

Q4 2025

Labour Market Insights Report



**Durham
Workforce
Authority**



Executive Summary

The **2025 Durham Labour Market Insights Report for Q4** provides a detailed snapshot of employment activity in the Durham Region from **October through December 2025**. Divided into two sections, the **Job Demand** section examines employer hiring activity and workforce needs, while the **Job Search** section explores jobseeker behaviour and engagement across Durham Workforce Authority (DWA) tools. Drawing on job postings from over 50 publicly accessible job boards, the report captures the evolving relationship between employer demand, occupational change, and jobseeker interests as the region closed out the year.

Key Labour Market Highlights

- **12,059 active job postings** were recorded during the final quarter of 2025, including **9,658 new postings**, reflecting a modest seasonal softening compared to Q3 while maintaining strong overall posting levels.
- **3,487 unique employers** were actively hiring across Durham Region, indicating continued employer confidence despite year-end slowdowns.
- The **average job posting duration increased to 18.5 days**, suggesting that some positions, particularly in specialized or in-demand roles, are taking longer to fill.

Full-time employment remained dominant, though shifts toward greater employment diversity were evident:

- **67% of postings were full-time**, while **30% were part-time** and **3% casual**.
- **85% of postings were permanent**, with contract and temporary roles making up a slightly larger share than in previous quarters.

Sector and Occupational Trends

Durham's labour market in Q4 continued to be shaped by **sales, service, healthcare, and education-related roles**, though notable rebalancing occurred across sectors.

Top in-demand occupations included:

- **Retail salespersons and visual merchandisers** with 629 postings
- **Food counter attendants and kitchen helpers** with 461 postings
- **Home support workers and caregivers** recording 336 postings
- **Retail and wholesale trade managers** at 273 postings
- **Licensed practical nurses** recording 244 postings

The **health care and social assistance sector** remained the largest hiring sector, with 2,084 postings, followed by retail trade with 1,795, administrative and support services with 823, construction with 663, and educational services with 624.

Skills, Wages, and Experience Requirements

Employer demand in Q4 continued to emphasize **transferable and foundational skills**, with the most frequently requested skills being **communication, management, customer service, driving, and organizational skills**.

Notably, **82% of job postings did not specify experience requirements**, and **80% did not specify education requirements**, reinforcing the accessibility of many available roles, particularly in sales, service, and support occupations.

Wage transparency and compensation levels continued to improve, with the average posted wage rising to \$28.61 and the median posted wage to **\$23.69**, both up **2%** from the previous quarter.

Health occupations posted the highest median salaries, followed by **natural and applied sciences**. At the sector level, **utilities** saw the

strongest wage growth, up 23%, while educational services recorded the largest wage decline.

Jobseeker Behaviour & Insights

Jobseeker engagement moderated slightly in Q4, consistent with typical year-end patterns. **32,558 total interactions** were recorded across DWA tools during the quarter, with the **Job Board** remaining the primary access point, accounting for **22,490 interactions** and **17,221 job post clicks**.

Jobseeker interest continued to concentrate on **entry-level and mid-skill roles**, with TEER 4 and 5 occupations accounting for the majority of interactions. The most engaged occupational categories were **sales and service, business and administration, and trades and transport**.

Top keyword searches were “**warehouse**,” “**administrative clerk**,” “**personal support worker**,” “**retail**,” and “**customer service**.” Special interest filters such as **work-from-home, apprenticeship, casual, and seasonal employment** remained consistently used, highlighting ongoing demand for flexibility and accessible pathways into work.

Conclusion

Durham’s labour market closed out 2025 on a position of **stability and resilience**, with strong employer participation, sustained job demand, and steady wage growth despite seasonal and sector-specific adjustments. While posting volumes softened modestly in Q4, the region continued to demonstrate a diverse employment base supported by healthcare, retail, construction, and essential services.

As Durham Region moves into 2026, these findings underscore the importance of **continued investment in skills development, workforce mobility, and sector diversification**. Coordinated efforts among employers, educators, and workforce development partners will remain critical to supporting inclusive growth, improving job quality, and strengthening long-term labour market resilience across the region.

