Report

Report Filters

Date: April 2025 to June 2025



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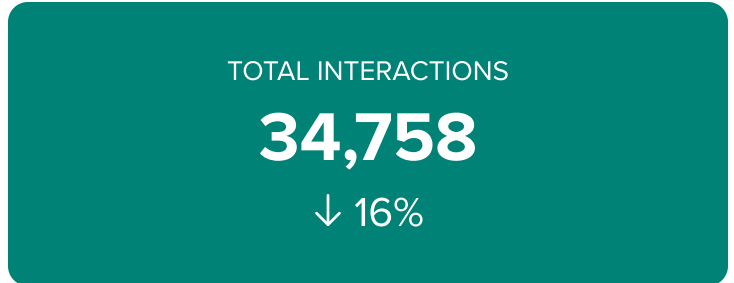


Source: <https://www.durhamworkforceauthority.ca> We Data Tools interactions. This report displays number of interactions or user clicks.

Snapshot

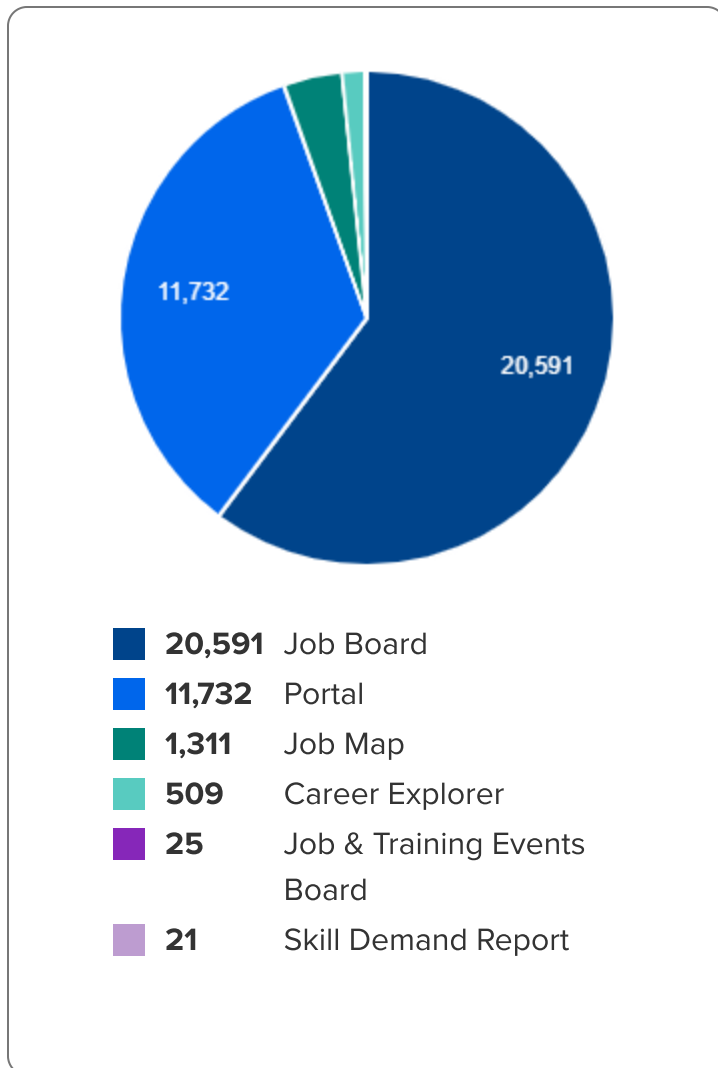
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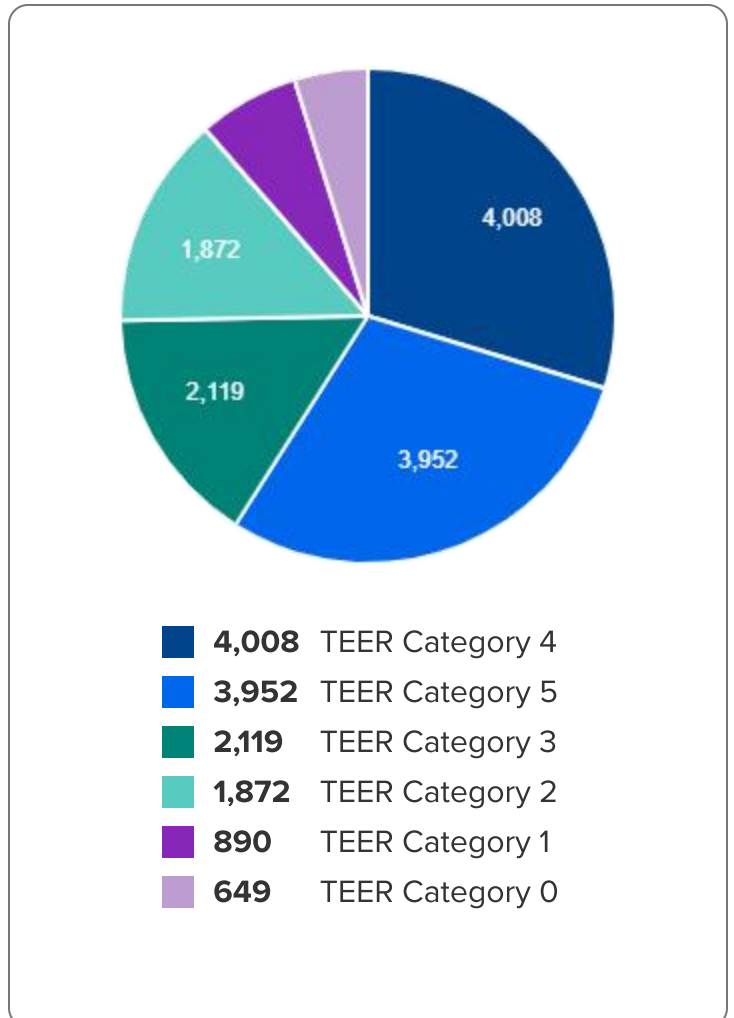
Interactions By Tool

Number of interactions by tool.



