

Q3 2025

Labour Market Insights Report



Executive Summary

The **2025 Durham Labour Market Insights Report for Q3** provides an in-depth snapshot of employment activity in the Durham Region from July through September 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

- **12,954 active job postings** were recorded between July and September 2025, with **11,189 new postings**, continuing the steady growth seen earlier this year..
- **3,655 unique employers** were actively hiring across the region, only slightly below Q2 levels, showing ongoing employer confidence despite seasonal shifts.
- The average posting duration increased slightly to **17 days**, suggesting some roles are taking longer to fill as competition for talent remains strong.

Sector and Occupational Trends

Durham's employment landscape continued to be driven by service-oriented and care-related roles, though sectoral balance shifted modestly compared to Q2.

- **Food counter attendants and kitchen helpers (NOC 65201)** positions were recorded at 1,561 postings
- **Home support workers and caregivers (NOC 44101)** positions had 1,067 postings
- **Registered and licensed practical nurses (NOC 31301, 32101)** had a combined 1,100+ postings
- **Retail salespersons and merchandisers (NOC 64100)** recorded 2,175 postings, maintaining high volume but showing a continued decline from earlier quarters.

The **healthcare and social assistance sector** remained a cornerstone of Durham's job market, with 2,060 postings, followed closely by **retail trade** (2,050) and **educational services** (994). However, some key sectors experienced declines this quarter.

- The **administrative and support services** sector saw a significant contraction, down 39%
- **Retail trade** continued its multi-quarter decline, down 27%
- **Educational services** dropped by 41%, reflecting seasonal patterns tied to the academic calendar.

Conversely, **agriculture, forestry, fishing and hunting** again emerged as the **fastest-growing sector**, increasing by 21% and continuing its upward momentum since Q2.

Full-time positions dropped by 10 percent, making up 75 percent of postings, and 89 percent were permanent, falling by 2 percent over Q2.

Skills, Wages, and Experience Requirements

Soft skills, including **communication, management, customer service, interpersonal, and organizational skills**, showed a consistent pattern across all three quarters of 2025.

Employers are increasingly specifying wages: the **average posted hourly wage** rose to **\$28.20**, and the **median wage** dropped slightly to **\$23.32**. Manufacturing, utilities, and construction led wage growth, while **education and professional services** reported modest declines.

Jobseeker Behaviour & Insights

Jobseeker engagement through Durham Workforce Authority tools remained strong in Q3 2025, with a **total of 38,561 interactions**, up from 34,758 in Q2.

The **Job Board** saw the highest engagement, with **24,535 interactions** and **20,289 post clicks**, indicating sustained interest in available local roles. Searches were concentrated in **sales and service occupations (TEER 4 and 5)**, representing entry-level and mid-skill positions.

The top search terms were **"warehouse," "retail," "Oshawa,"** and **"personal support worker,"** indicating ongoing interest in accessible and geographically convenient work opportunities. **Work-from-home, apprenticeship,** and **casual employment** filters were used most often, reinforcing the continued desire for flexibility and career development opportunities.

Conclusion

Durham's labour market remained **active, resilient, and moderately expanding** through Q3 2025.

Although overall hiring volume grew, sectoral rebalancing became evident, particularly in education and administrative support services. Wage growth and job stability indicate a healthy employment base. Still, the ongoing reliance on lower-wage, service-sector jobs continues to underscore the importance of **skills training, career mobility, and labour market diversification**.

As Durham Region enters the final quarter of 2025, sustained collaboration among employers, educators, and workforce planners will be crucial to maintaining growth while enhancing opportunities for long-term career development and stability throughout the region.

Report Filters

Jobs Active During: July 2025 to September 2025



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

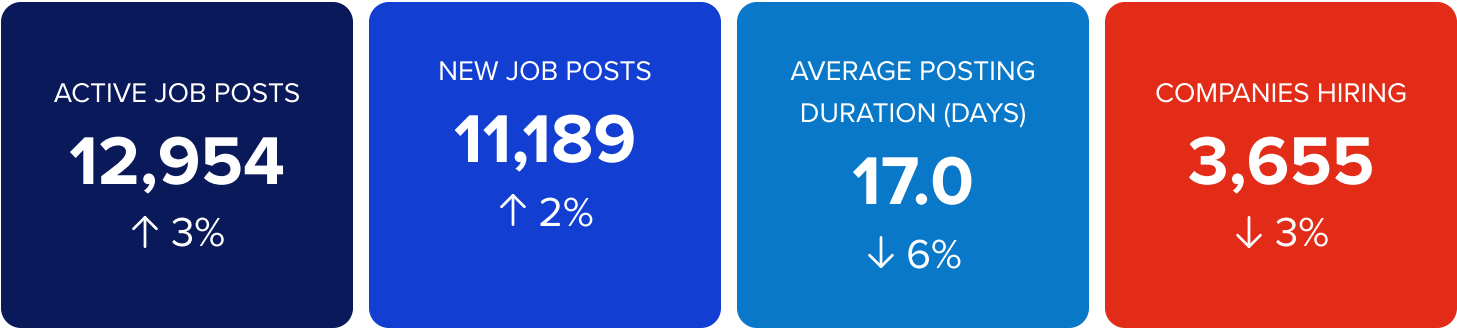


Source: <https://www.durhamworkforceauthority.ca> Job Posting Data. This report presents information sourced from job ads posted by employers and agencies on over 50 publicly accessible websites.

Snapshot

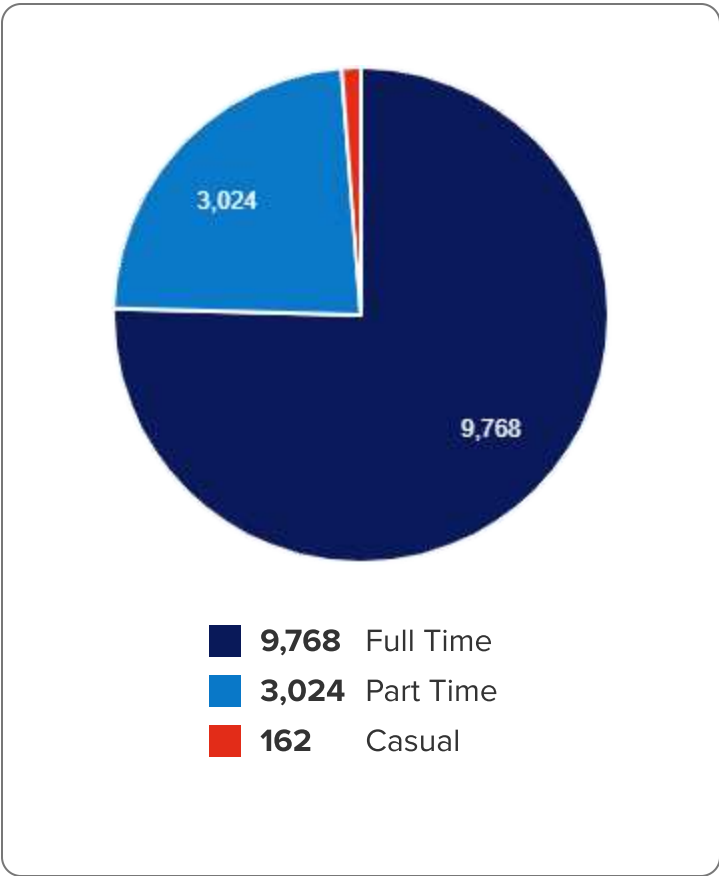
Quick Statistics

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



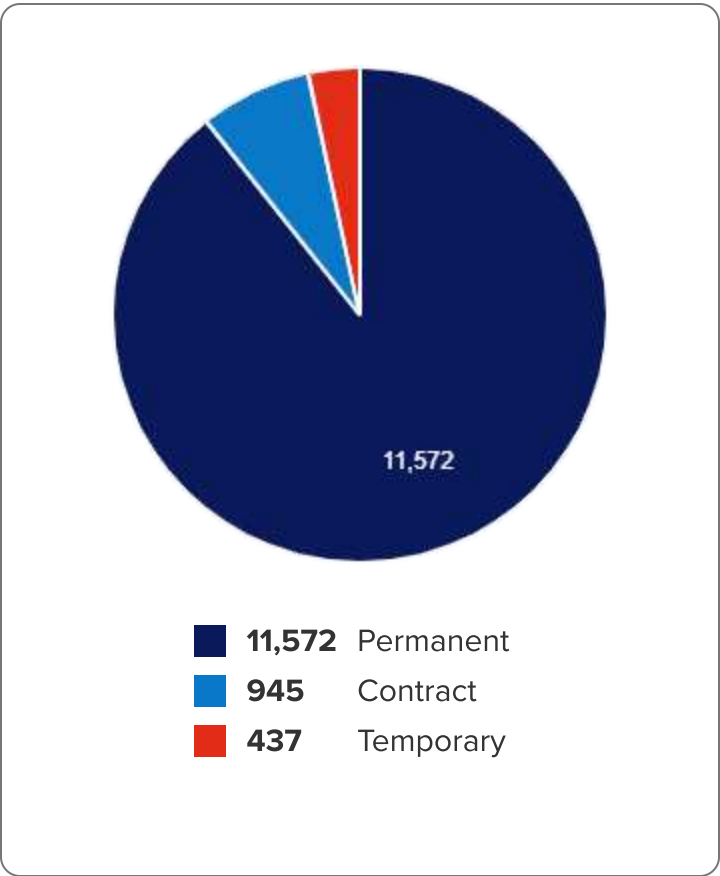
Job Type

Full time vs. Part time.



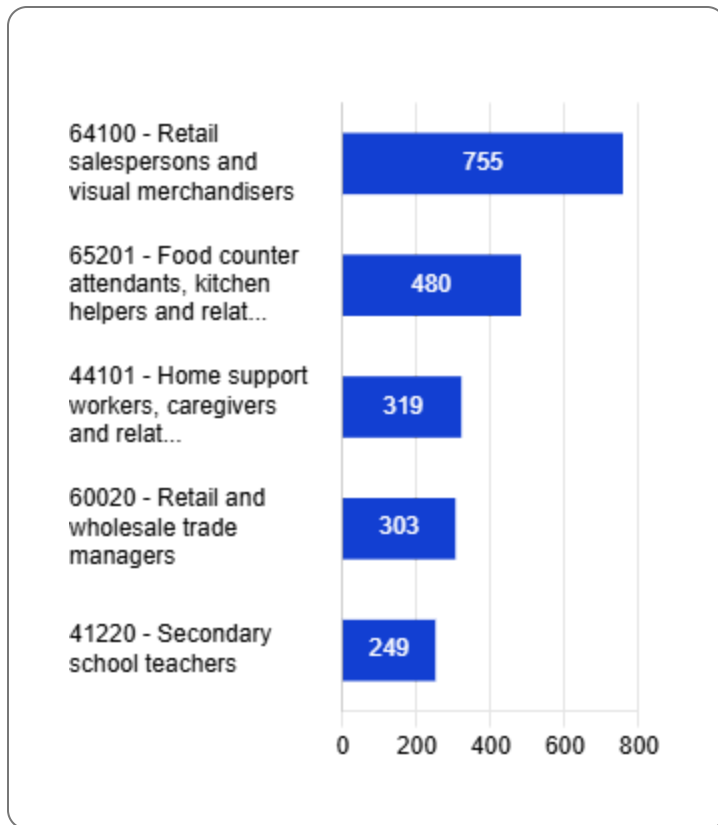
Job Duration

Permanency of jobs posted.



Top Occupations

Top in-demand occupations based on posting count.



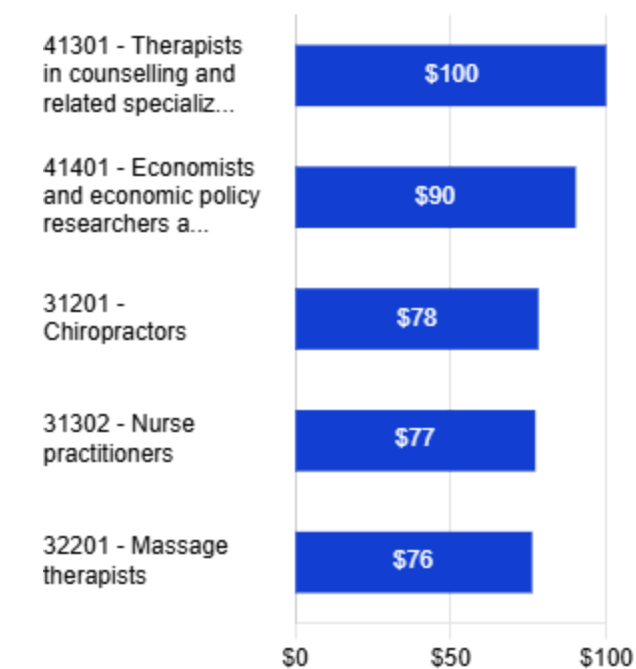
Top Skills

Top in-demand skills based on posting count.