Job Demand Report

October 2025 to December 2025



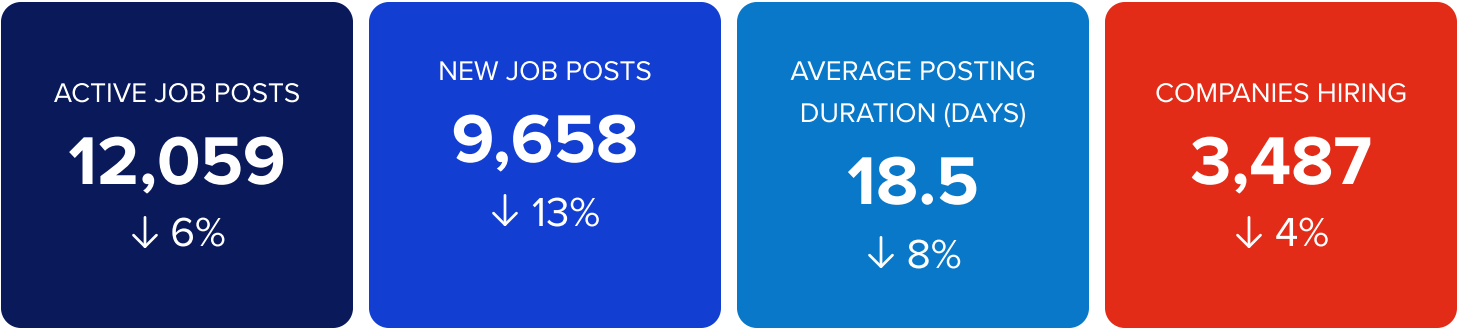
This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