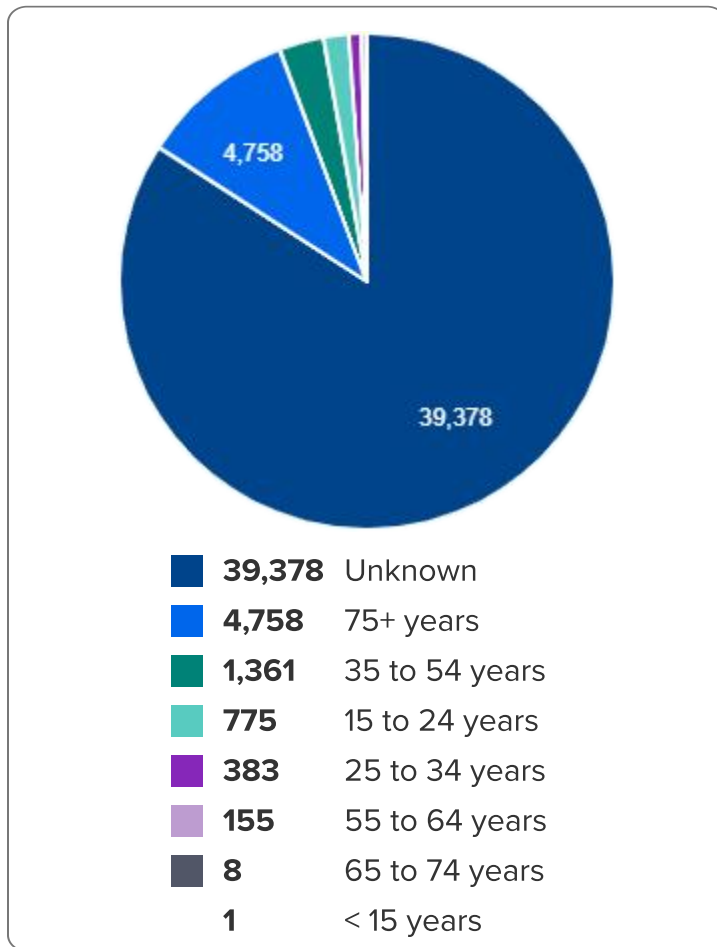
NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



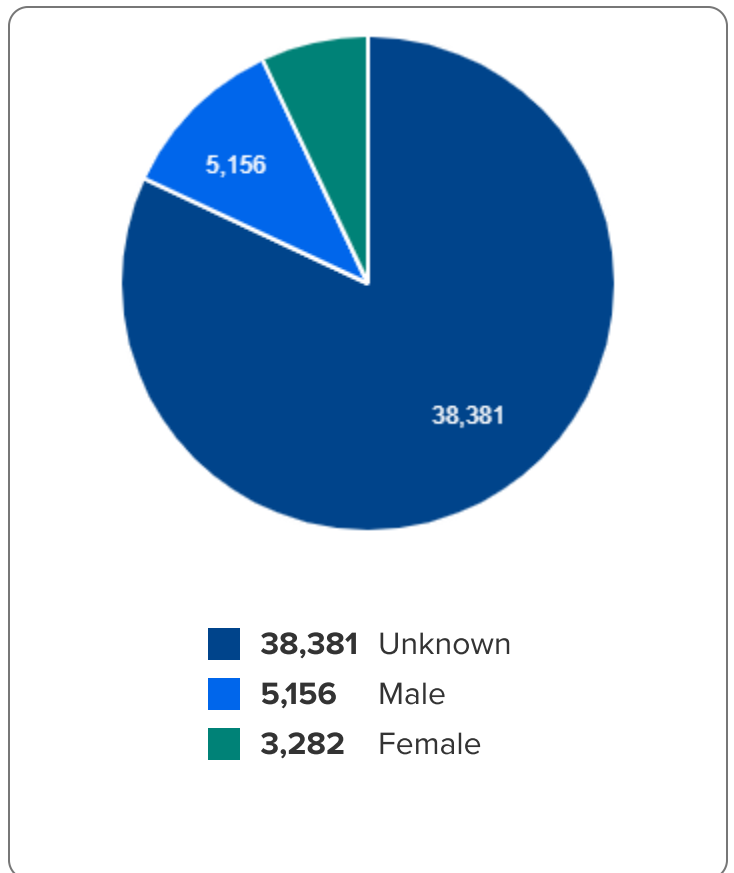
Age Interest

Number of interactions by age range.



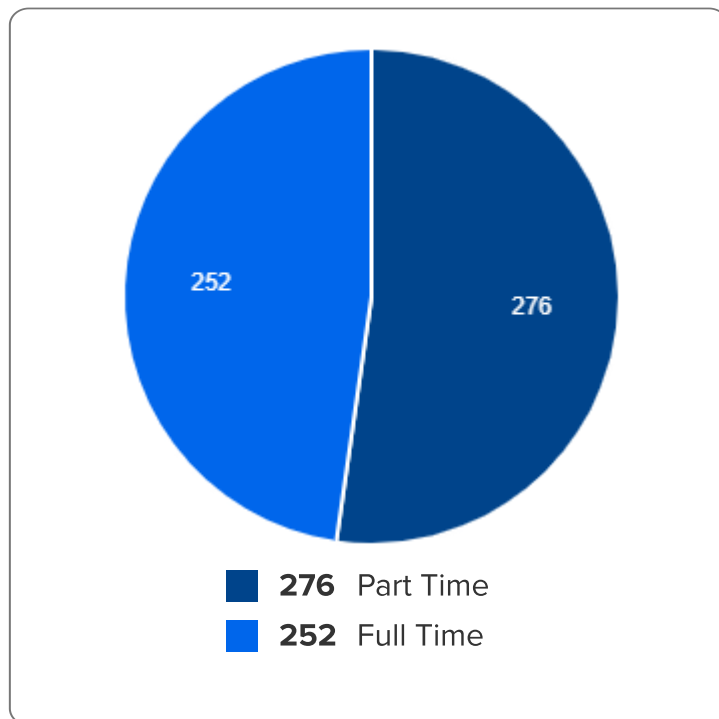
Gender Interest

Number of interactions by self-identified gender.