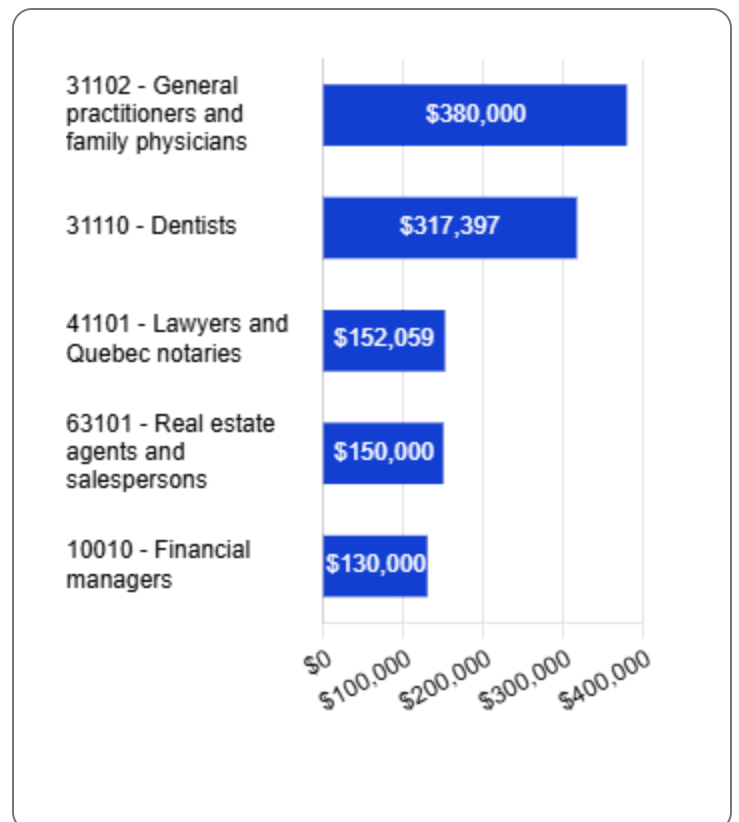
Top Hourly Wages

Top median hourly wages by occupation.



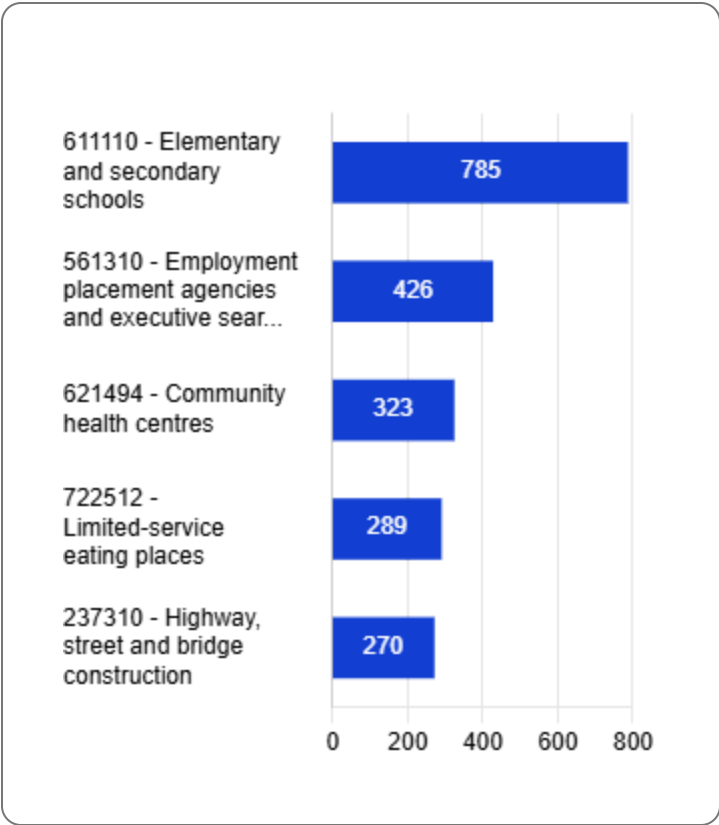
Top Salaries

Top median yearly salaries by occupation.



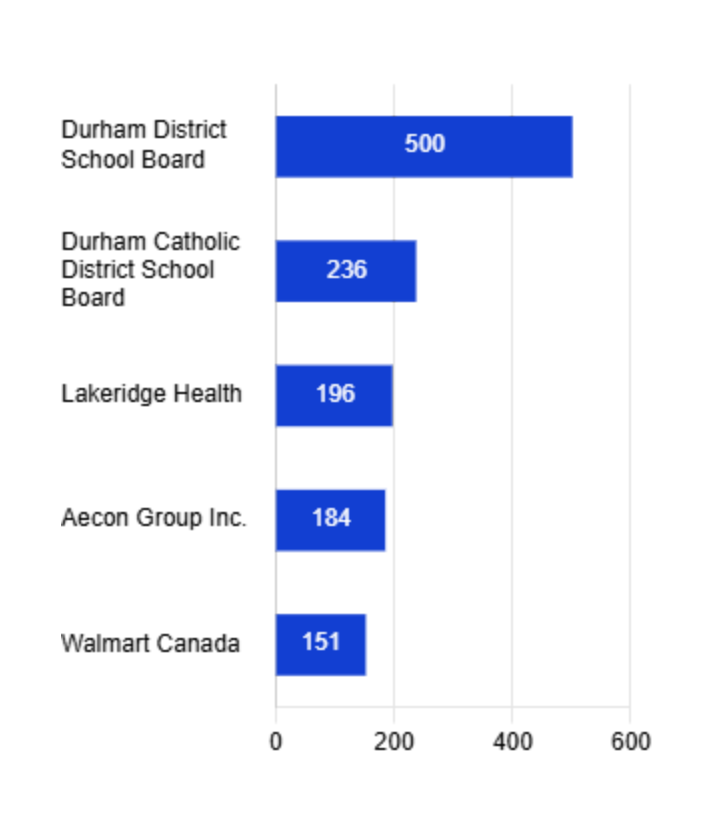
Top Sectors

Top in-demand sectors based on posting count.



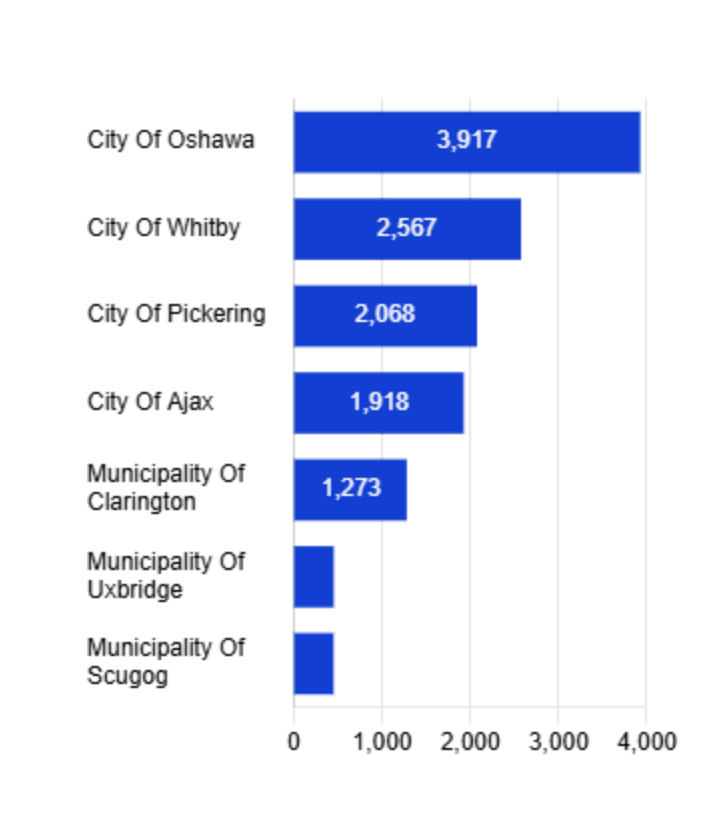
Top Hiring Employers

Top employers based on hiring activity.



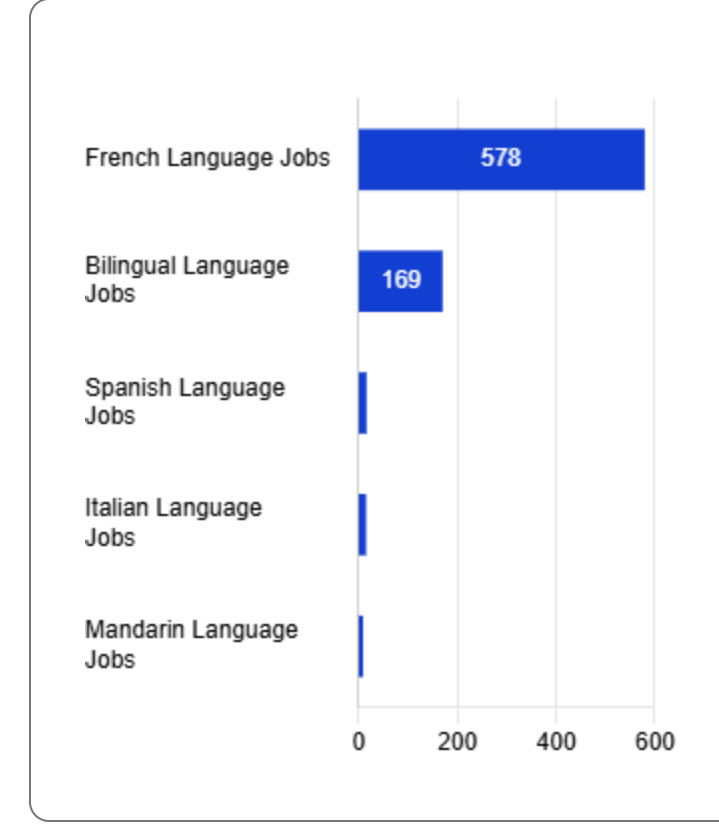
Top Locations

Top locations based on job posting count.



Top Languages

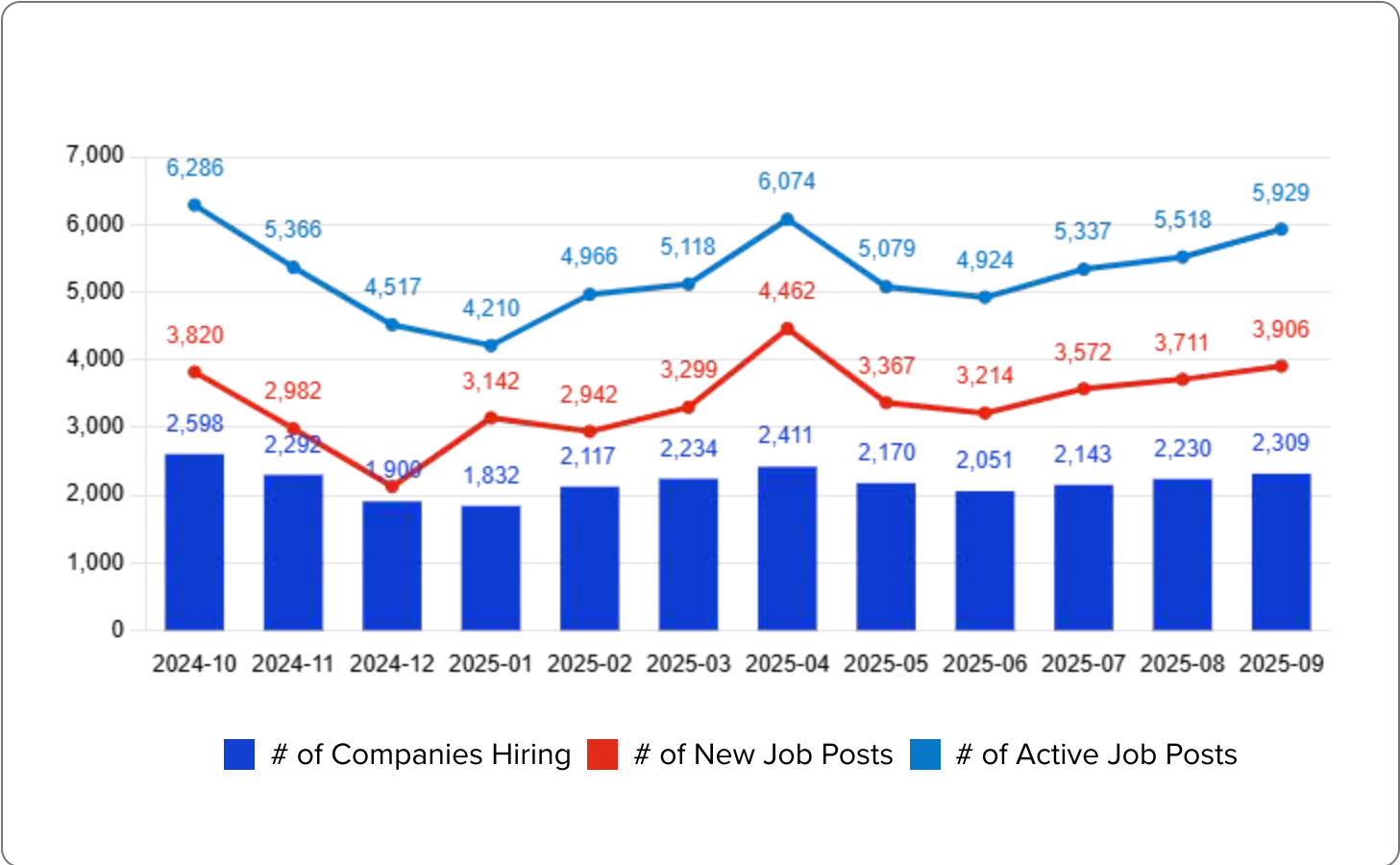
Top language skills being recruited for.