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

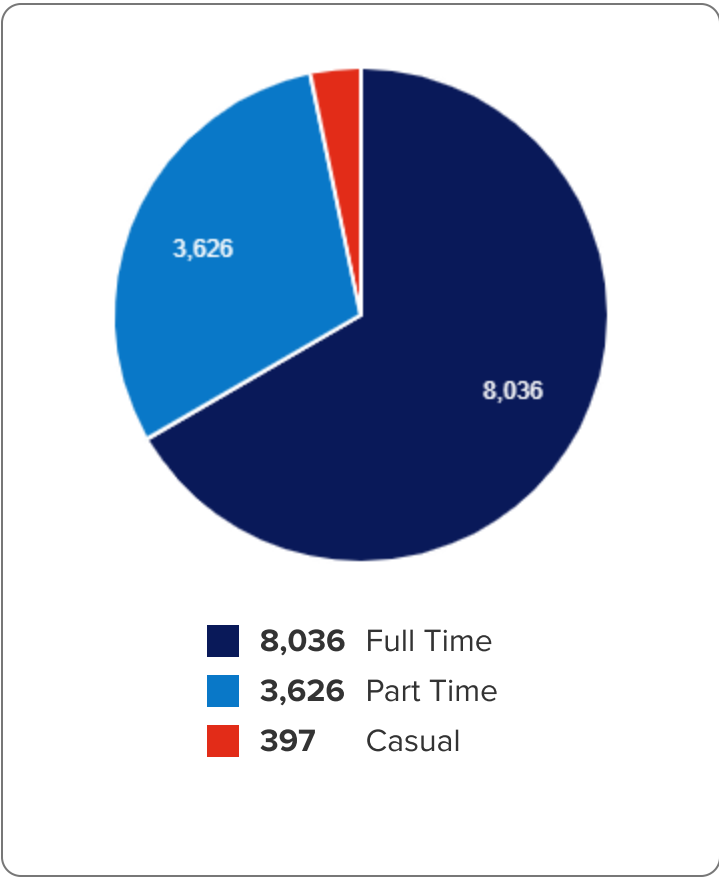
Quick Statistics

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



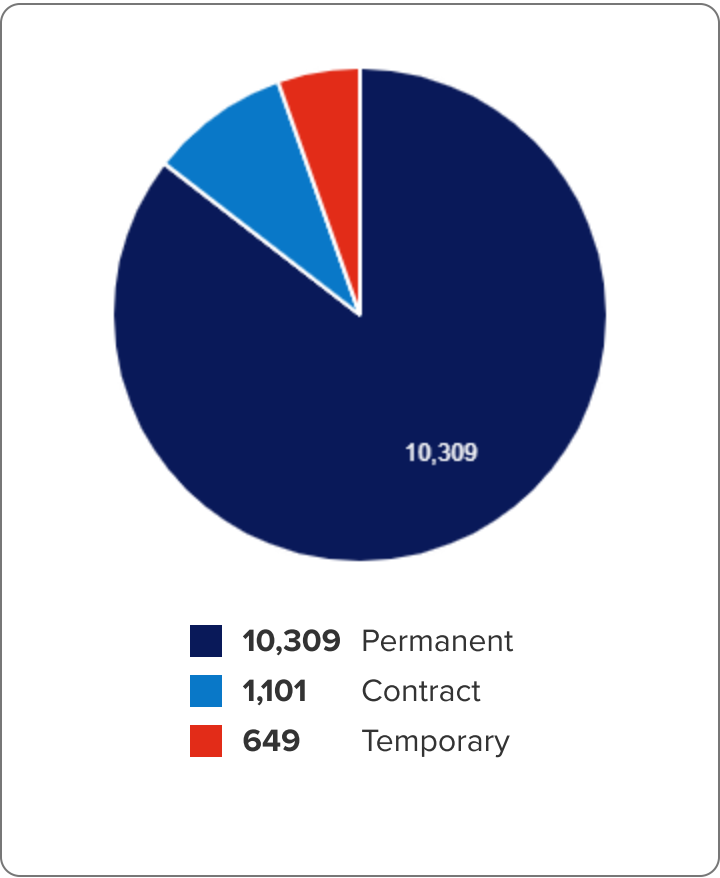
Job Type

Full time vs. Part time.



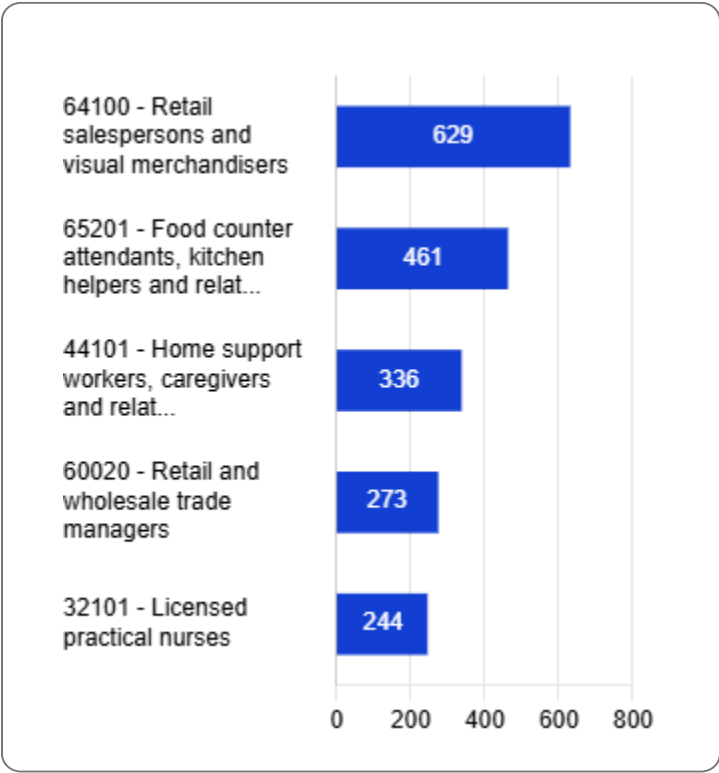
Job Duration

Permanency of jobs posted.