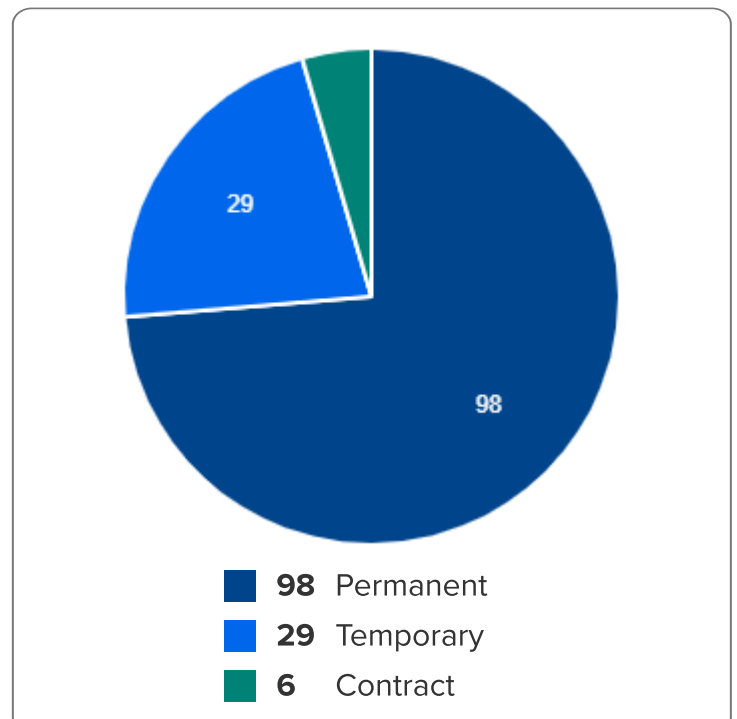
Job Type Interest

Number of interactions by job type (if used).



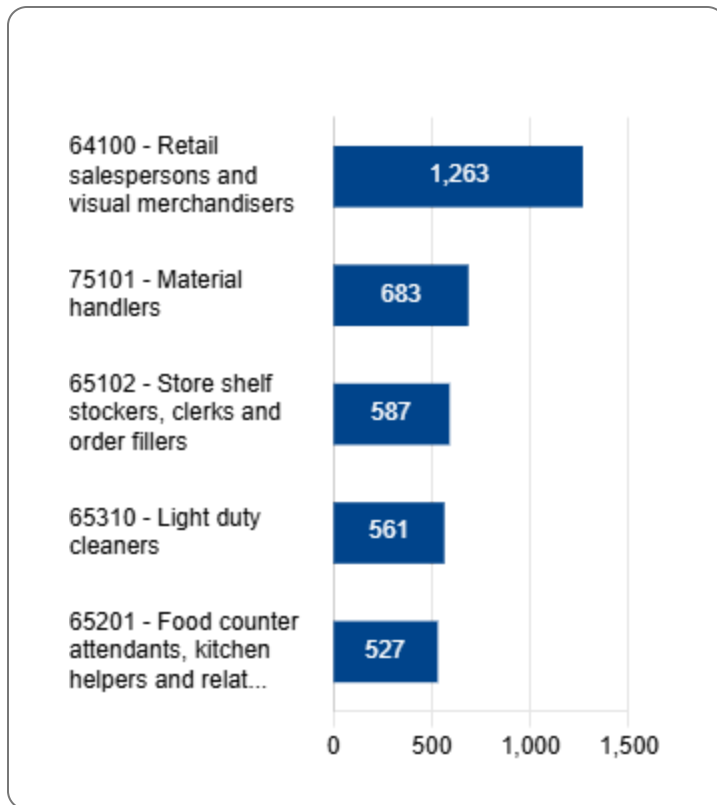
Job Duration Interest

Number of interactions by job duration (if used).



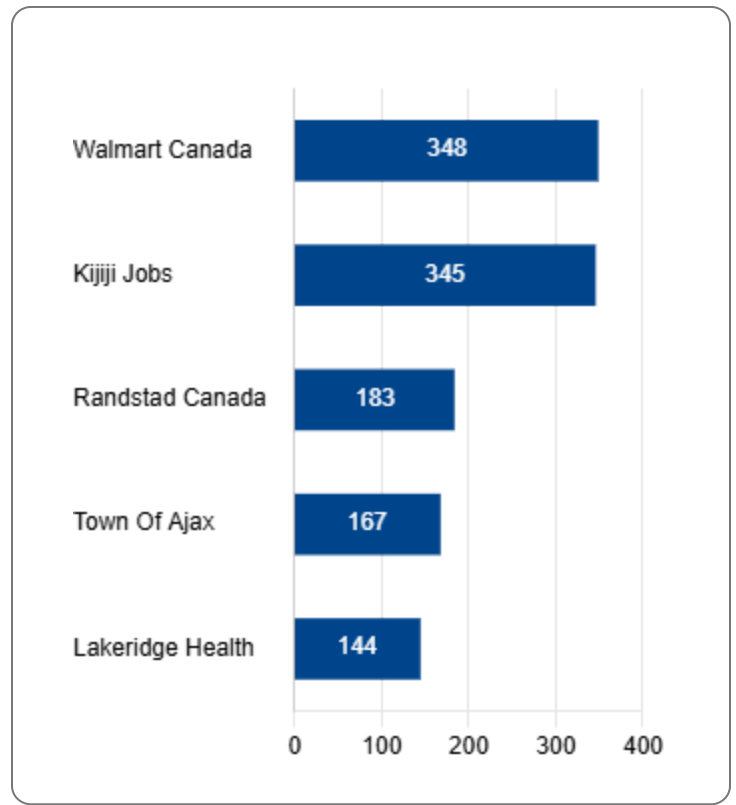
Top Occupational Interests

Top NOC categories clicked on by job seekers.