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

2

9%

TOP GROWTH SECTOR

Agriculture, forestry, fishing and hunting

↑ 21%

TOP DECLINE SECTOR

Administrative and support, waste management and remediation services

↓ 39%

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	120	145	↑ 21	↑ 25
21 - Mining, quarrying, and oil and gas extraction	5	5	↑ 0	↑ 0

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.)
56 - Administrative and support, waste management and remediation services	4,920	2,979	↓ 39	↓ 1,941
61 - Educational services	4,127	2,441	↓ 40	↓ 1,686
44 - Retail trade	5,439	3,961	↓ 27	↓ 1,478
54 - Professional, scientific and technical services	2,499	1,848	↓ 26	↓ 651
62 - Health care and social assistance	7,036	6,488	↓ 7	↓ 548

Occupation Trends

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

GROWING OCCUPATIONS

152

37%

TOP GROWTH OCCUPATION

Food counter attendants, kitchen helpers and related support occupations

↑ 36%

TOP DECLINE OCCUPATION

Retail salespersons and visual merchandisers

↓ 23%

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.)
65201 - Food counter attendants, kitchen helpers and related support occupations	1,151	1,561	↑ 36	↑ 410
73201 - General building maintenance workers and building superintendents	94	374	↑ 298	↑ 280
44101 - Home support workers, caregivers and related occupations	804	1,067	↑ 33	↑ 263
64400 - Customer services representatives - financial institutions	220	449	↑ 105	↑ 229
32101 - Licensed practical nurses	343	562	↑ 64	↑ 219

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	2,853	2,175	↓ 23	↓ 678
64409 - Other customer and information services representatives	1,109	459	↓ 58	↓ 650
41221 - Elementary school and kindergarten teachers	871	385	↓ 55	↓ 486
41220 - Secondary school teachers	1,016	563	↓ 44	↓ 453
75101 - Material handlers	779	500	↓ 35	↓ 279

Wage Trends by Occupation

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

OCCUPATIONS WITH GROWING WAGES

205

72%

TOP OCCUPATION WAGE GROWTH

Motor vehicle assemblers, inspectors and testers

↑ 193%

TOP OCCUPATION WAGE DECLINE

Medical laboratory technologists

↓ 41%

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	\$43,387	\$126,750	↑ 193
31200 - Psychologists	\$111,325	\$292,500	↑ 163
63210 - Hairstylists and barbers	\$39,000	\$70,200	↑ 80
63201 - Butchers - retail and wholesale	\$37,525	\$64,447	↑ 72
12010 - Supervisors, general office and administrative support workers	\$62,500	\$106,220	↑ 70

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
41221 - Elementary school and kindergarten teachers	\$70,000	\$43,134	↓ 38
10011 - Human resources managers	\$125,000	\$81,246	↓ 35
41220 - Secondary school teachers	\$87,322	\$58,266	↓ 33
22212 - Drafting technologists and technicians	\$59,250	\$40,950	↓ 30

Wage Trends by Sector

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



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	\$120,000	\$152,096	↑ 27
51 - Information and cultural industries	\$54,600	\$60,250	↑ 11
23 - Construction	\$58,500	\$64,350	↑ 10
81 - Other services (except public administration)	\$45,474	\$48,750	↑ 8
55 - Management of companies and enterprises	\$43,950	\$46,897	↑ 7

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	\$69,645	\$57,330	↓ 17
54 - Professional, scientific and technical services	\$60,010	\$50,000	↓ 16
49 - Transportation and warehousing	\$42,450	\$39,000	↓ 8
11 - Agriculture, forestry, fishing and hunting	\$38,025	\$35,538	↓ 6
32 - Manufacturing	\$50,000	\$46,800	↓ 6



Occupations

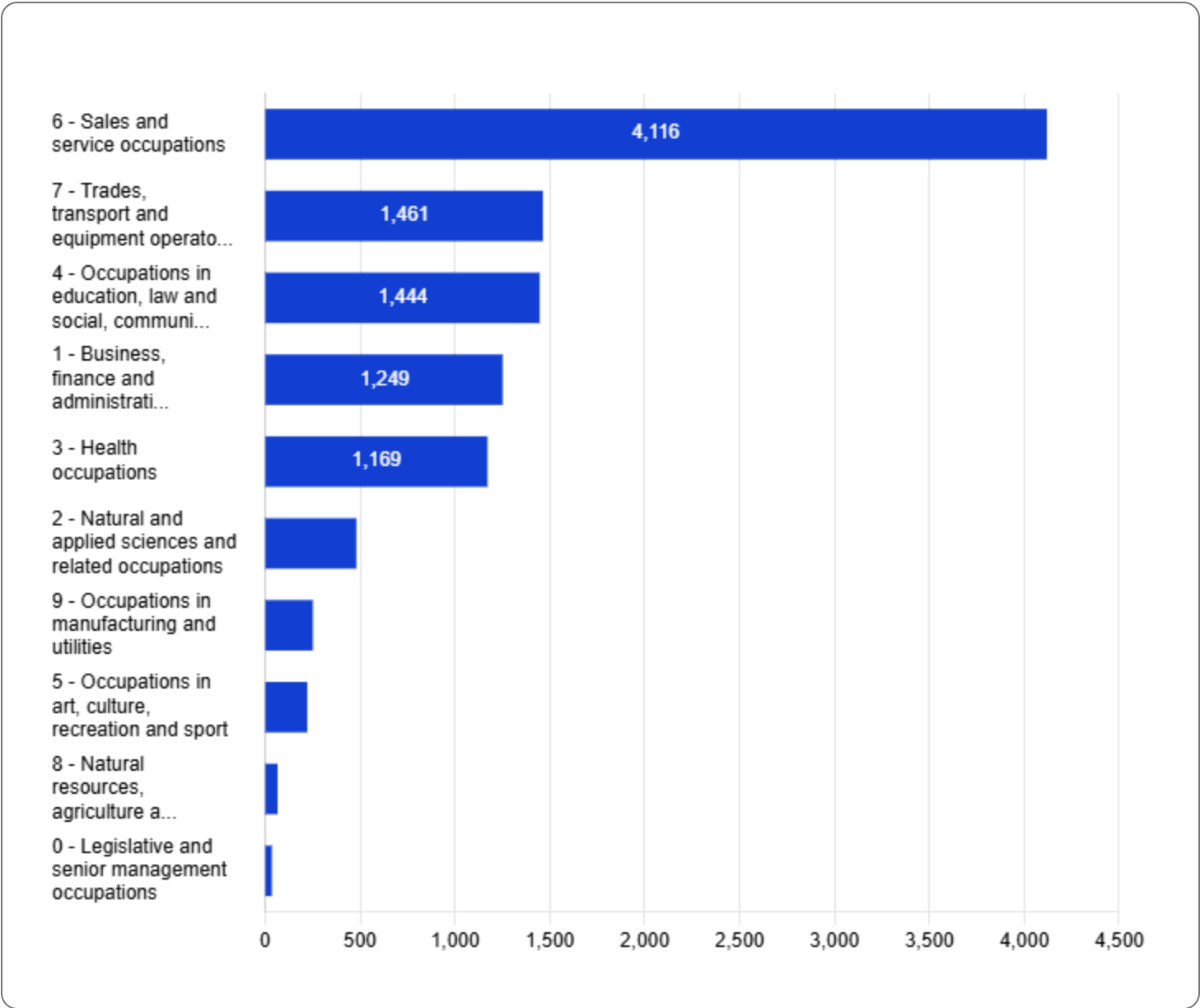
Demand by Occupation

Which occupations are hard to fill, or in demand?

NOC Code ⚡	NOC Label ⚡	Posting Count ⚡
64100	Retail salespersons and visual merchandisers	755
65201	Food counter attendants, kitchen helpers and related support occupations	480
44101	Home support workers, caregivers and related occupations	319
60020	Retail and wholesale trade managers	303
41220	Secondary school teachers	249

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	1,351
64	Sales and service representatives and other customer and personal services occupations	1,280
41	Professional occupations in law, education, social, community and government services	691
63	Occupations in sales and services	506
60	Middle management occupations in retail and wholesale trade and customer services	491

Demand by Minor Group

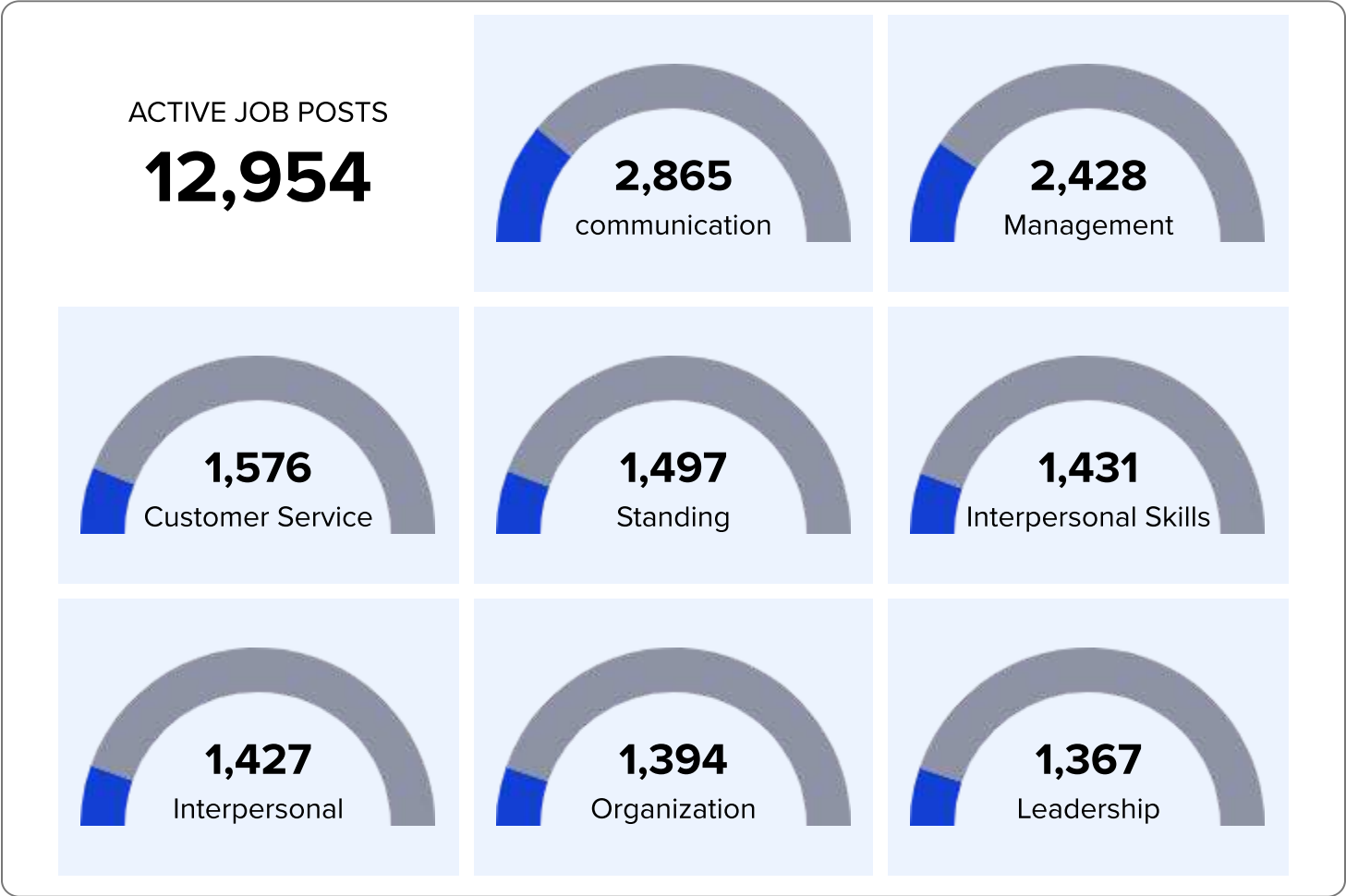
Which minor groups are hard to fill, or in demand?