Top Occupations

Top in-demand occupations based on posting count.



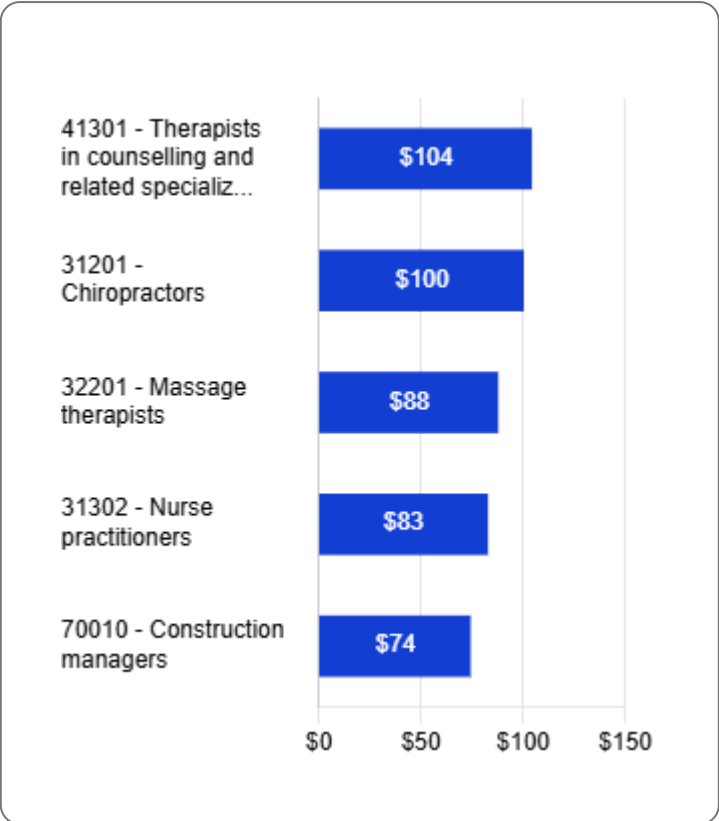
Top Skills

Top in-demand skills based on posting count.



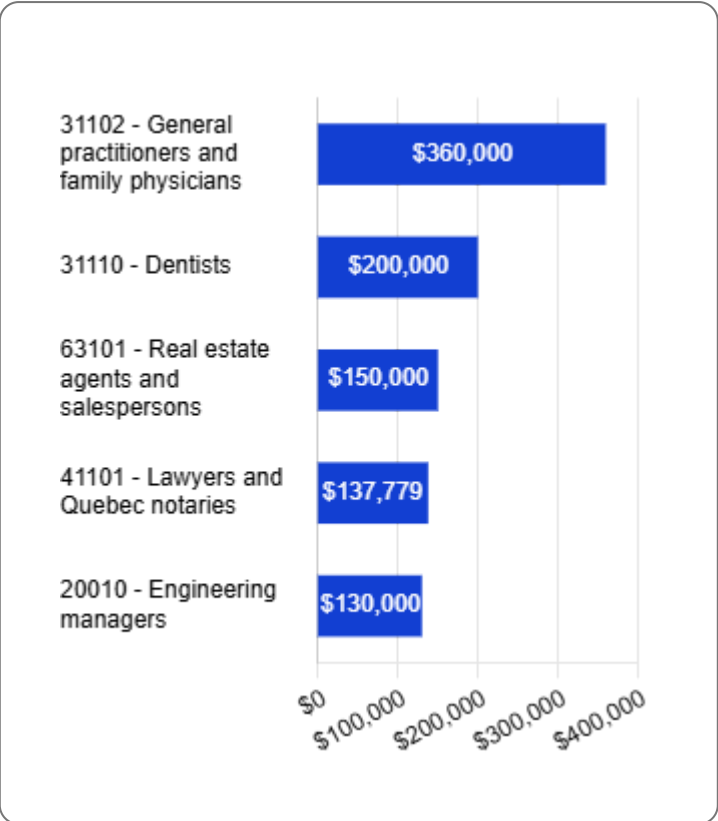
Top Hourly Wages

Top median hourly wages by occupation.