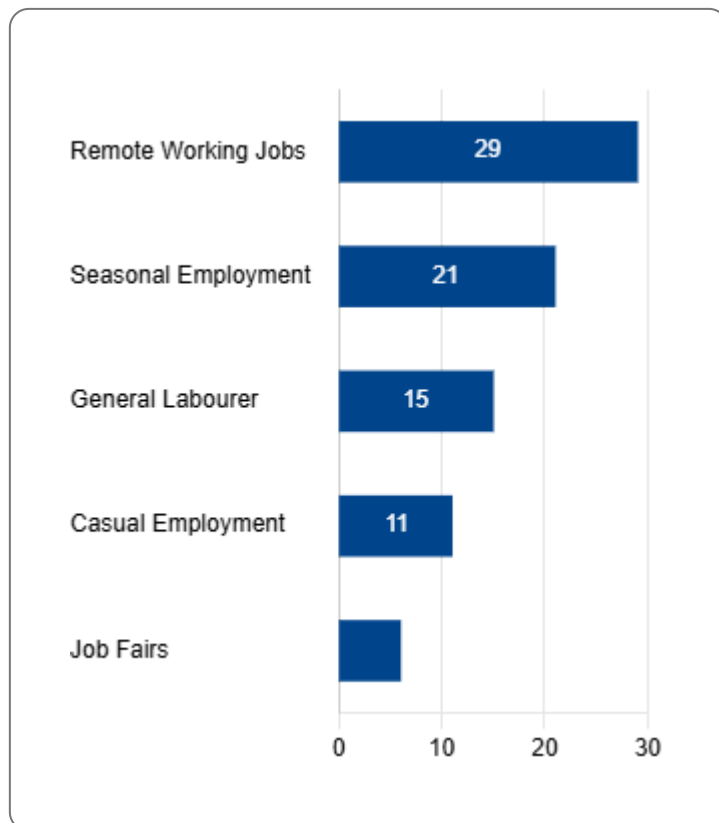
Top Employer Interests

Top employers with clicked job postings.



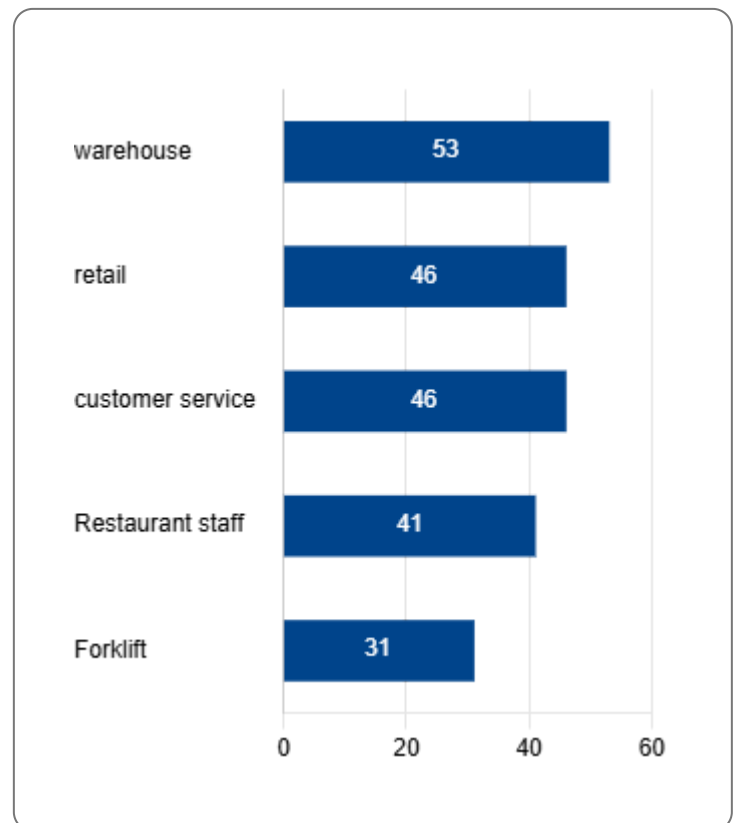
Top Special Interest Searches

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



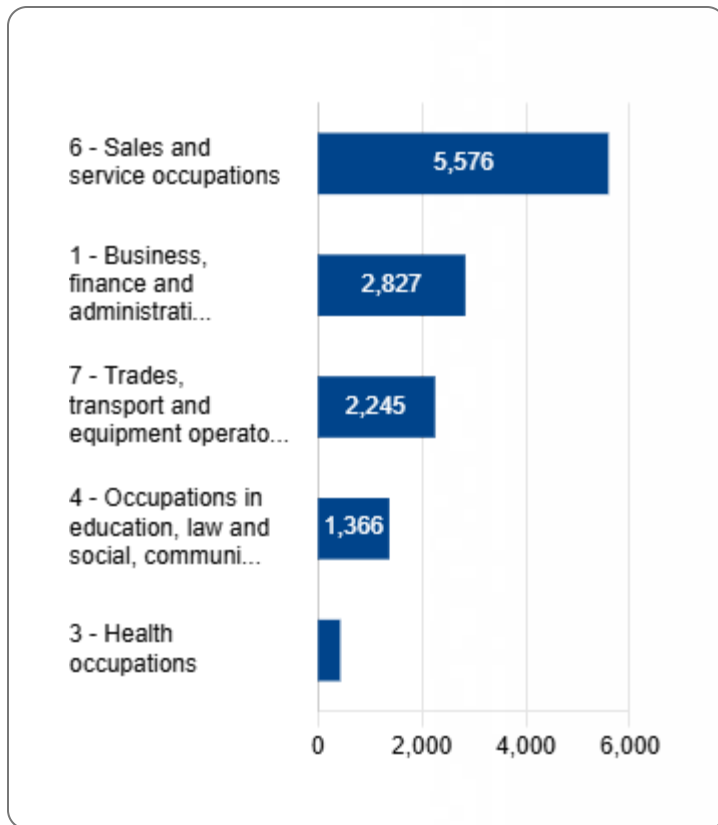
Top Keyword Searches

Top job board keyword searches.