NOC Code ↕	NOC Label ↕	Posting Count ↕
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	766
6520	Food support occupations	590
4122	Secondary, elementary and kindergarten school teachers	456
6510	Cashiers and other sales support occupations	402
4410	Home care provider occupations	358

Skills & Experience

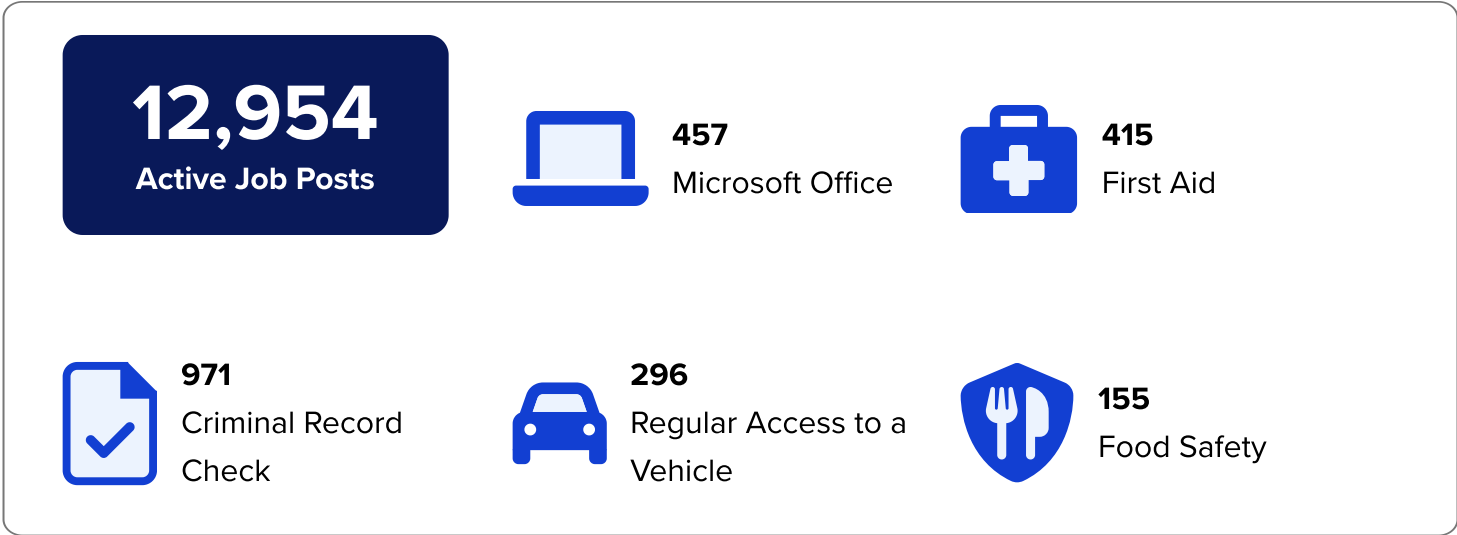
Top In-Demand Skills

How many times were these skills found in job postings?



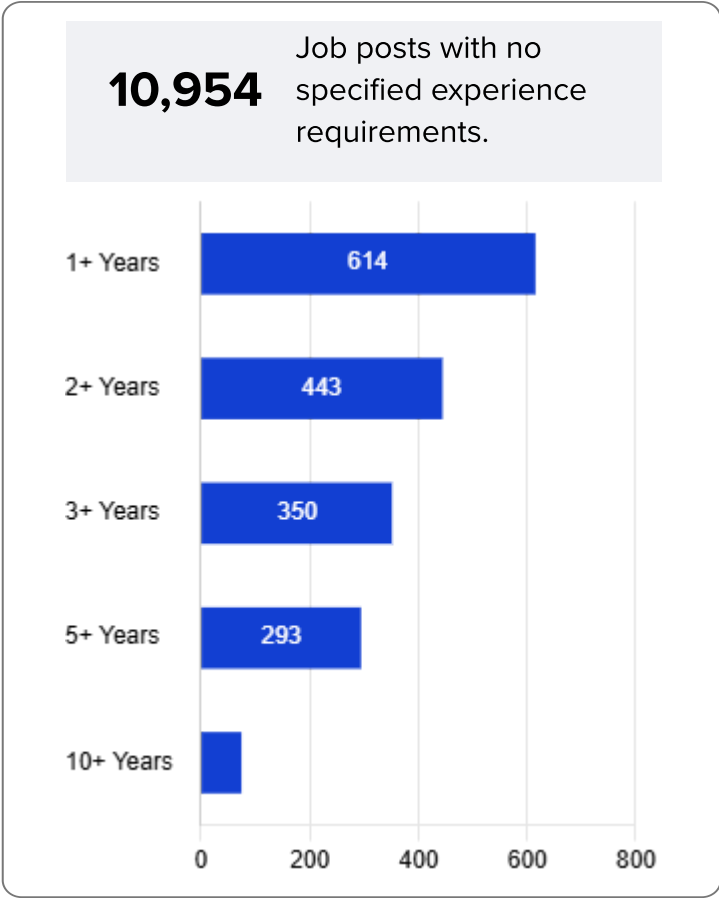
Key Job Requirements

How often are these requirements desired in job postings?



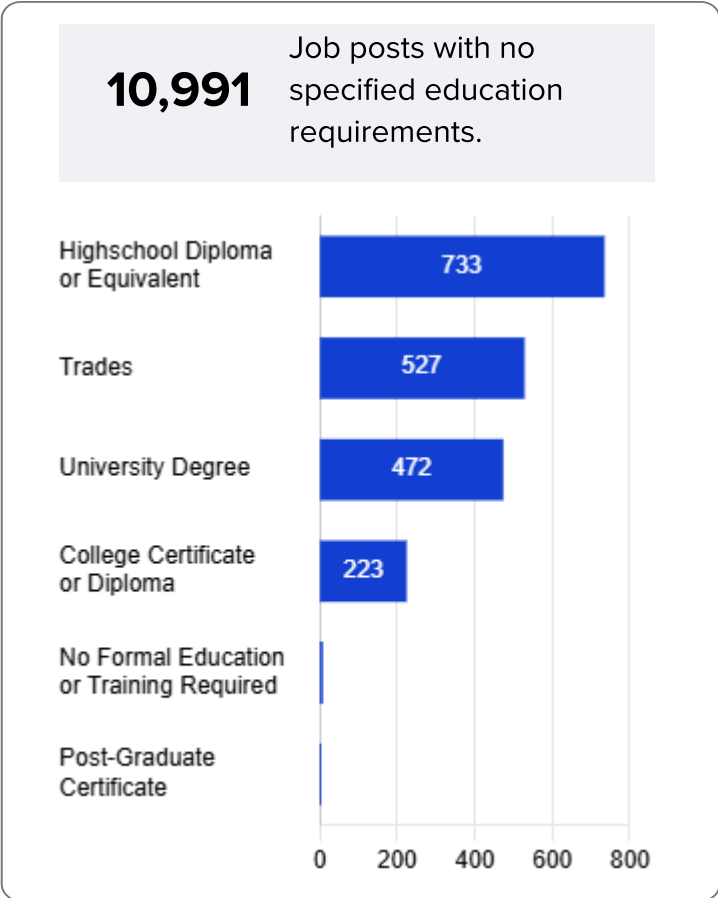
Experience Insights

A look at published experience requirements.



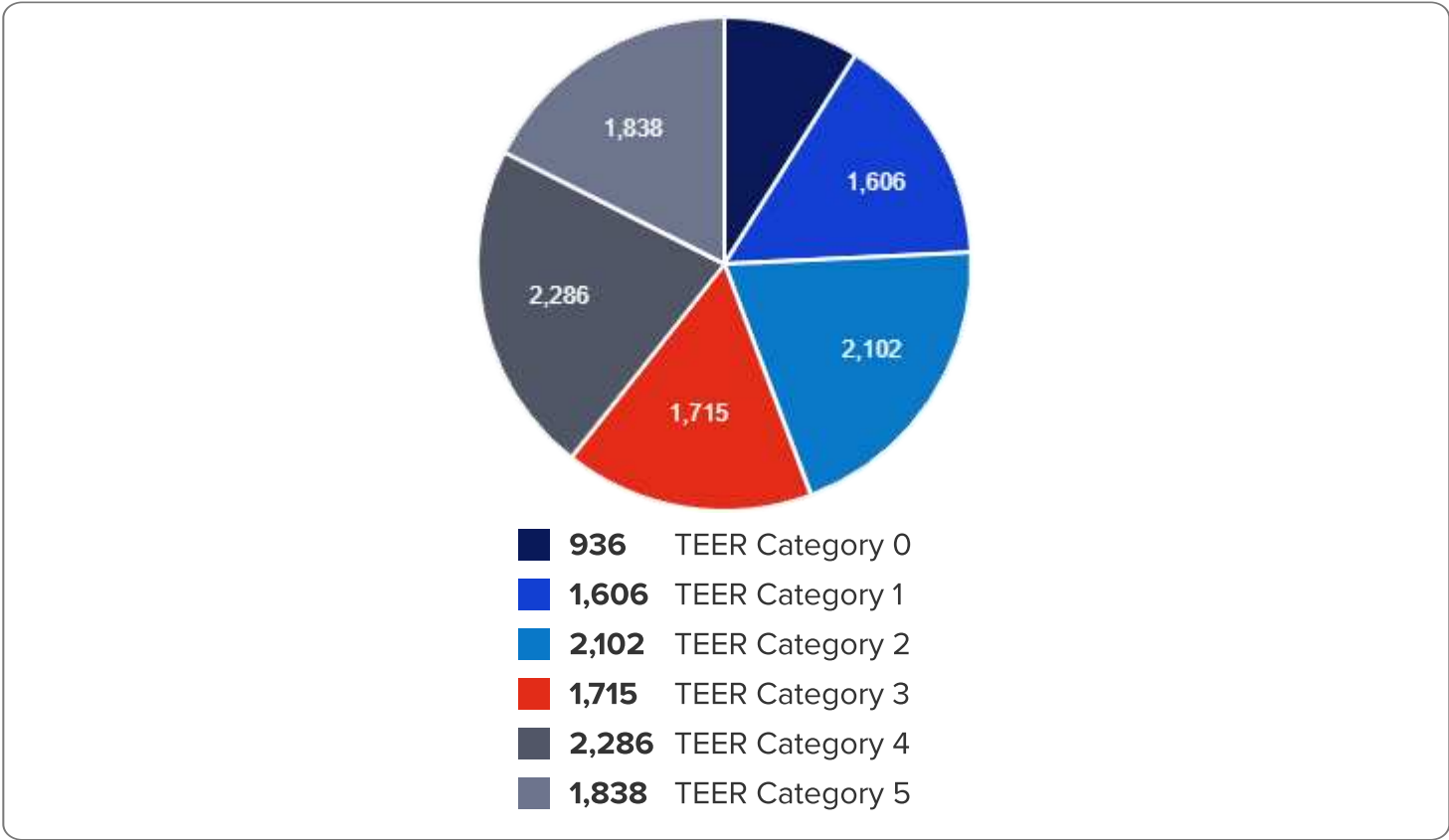
Education Insights

A look at published education requirements.



Postings By NOC TEER Category

What skills are employers looking for by occupational TEER Category?