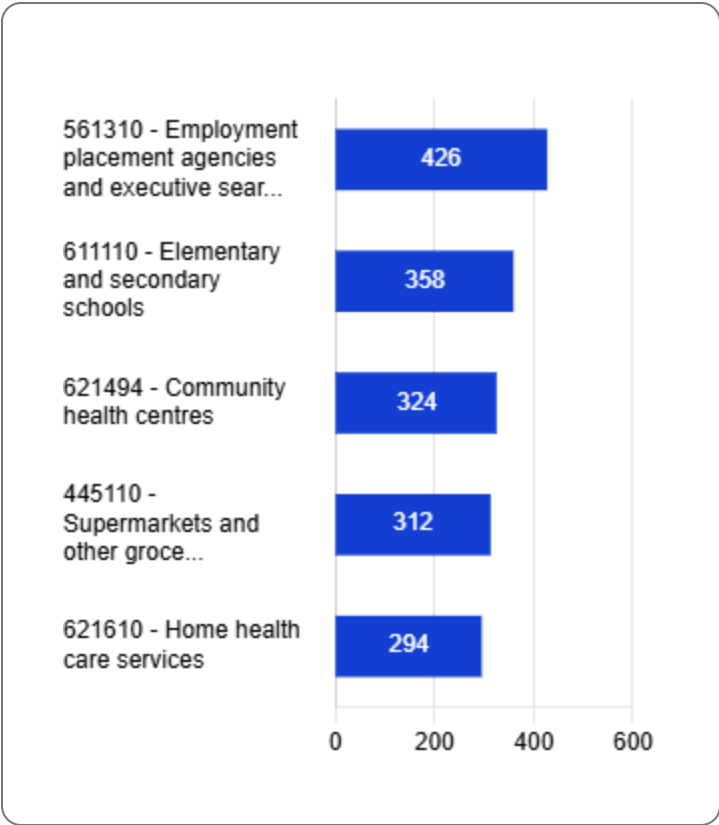
Top Salaries

Top median yearly salaries by occupation.



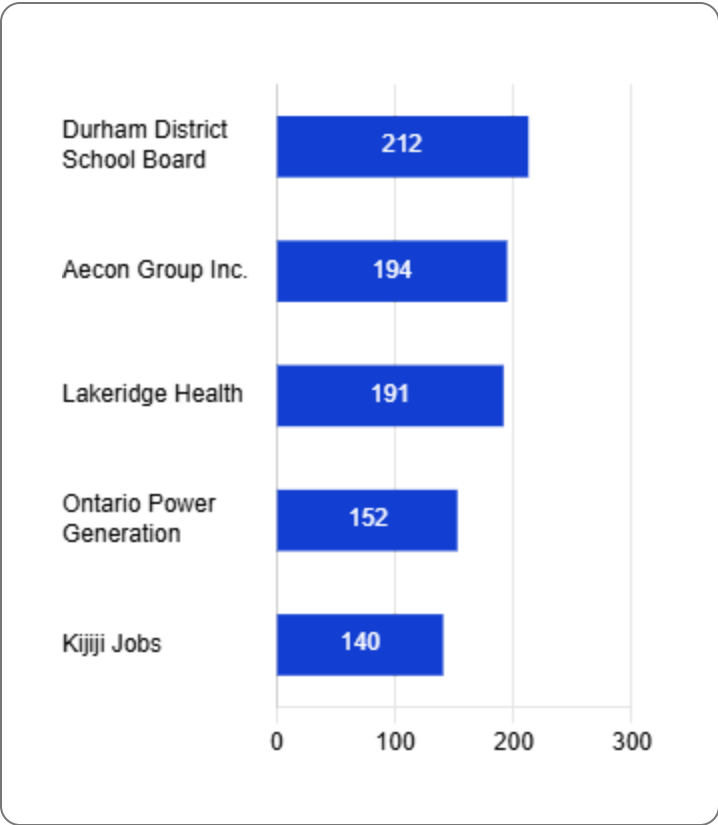
Top Sectors

Top in-demand sectors based on posting count.