Top Occupational Categories

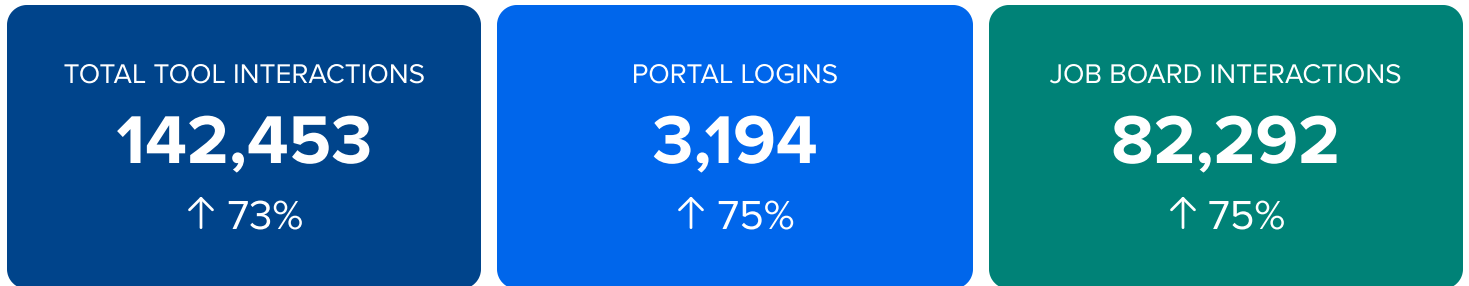
Top broad occupation categories interacted with (if used).



Trends

Quick Statistics

The following metrics include the % increase/decrease over the previous 12 month period.



Interactions By Tool

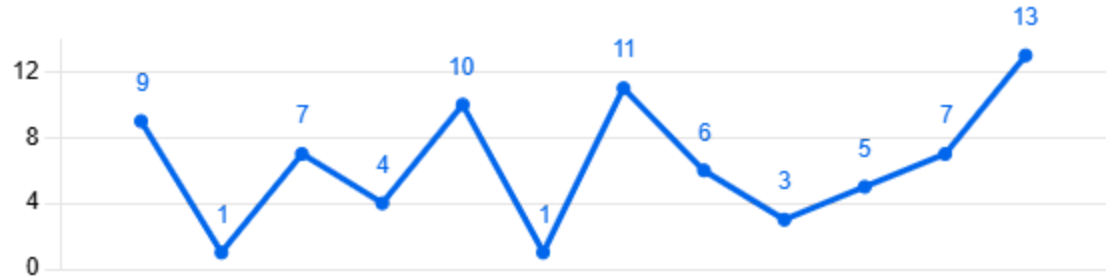
Tool interactions over the last 12 months.



Portal
↑ 8%



Job &
Training
Events
Board
↑ 45%



Skill
Demand
Report
↓ 25%



Occupational Trends

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

GROWING OCCUPATIONS

363

90%

TOP GROWTH OCCUPATION

**Medical laboratory
technologists**

↑ 9,700%

TOP DECLINE OCCUPATION

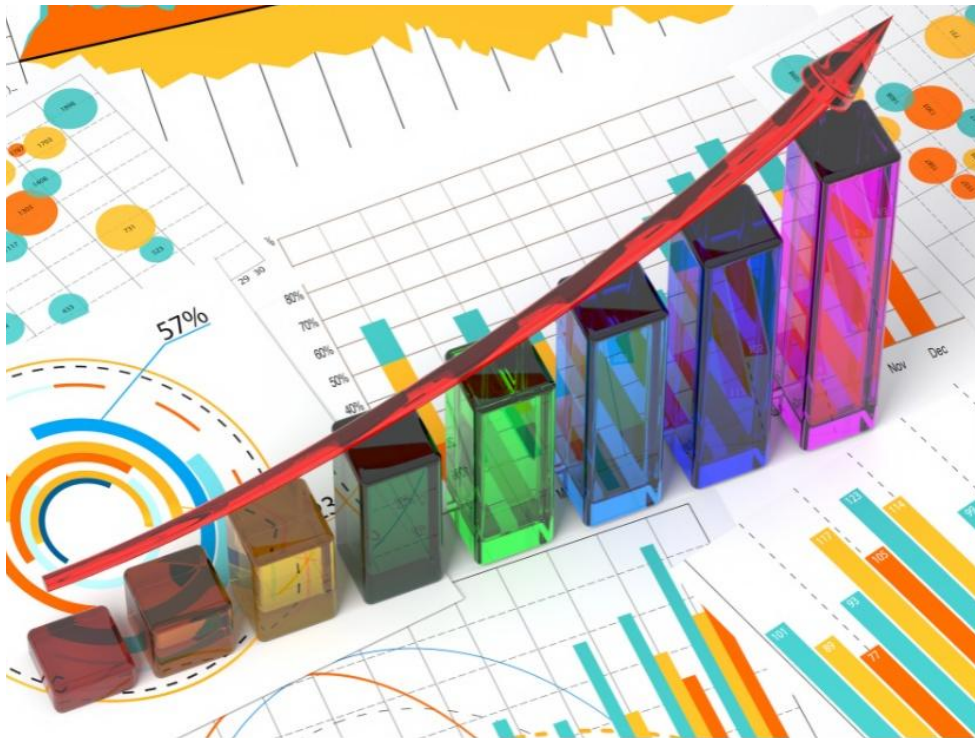
**Binding and finishing
machine operators**

↓ 80%

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 (%)
32120	Medical laboratory technologists	1	98	↑ 9,700
92012	Supervisors, food and beverage processing	1	27	↑ 2,600
21311	Computer engineers (except software engineers and designers)	1	18	↑ 1,700
64320	Tour and travel guides	1	15	↑ 1,400
62021	Executive housekeepers	19	263	↑ 1,285



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 (%)
22214	Technical occupations in geomatics and meteorology	5	1	↓ 80
94152	Binding and finishing machine operators	5	1	↓ 80
12202	Insurance underwriters	9	2	↓ 77
72101	Tool and die makers	74	18	↓ 75
94219	Other products assemblers, finishers and inspectors	31	8	↓ 74



Job Board

Quick Statistics

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

JOB BOARD POST CLICKS

15,341

↓ 2%

JOB BOARD INTERACTIONS

20,591

↓ 4%

Job Post Interest

Job post interactions on Job Board.