Wages & Benefits

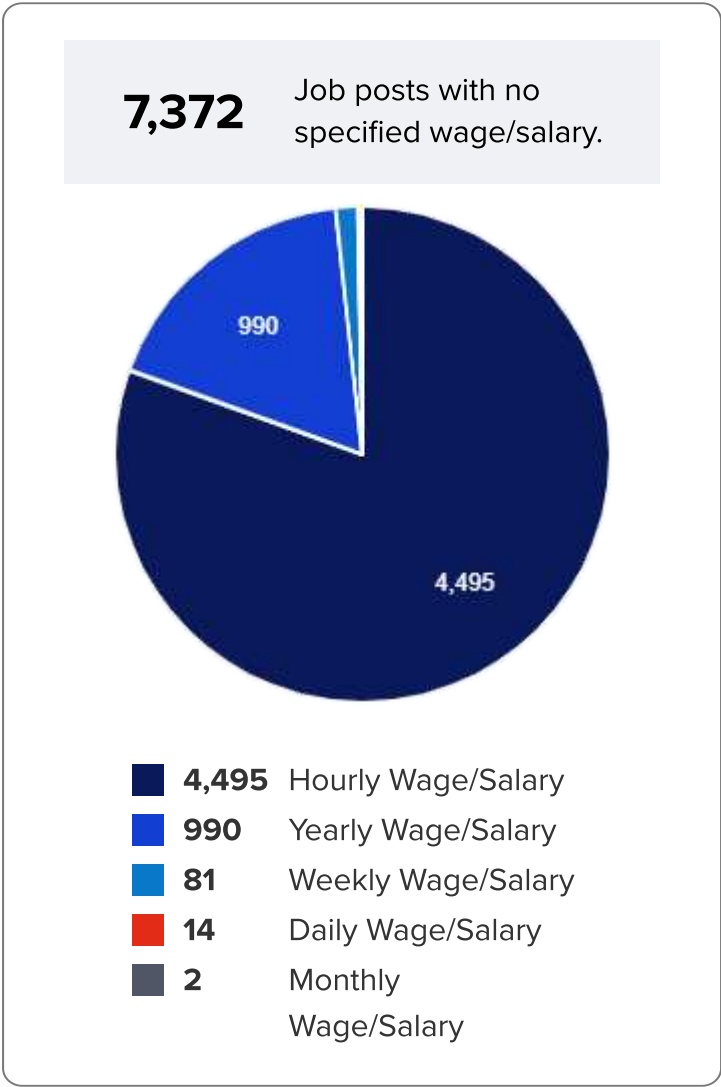
Quick Statistics

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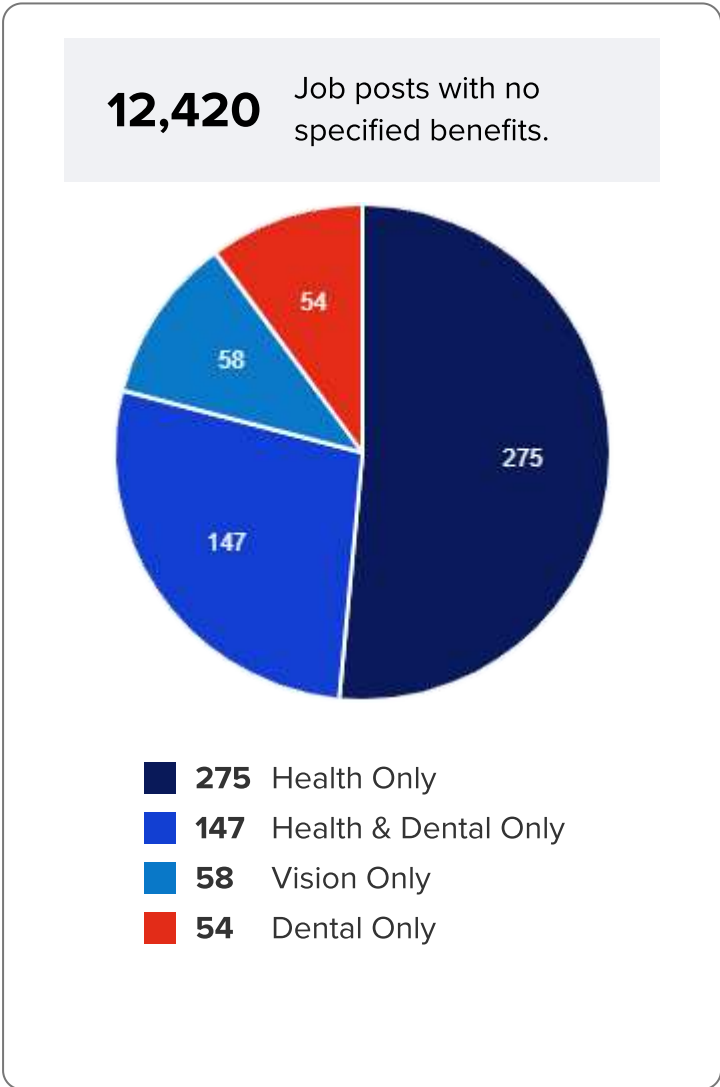
Published Wages/Salaries

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 ↕
64100	Retail salespersons and visual merchandisers	\$80,000
60020	Retail and wholesale trade managers	\$64,861
70012	Facility operation and maintenance managers	\$75,000
64409	Other customer and information services representatives	\$60,400
13100	Administrative officers	\$69,288

Top Salaries by Occupational Category

Which occupational categories pay the most?

NOC Code ↕	NOC Label ↕	Median Salary ↕
6	Sales and service occupations	\$61,201
1	Business, finance and administration occupations	\$65,000
4	Occupations in education, law and social, community and government services	\$70,000
7	Trades, transport and equipment operators and related occupations	\$78,500
3	Health occupations	\$106,710

Top Salaries by Minor Group

Which minor groups pay the most?

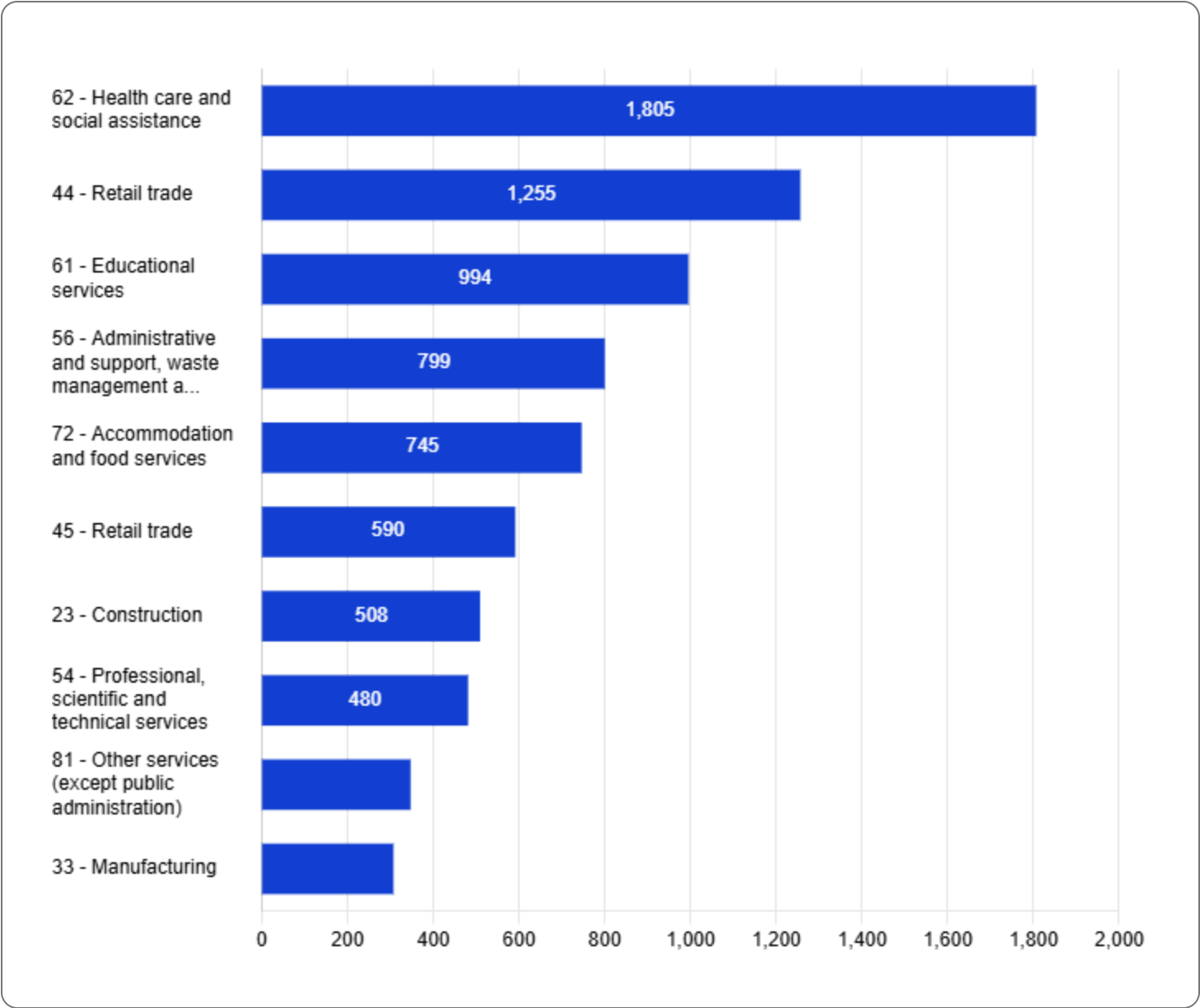
NOC Code ↕	NOC Label ↕	Median Salary ↕
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	\$85,000
6002	Retail and wholesale trade managers	\$64,861
6440	Customer and information services representatives	\$55,000
7001	Managers in construction and facility operation and maintenance	\$95,000
4220	Paraprofessional occupations in legal, social, community and education services	\$56,605



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	59
> 21	Mining, quarrying, and oil and gas extraction	2
> 22	Utilities	222
> 23	Construction	712
> 31,32,33	Manufacturing	479
> 41	Wholesale trade	164
> 44,45	Retail trade	2,050
> 48,49	Transportation and warehousing	202
> 51	Information and cultural industries	95
> 52	Finance and insurance	312
> 53	Real estate and rental and leasing	152
> 54	Professional, scientific and technical services	509
> 55	Management of companies and enterprises	41
> 56	Administrative and support, waste management and remediation services	834
> 61	Educational services	994

>	62	Health care and social assistance	2,060
>	71	Arts, entertainment and recreation	229
>	72	Accommodation and food services	745
>	81	Other services (except public administration)	350
>	91	Public administration	307

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	500
Durham Catholic District School Board	Oshawa	236
Lakeridge Health	Whitby	196
Aecon Group Inc.	Bowmanville	184
Walmart Canada	Pickering	151
Ontario Power Generation	Bowmanville	142
Subway Restaurants	Whitby	115
Loblaw Companies Limited	Mississauga	82
Shoppers Drug Mart Inc.	Oshawa	77
Great Canadian	Oshawa	76

Top Posting Employment Agencies

What employment agencies are posting jobs?

Agency	Location ↕	Active Job Posts ↕
Kijiji Jobs	Ajax	140
Randstad Canada	Oshawa	88
Spirit Omega Inc.	N/A	25
Morson Talent (Canada & USA)	N/A	21
Adecco Canada	Oshawa	19
Durham Region Unemployed Help Centre	Durham Region	9
STAFF Plus	Durham Region	8
Can-Tech Services	Vaughan	7
CarePartners	Oshawa	7
Kelly Services	Ajax	7

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	12,844

Job Postings by Cities, Towns, Townships or Municipalities

In which regions are job opportunities being offered?

Region ↕	Active Job Posts ↕
City Of Oshawa	3,917
City Of Whitby	2,567
City Of Pickering	2,068
City Of Ajax	1,918
Municipality Of Clarington	1,273

Report Filters

Date: July 2025 to September 2025



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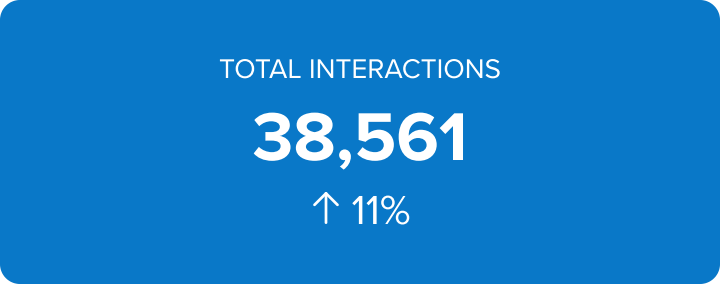


Source: <https://www.durhamworkforceauthority.ca> We Data Tools interactions. This report displays number of interactions or user clicks.

Snapshot

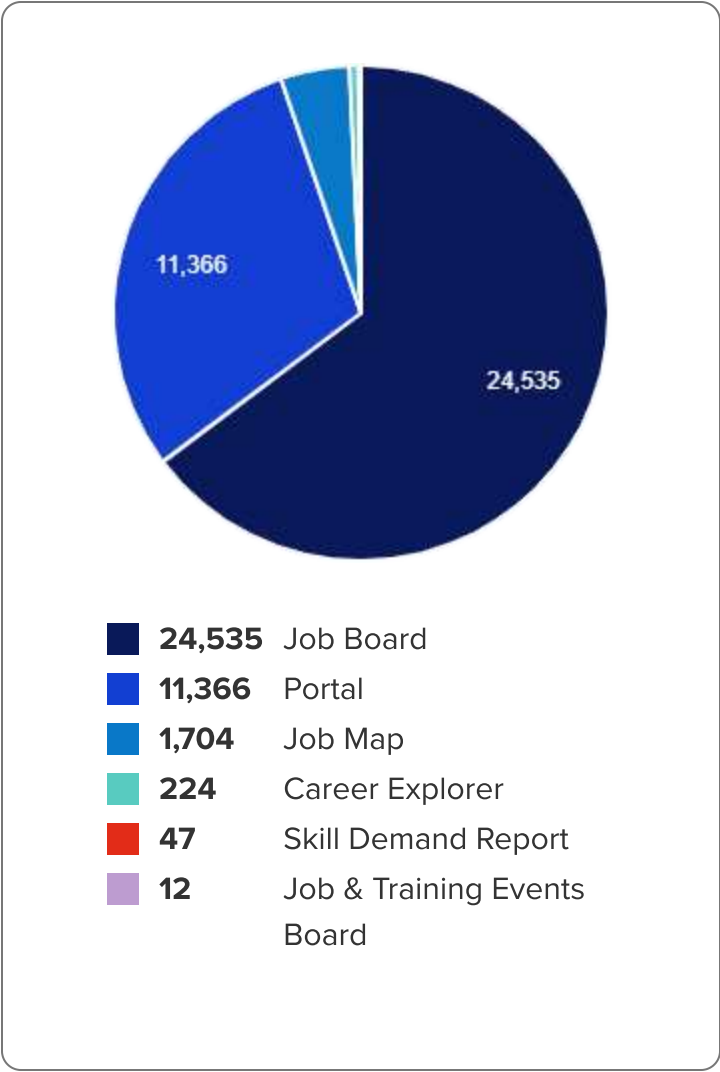
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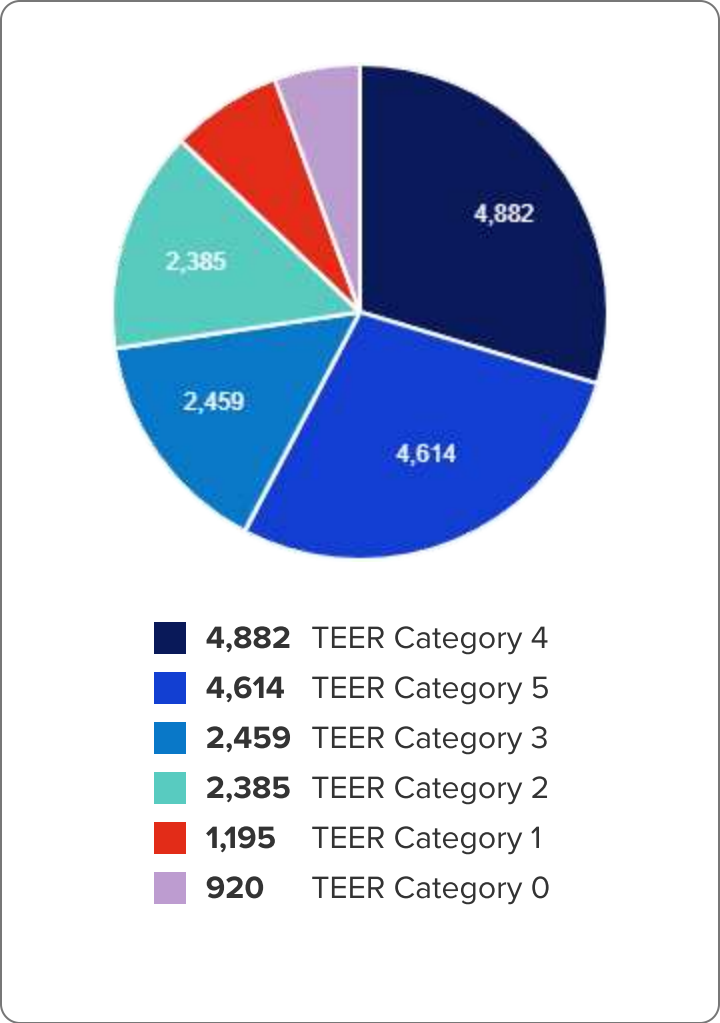
Interactions By Tool

Number of interactions by tool.