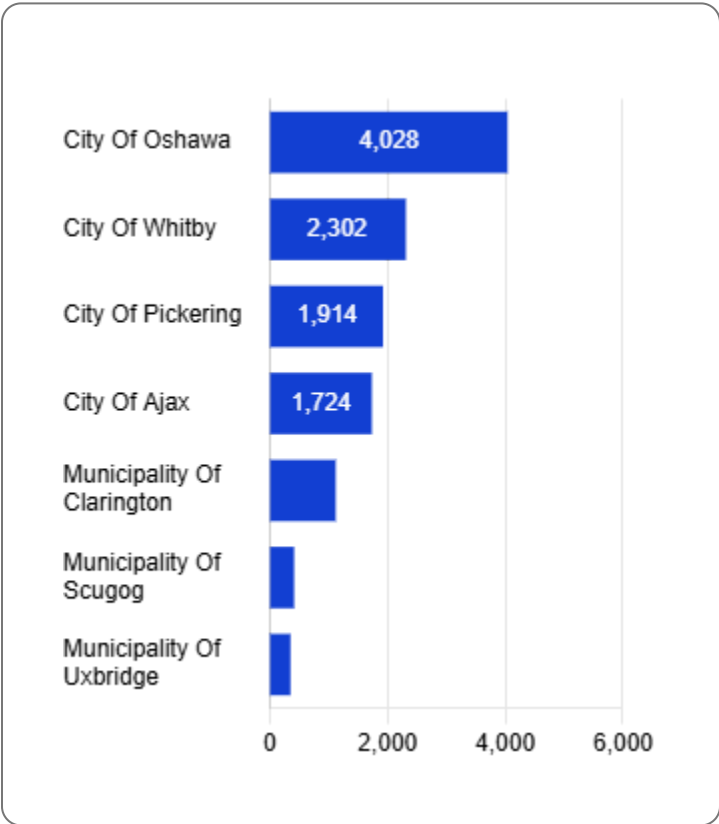
Top Hiring Employers

Top employers based on hiring activity.



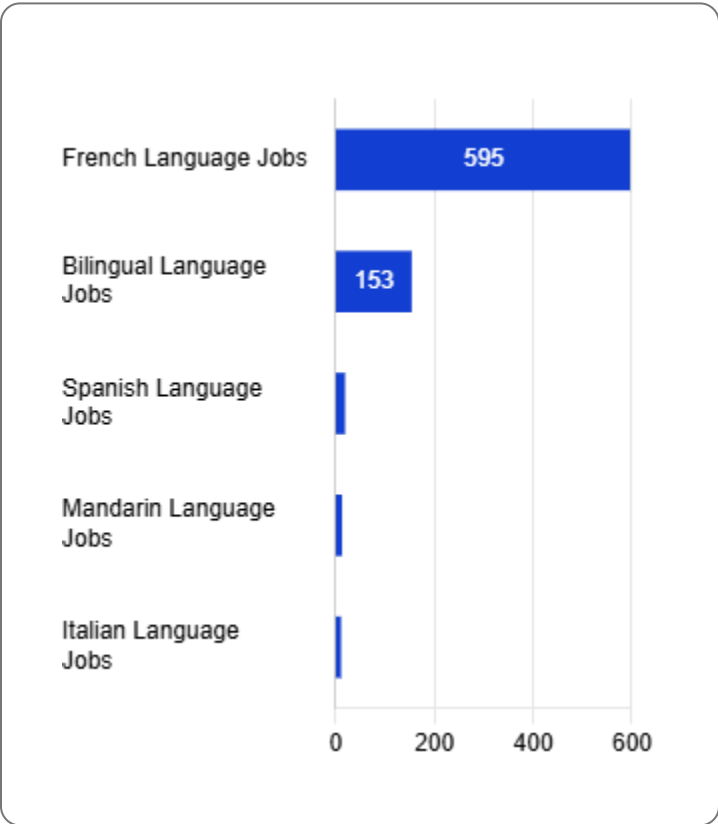
Top Locations

Top locations based on job posting count.