Job Post Title ↕	Company ↕	Interactions ↕
Warehouse Associate-early Morning	UPS / United Parcel Service Canada Ltd.	33
Warehouse Assembler (fulltime)	Loblaws	25
Administrative Assistant	Royal Bank of Canada	23
Self Checkout Attendant	Walmart Canada	23
General Merchandise Associate	Walmart Canada	23

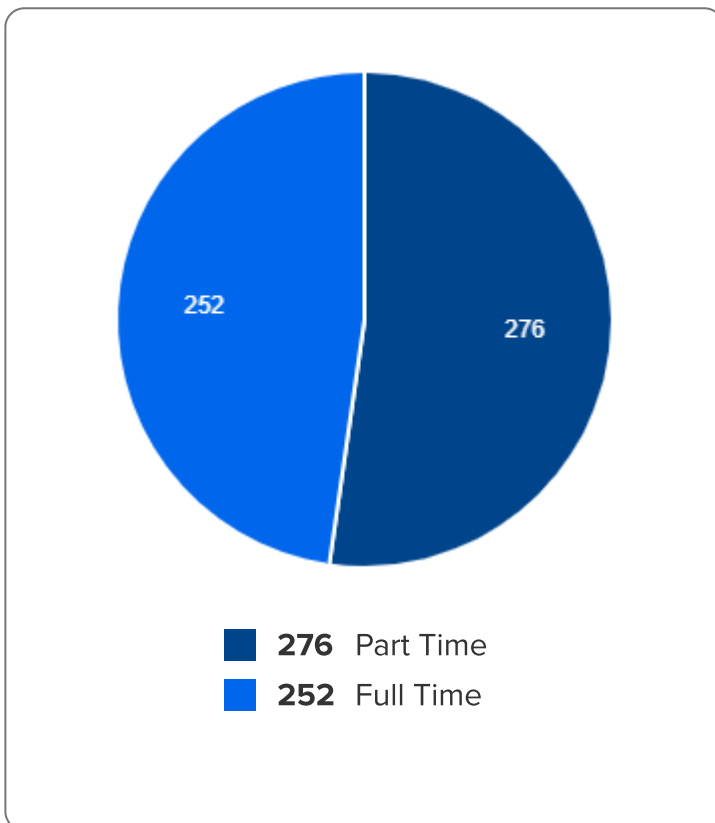
Occupational Interest

Job post interactions by NOC system on Job Board.

NOC Code	NOC Label	Interactions
64100	Retail salespersons and visual merchandisers	1,263
75101	Material handlers	683
65102	Store shelf stockers, clerks and order fillers	587
65310	Light duty cleaners	561
65201	Food counter attendants, kitchen helpers and related support occupations	527

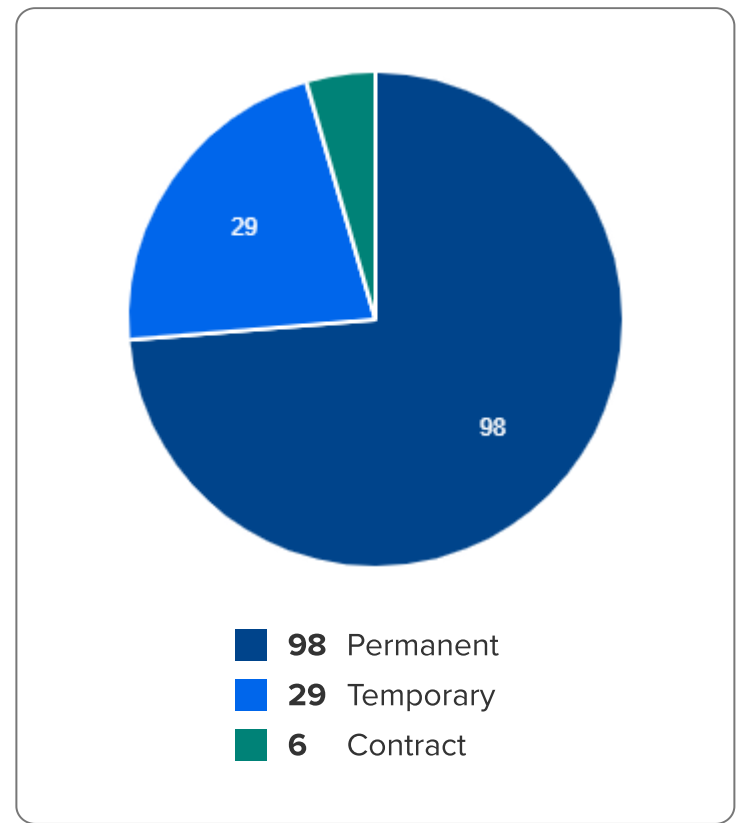
Job Type Interest

Number of interactions by job type (if used).