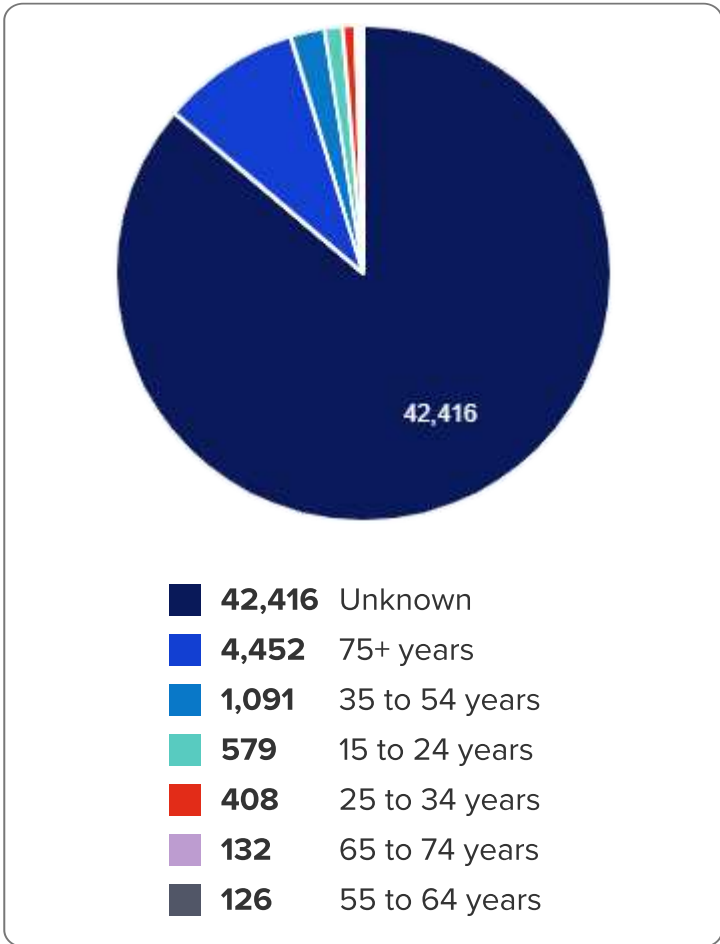
NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



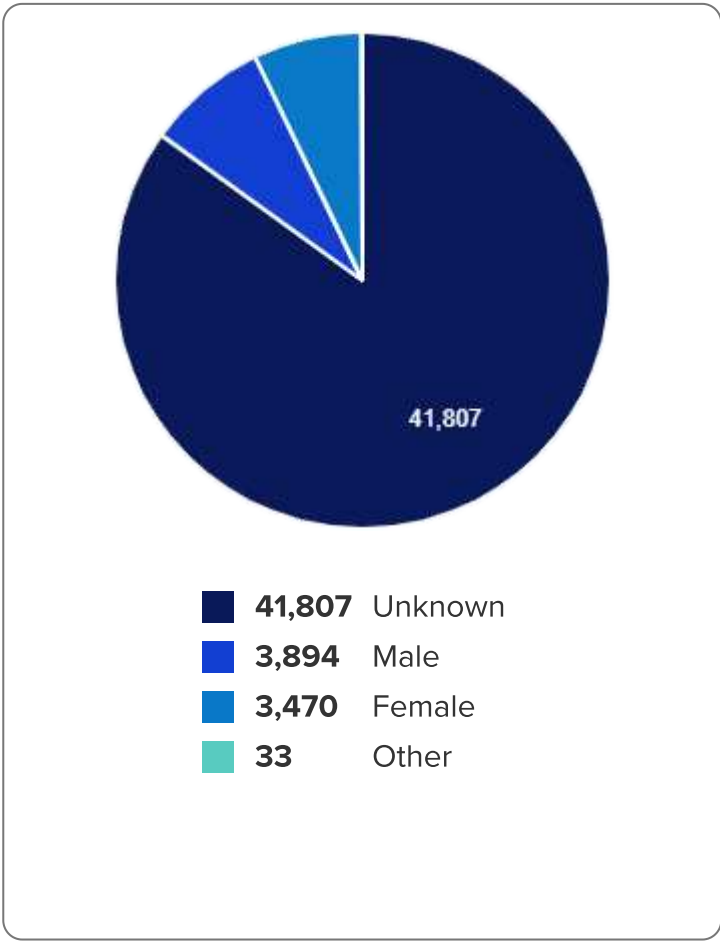
Age Interest

Number of interactions by age range.



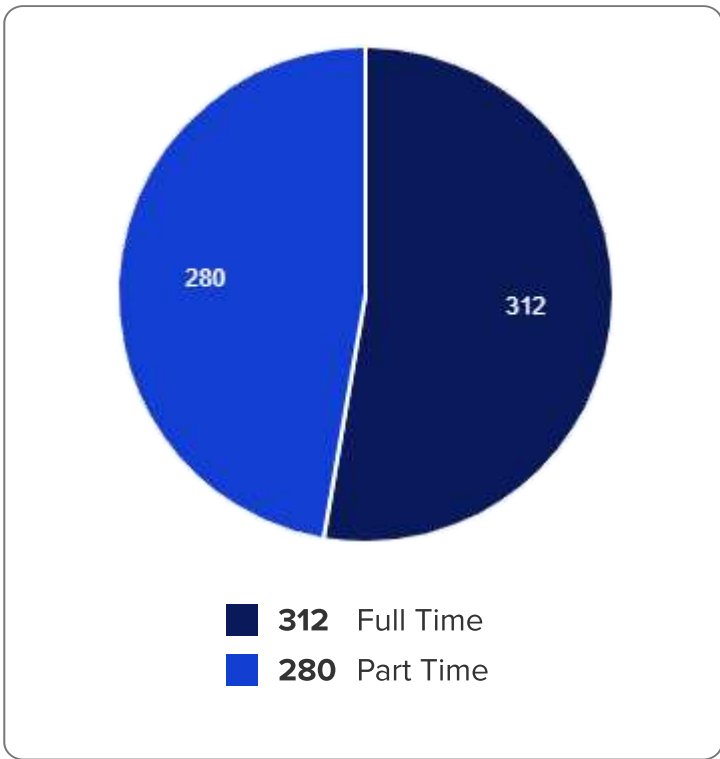
Gender Interest

Number of interactions by self-identified gender.



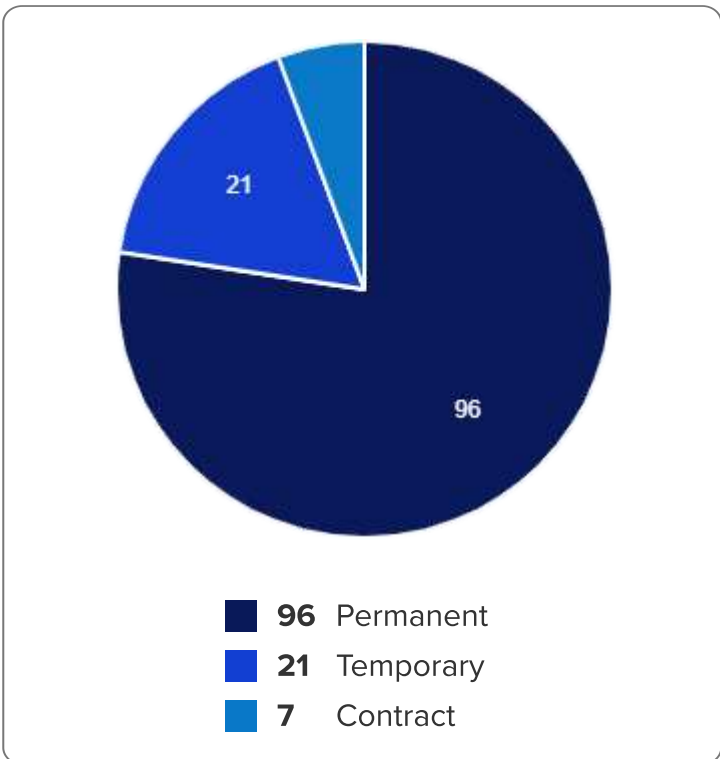
Job Type Interest

Number of interactions by job type (if used).



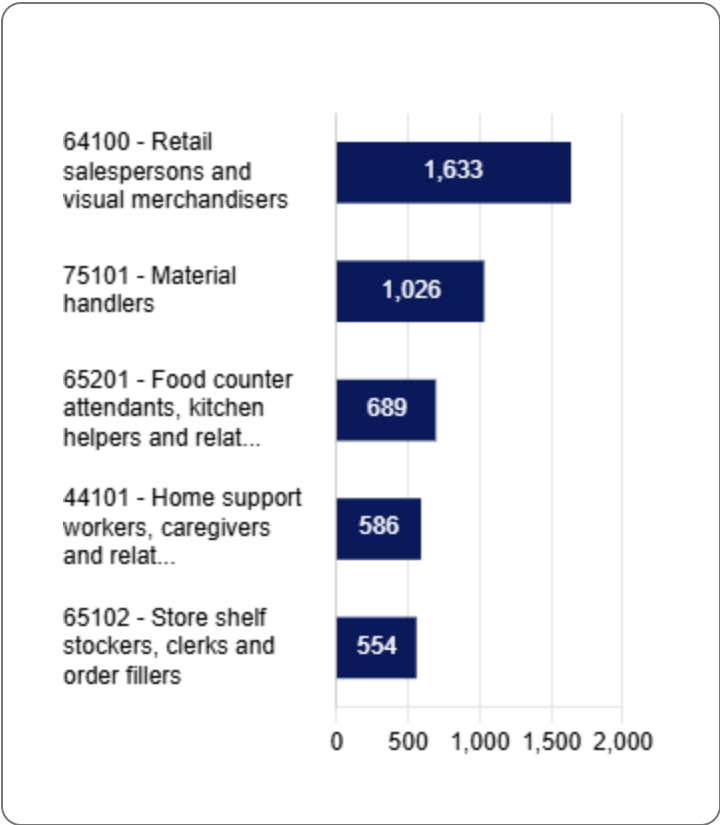
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Interests

Top NOC categories clicked on by job seekers.



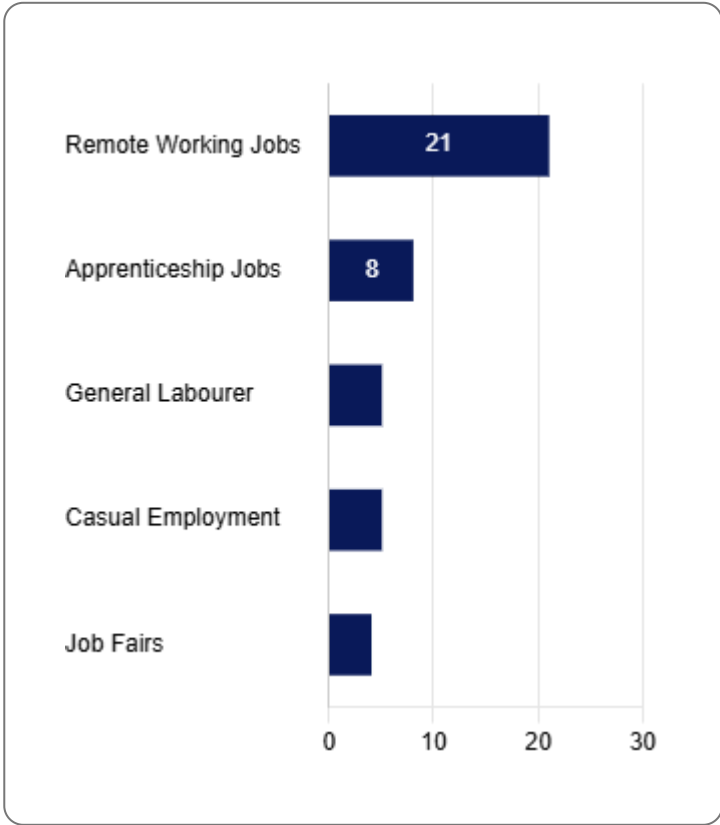
Top Employer Interests

Top employers with clicked job postings.