Top Languages

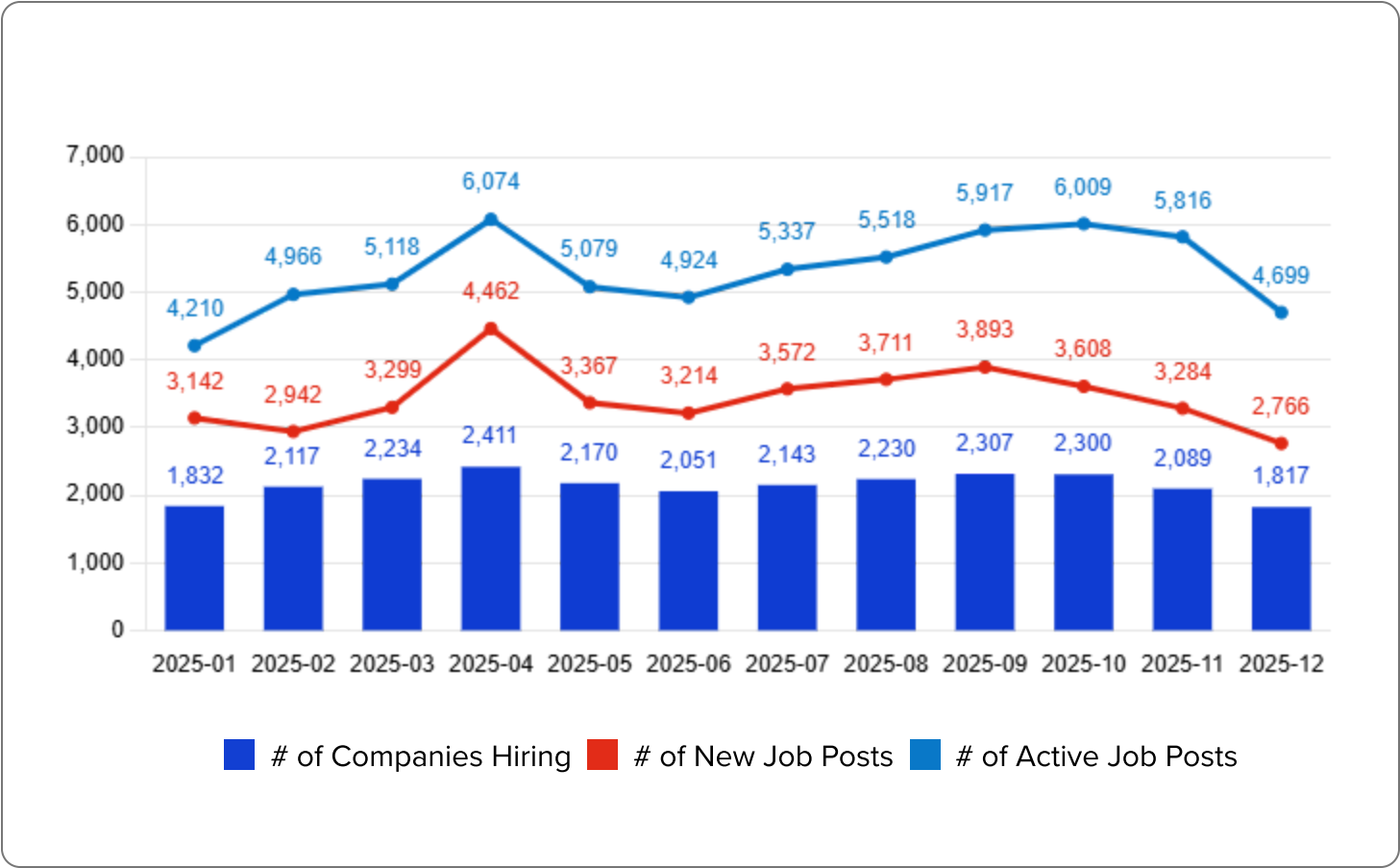
Top language skills being recruited for.