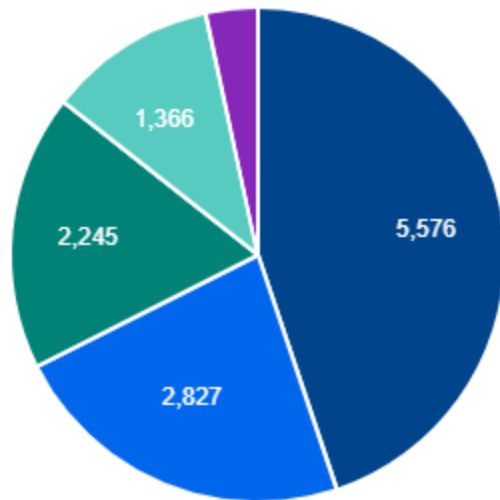
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Categories

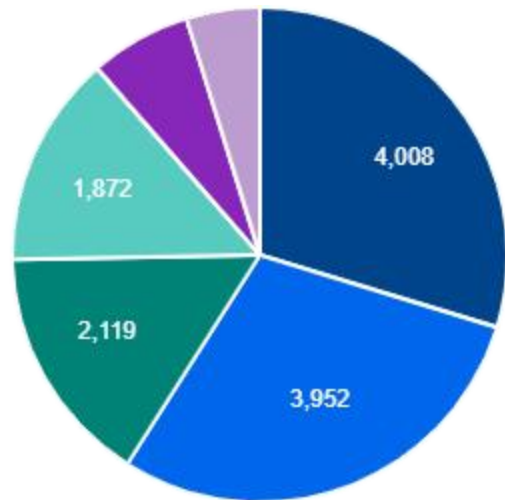
Top broad categories of occupation interacted with on Job Board (if used).



- 5,576** Sales and service occupations
- 2,827** Business, finance and administration occupations
- 2,245** Trades, transport and equipment operators and related occupations
- 1,366** Occupations in education, law and social, community and government services
- 423** Health occupations

NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



- 4,008** TEER Category 4
- 3,952** TEER Category 5
- 2,119** TEER Category 3
- 1,872** TEER Category 2
- 890** TEER Category 1
- 649** 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	29
Seasonal Employment	21
General Labourer	15
Casual Employment	11
Job Fairs	6

Keyword Searches

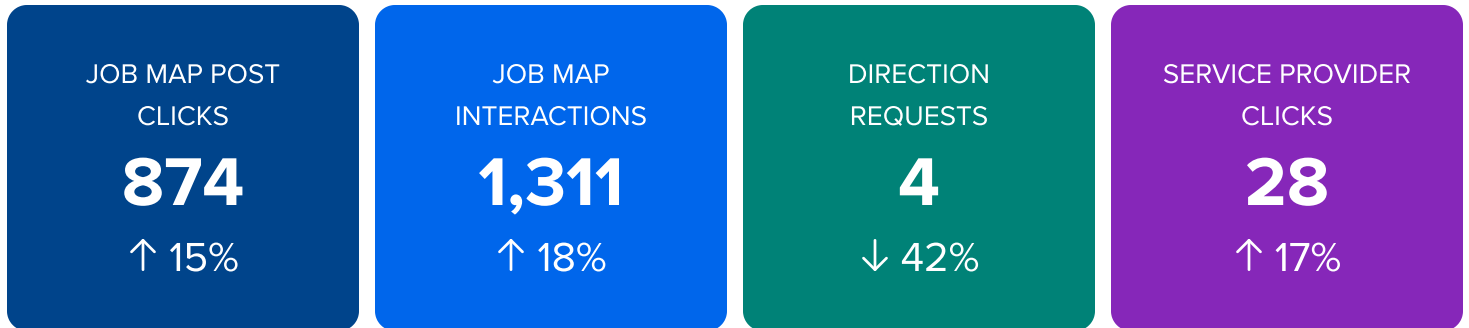
Keywords being searched for on Job Board.

Search Terms ▾	Interactions ▾
warehouse	53
retail	46
customer service	46
Restaurant staff	41
Forklift	31

Job Map

Quick Statistics

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



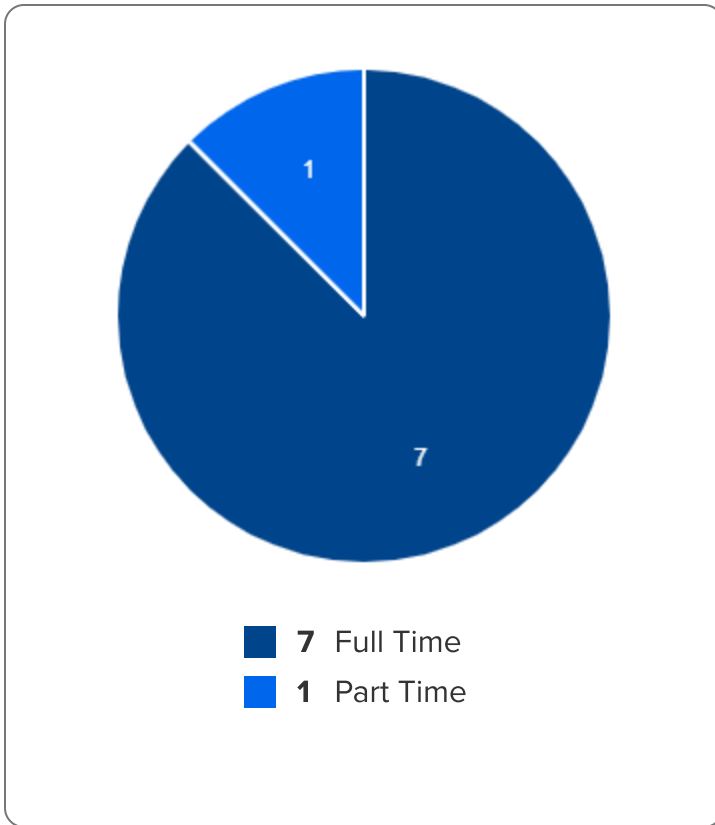
Map Layers

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

Map Layers ↕	Interactions ↕
Service Canada	20
Durham Region Transit Routes	18
Job Postings	10
Employment Agencies (Private)	9
Cycle Tour Routes	6