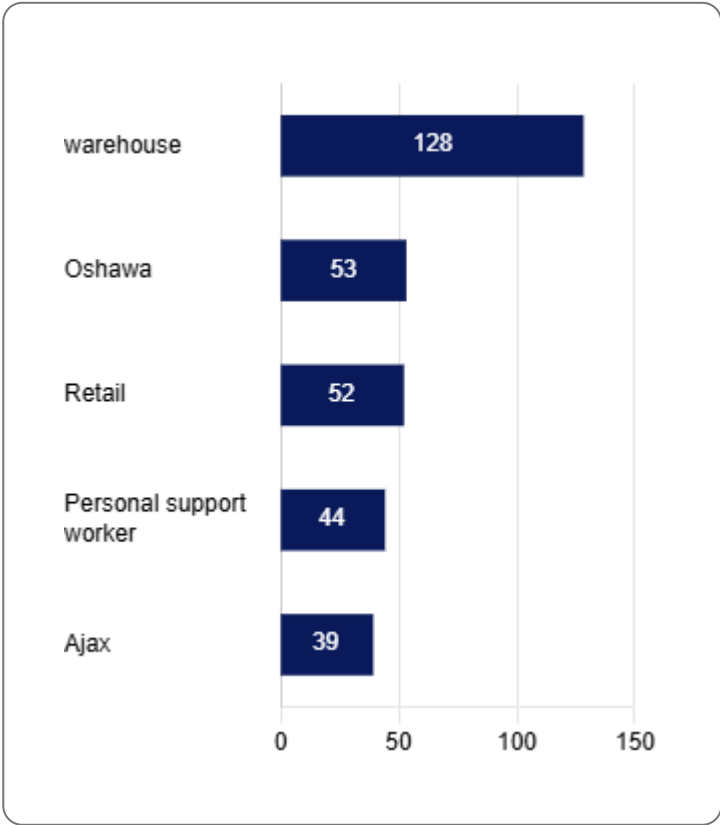
Top Special Interest Searches

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



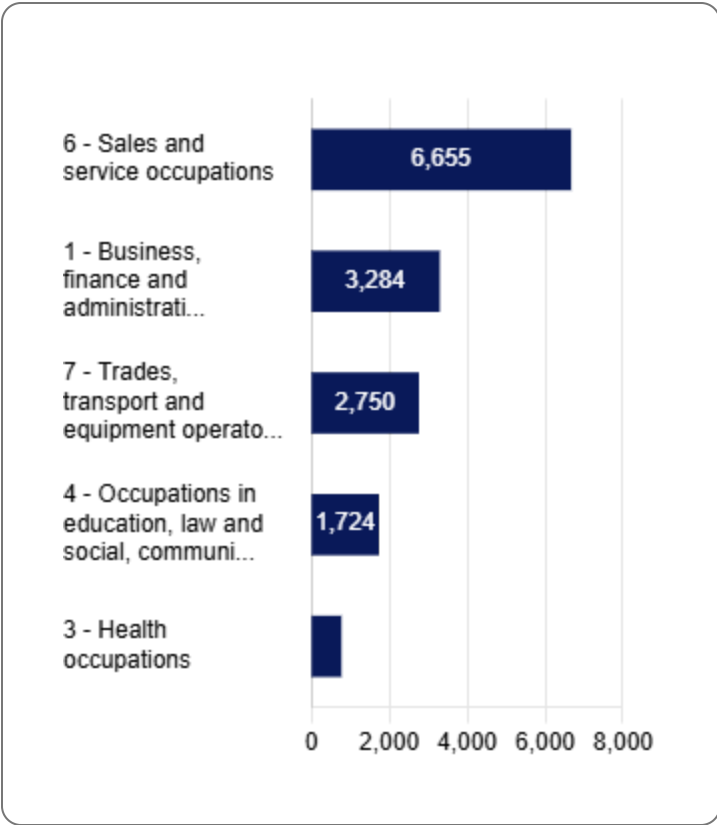
Top Keyword Searches

Top job board keyword searches.



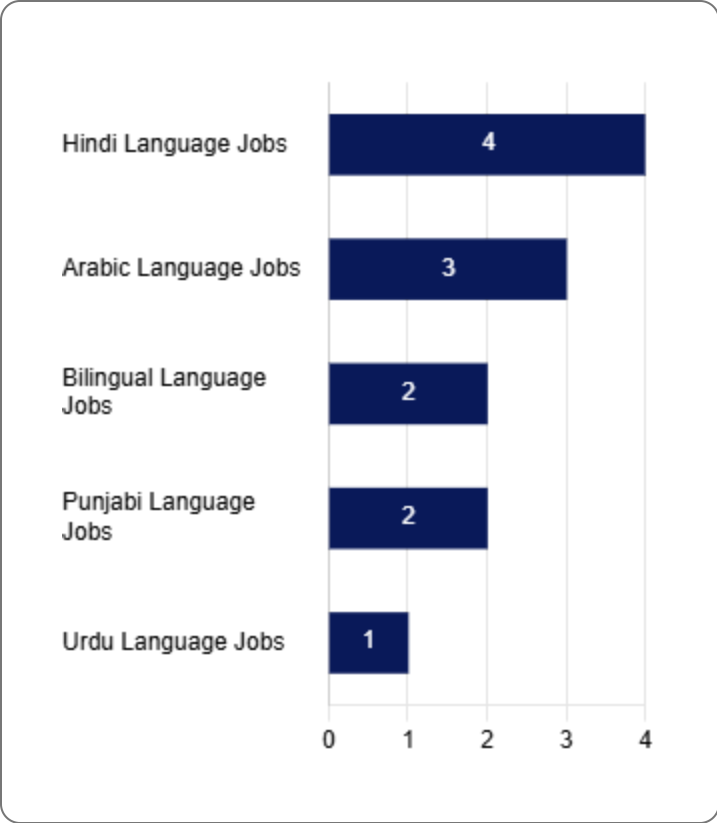
Top Occupational Categories

Top broad occupation categories interacted with (if used).



Top Languages

Top language skills being searched for (if used).



Trends

Quick Statistics

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

TOTAL TOOL INTERACTIONS

149,584

↑ 53%

PORTAL LOGINS

3,077

↑ 31%

JOB BOARD INTERACTIONS

88,481

↑ 63%

Interactions By Tool

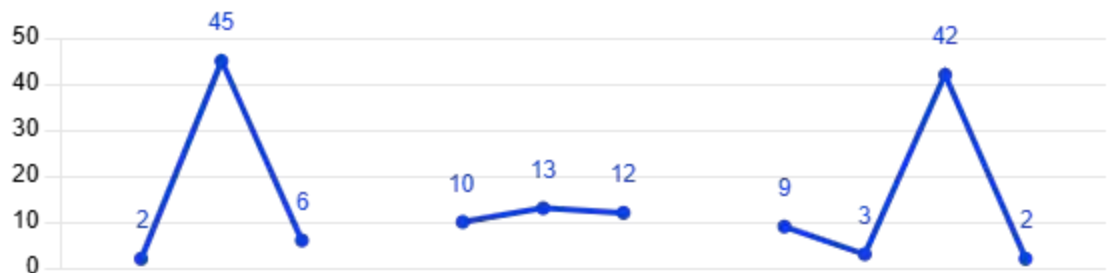
Tool interactions over the last 12 months.



Portal
↑ 7%

Job &
Training
Events
Board
↓ 100%

Skill
Demand
Report
↑ 0%



Occupational Trends

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

GROWING OCCUPATIONS

353
88%

TOP GROWTH OCCUPATION

**General building
maintenance
workers and building
superintendents**
↑ 5,370%

TOP DECLINE OCCUPATION

Tool and die makers
↓ 94%

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 (%) ↕
73201	General building maintenance workers and building superintendents	13	711	↑ 5,370
45100	Student monitors, crossing guards and related occupations	2	93	↑ 4,550
32109	Other technical occupations in therapy and assessment	2	66	↑ 3,200
21232	Software developers and programmers	4	104	↑ 2,500
64401	Postal services representatives	6	142	↑ 2,267

Top Declining Occupational Interests

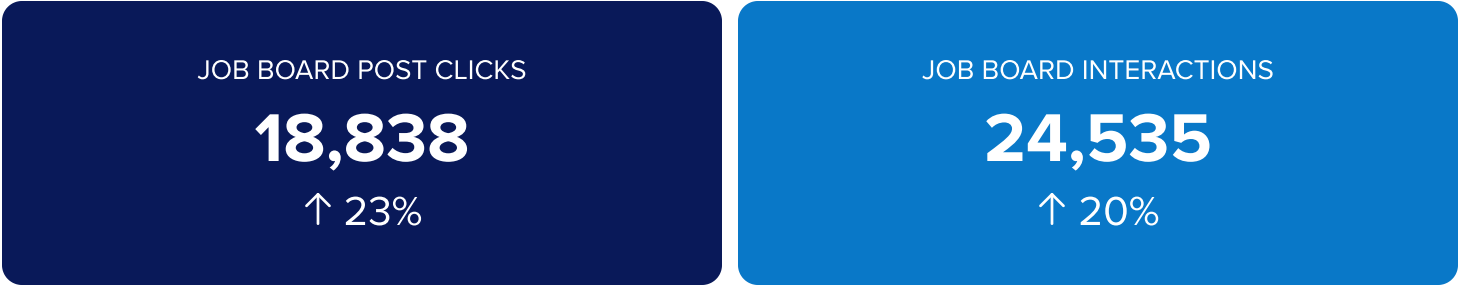
Top 5 declining occupational interests based on number of job postings over the last 12 months.

NOC Code ↕	NOC Label ↕	Interaction Count (Previous) ↕	Interaction Count (Current) ↕	Change (%) ↕
72101	Tool and die makers	89	5	↓ 94
94219	Other products assemblers, finishers and inspectors	34	3	↓ 91
12113	Statistical officers and related research support occupations	8	1	↓ 87
80020	Managers in agriculture	6	1	↓ 83
14301	Correspondence, publication and regulatory clerks	42	8	↓ 80

Job Board

Quick Statistics

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



Job Post Interest

Job post interactions on Job Board.

Job Post Title ↕	Company ↕	Interactions ↕
Warehouse Associate-ajax	Randstad Canada	89
Sales Associate - Spencer's	Spencer Gifts, LLC	57
Scheduling Coordinator	ParaMed	42
(permanent Full Time) Registered Practical Nurse - Forensic Community Reintegration Unit (fcru)	Internal and External	39
Heavy General Labourer	Randstad Canada	34

Occupational Interest

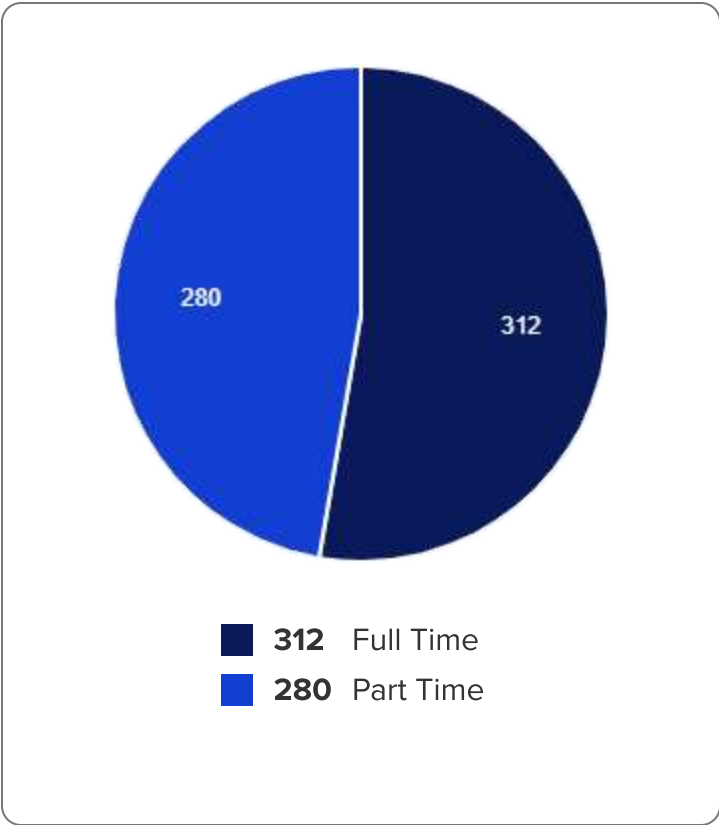
Job post interactions by NOC system on Job Board.