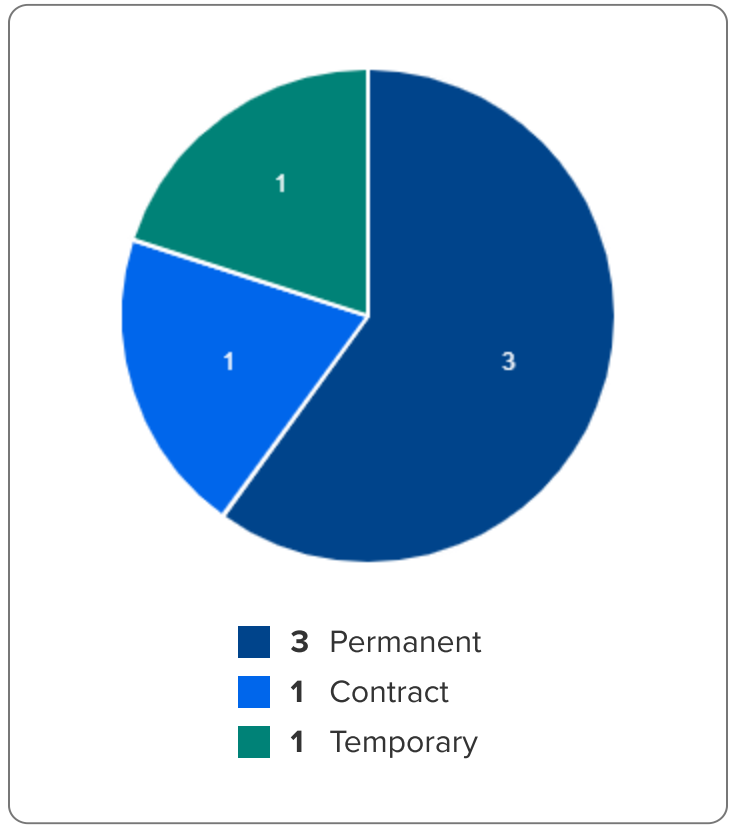
Job Type Interest

Number of interactions by job type (if used).



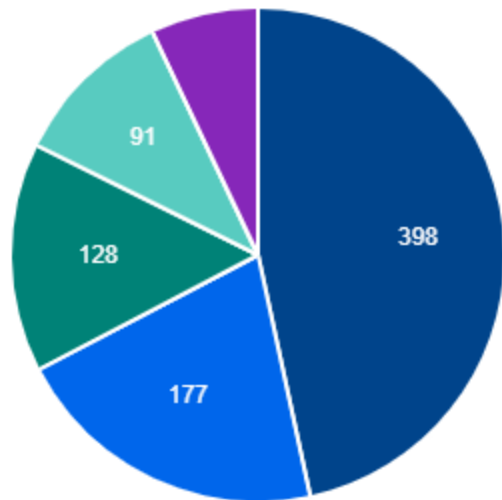
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Categories

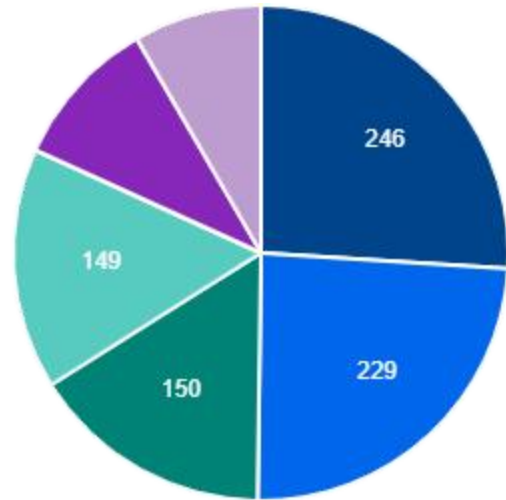
Top broad categories of occupation interacted with on Job Map (if used).



- 398** Sales and service occupations
- 177** Trades, transport and equipment operators and related occupations
- 128** Business, finance and administration occupations
- 91** Health occupations
- 60** Occupations in education, law and social, community and government services

Skill Level Interest

NOC skill level of jobs interacted with on Job Map.



- 246** TEER Category 2
- 229** TEER Category 5
- 150** TEER Category 4
- 149** TEER Category 3
- 93** TEER Category 0
- 79** TEER Category 1

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 ▾
General Labourer	4
casual Employment	2
Job Fairs	1
Work From Home Jobs	1
Electric Vehicle Sector Jobs	1

Keyword Searches

Keywords being searched for on Job Map.

Search Terms ▾	Interactions ▾
technician	6
specialist	4
plumbing	3
General Labour	3
warehouse	3

Career Explorer

Quick Statistics

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

CAREER EXPLORER JOB POST CLICKS

145

↑ 94%

CAREER EXPLORER INTERACTIONS

509

↓ 2%

Occupational Interest

Job post interactions by NOC system on Career Explorer.

NOC Code	NOC Label	Interactions
75101	Material handlers	34
13100	Administrative officers	32
65201	Food counter attendants, kitchen helpers and related support occupations	18
65102	Store shelf stockers, clerks and order fillers	14
65100	Cashiers	14

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	155
1	Business, finance and administration occupations	123
7	Trades, transport and equipment operators and related occupations	69
4	Occupations in education, law and social, community and government services	35
2	Natural and applied sciences and related occupations	32



Additional Resources

2025 Local Labour Market Plan

The 2024 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.

2024 Workforce Survey Report

The final report for the 2024 Workforce Survey provides a comprehensive overview of what's working, what's not, and what's next for our labour force.

02.

Blog: Working in Durham - A Look at Jobs, Skills & In-Demand Occupations

Explores how insights from the 2024 Workforce Survey regarding the most highly sought after occupations in Durham Region

03.

Blog: Bridging the Gap: Education and Skills Alignment in Durham Region

Explores insights from the 2024 Workforce Survey on education and skills alignment with workforce needs in Durham Region.

04.

Blog: The State of Incomes in Durham

Explores insights from the 2024 Workforce Survey related to incomes across Durham Region

05.