NOC Code	NOC Label	Interactions
64100	Retail salespersons and visual merchandisers	1,633
75101	Material handlers	1,026
65201	Food counter attendants, kitchen helpers and related support occupations	689
44101	Home support workers, caregivers and related occupations	586
65102	Store shelf stockers, clerks and order fillers	554



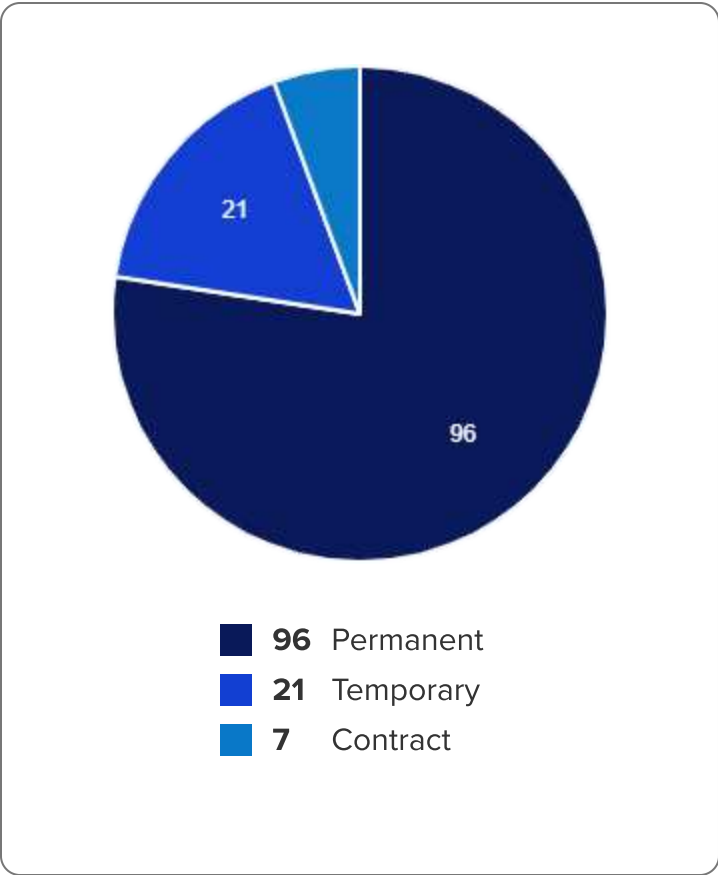
Job Type Interest

Number of interactions by job type (if used).



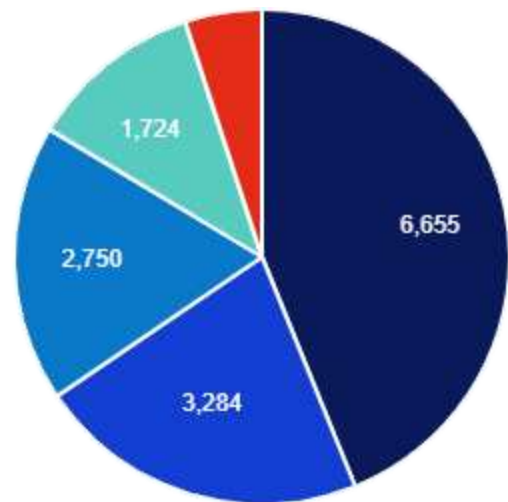
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Categories

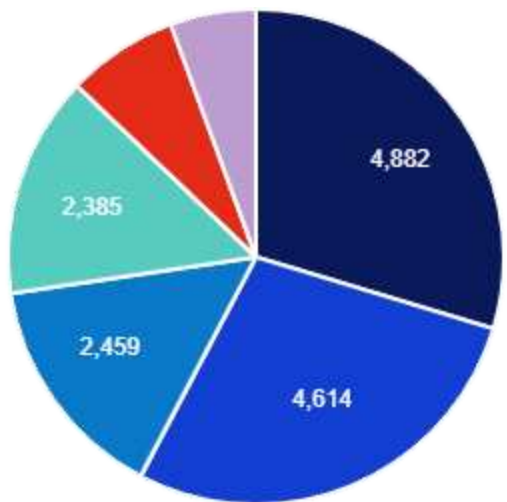
Top broad categories of occupation interacted with on Job Board (if used).



- 6,655** Sales and service occupations
- 3,284** Business, finance and administration occupations
- 2,750** Trades, transport and equipment operators and related occupations
- 1,724** Occupations in education, law and social, community and government services
- 761** Health occupations

NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



- 4,882** TEER Category 4
- 4,614** TEER Category 5
- 2,459** TEER Category 3
- 2,385** TEER Category 2
- 1,195** TEER Category 1
- 920** 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	21
Apprenticeship Jobs	8
General Labourer	5
Casual Employment	5
Job Fairs	4

Language Searches

Languages being searched for on Job Board.

Language ↕	Interactions ↕
Hindi Language Jobs	4
Arabic Language Jobs	3
Bilingual Language Jobs	2
Punjabi Language Jobs	2
Urdu Language Jobs	1

Keyword Searches

Keywords being searched for on Job Board.

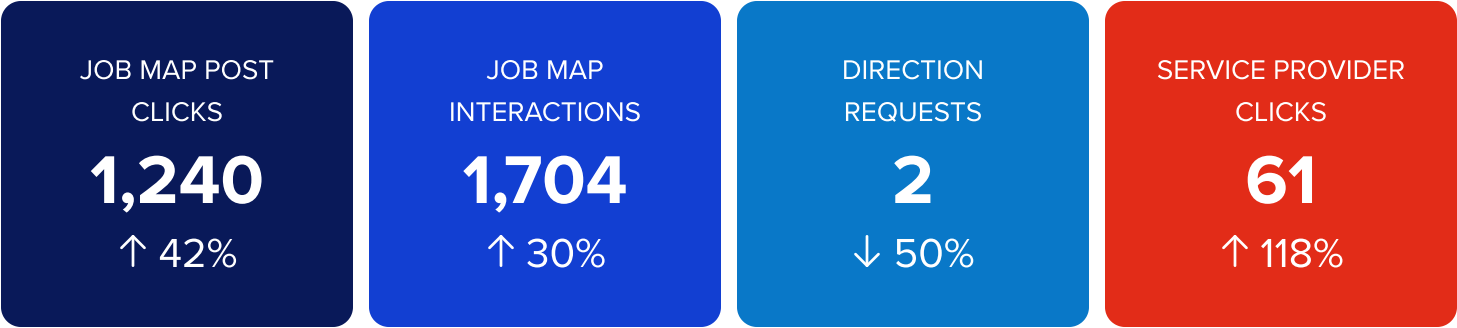
Search Terms ↕	Interactions ↕
warehouse	128
Oshawa	53
Retail	52
Personal support worker	44
Ajax	39



Job Map

Quick Statistics

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



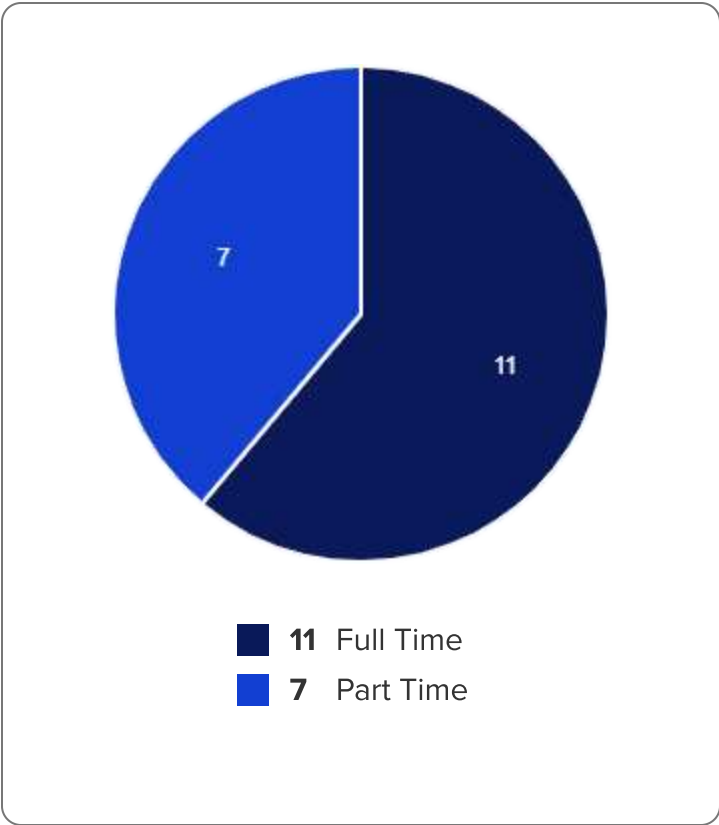
Map Layers

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

Map Layers ↕	Interactions ↕
Durham Region Transit Routes	23
Service Canada	15
Child Care Centres	10
Service Ontario	7
Job Postings	4

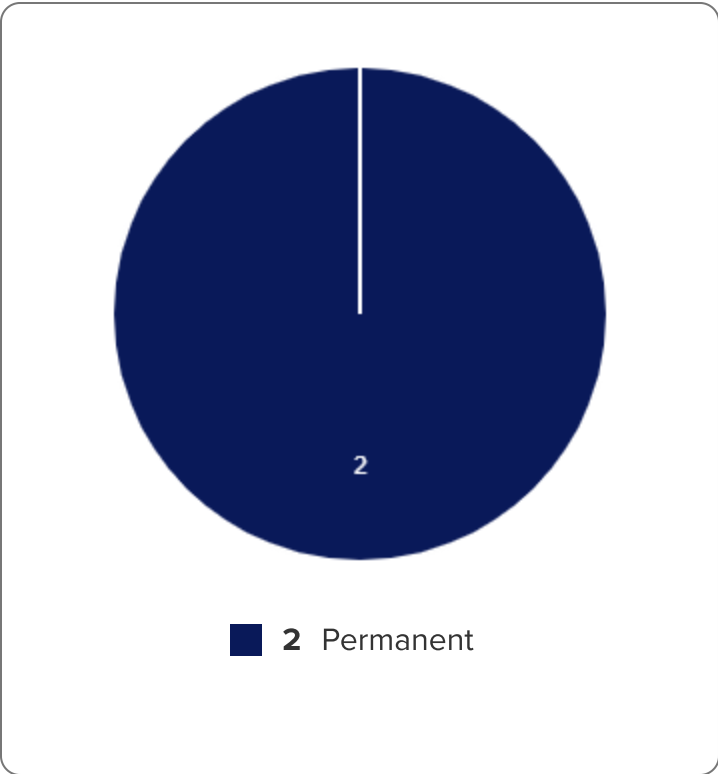
Job Type Interest

Number of interactions by job type (if used).



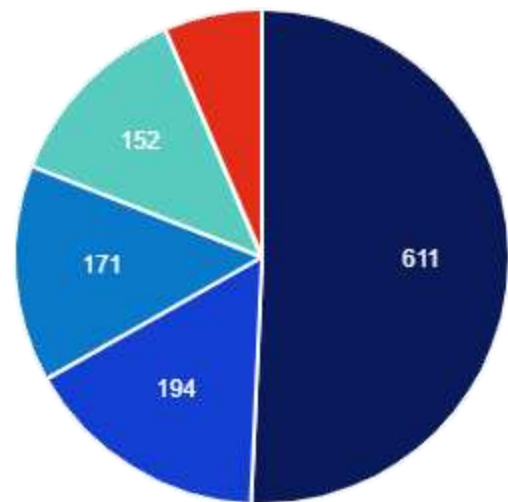
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Categories

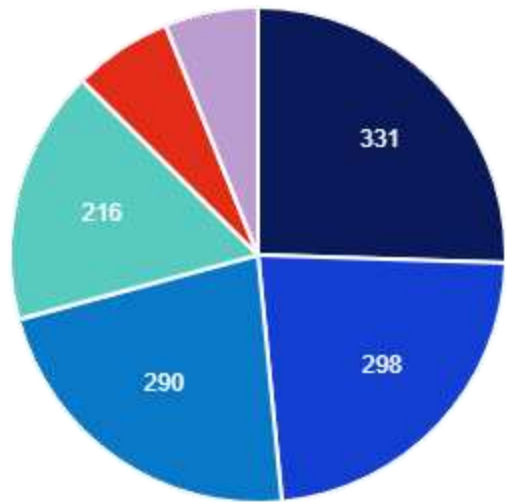
Top broad categories of occupation interacted with on Job Map (if used).



- 611** Sales and service occupations
- 194** Trades, transport and equipment operators and related occupations
- 171** Business, finance and administration occupations
- 152** Occupations in education, law and social, community and government services
- 77** Health occupations

Skill Level Interest

NOC skill level of jobs interacted with on Job Map.



- 331** TEER Category 2
- 298** TEER Category 5
- 290** TEER Category 4
- 216** TEER Category 3
- 84** TEER Category 1
- 79** 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 ⚡
casual Employment	3
Job Fairs	2
General Labourer	2
seasonal Employment	2
Work From Home Jobs	1

Language Searches

Languages being searched for on Job Map.

Language ⚡	Interactions ⚡
Show All Job Languages	3
Arabic Language Jobs	2
Bilingual Language Jobs	1
Spanish Language Jobs	1
Urdu Language Jobs	1

Keyword Searches

Keywords being searched for on Job Map.

Search Terms ↕	Interactions ↕
finance	2
bilingual	2
AZ	2
uxbridge	2
graphic designer	1



Career Explorer

Quick Statistics

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



Occupational Interest

Job post interactions by NOC system on Career Explorer.

NOC Code ↕	NOC Label ↕	Interactions ↕
75101	Material handlers	15
13110	Administrative assistants	11
65102	Store shelf stockers, clerks and order fillers	11
64409	Other customer and information services representatives	9
64400	Customer services representatives - financial institutions	8