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

4

17%

TOP GROWTH SECTOR

Utilities

↑ 25%

TOP DECLINE SECTOR

Administrative and support, waste management and remediation services

↓ 35%

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.)
22 - Utilities	494	617	↑ 25	↑ 123
45 - Retail trade	1,497	1,606	↑ 8	↑ 109
55 - Management of companies and enterprises	110	141	↑ 29	↑ 31
11 - Agriculture, forestry, fishing and hunting	118	142	↑ 21	↑ 24

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	4,521	2,937	↓ 35	↓ 1,584
61 - Educational services	3,892	2,426	↓ 37	↓ 1,466
44 - Retail trade	4,689	3,874	↓ 17	↓ 815
54 - Professional, scientific and technical services	2,284	1,771	↓ 22	↓ 513
33 - Manufacturing	1,343	949	↓ 29	↓ 394

Occupation Trends

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

GROWING OCCUPATIONS

165

41%

TOP GROWTH OCCUPATION

Food counter attendants, kitchen helpers and related support occupations

↑ 42%

TOP DECLINE OCCUPATION

Secondary school teachers

↓ 51%

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	1,150	1,626	↑ 42	↑ 476
32101 - Licensed practical nurses	306	703	↑ 130	↑ 397
73201 - General building maintenance workers and building superintendents	125	391	↑ 213	↑ 266
44101 - Home support workers, caregivers and related occupations	819	1,066	↑ 31	↑ 247
64400 - Customer services representatives - financial institutions	276	448	↑ 63	↑ 172

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.)
41220 - Secondary school teachers	1,093	525	↓ 51	↓ 568
64409 - Other customer and information services representatives	871	467	↓ 46	↓ 404
31301 - Registered nurses and registered psychiatric nurses	1,141	751	↓ 34	↓ 390
41221 - Elementary school and kindergarten teachers	744	396	↓ 46	↓ 348
64100 - Retail salespersons and visual merchandisers	2,456	2,146	↓ 12	↓ 310

Wage Trends by Occupation

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

OCCUPATIONS WITH GROWING WAGES

206

74%

TOP OCCUPATION WAGE GROWTH

Natural and applied science policy researchers, consultants and program officers

↑ 118%

TOP OCCUPATION WAGE DECLINE

Specialized livestock workers and farm machinery operators

↓ 52%

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 (%)
41400 - Natural and applied science policy researchers, consultants and program officers	\$70,000	\$152,096	↑ 118
21321 - Industrial and manufacturing engineers	\$77,500	\$152,096	↑ 97
41401 - Economists and economic policy researchers and analysts	\$86,500	\$162,173	↑ 88
53122 - Painters, sculptors and other visual artists	\$55,672	\$97,500	↑ 76
94200 - Motor vehicle assemblers, inspectors and testers	\$52,650	\$92,030	↑ 75



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 (%)
84120 - Specialized livestock workers and farm machinery operators	\$73,731	\$35,022	↓ 52
32120 - Medical laboratory technologists	\$95,121	\$56,628	↓ 40
43109 - Other instructors	\$78,000	\$48,750	↓ 37
41221 - Elementary school and kindergarten teachers	\$70,000	\$44,850	↓ 35
10011 - Human resources managers	\$122,500	\$81,246	↓ 33

Wage Trends by Sector

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

<div>SECTORS WITH GROWING WAGES</div> <div>10</div> <div>44%</div>	<div>TOP SECTOR WAGE GROWTH</div> <div>Utilities</div> <div>↑ 23%</div>	<div>TOP SECTOR WAGE DECLINE</div> <div>Educational services</div> <div>↓ 18%</div>
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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	\$124,500	\$152,096	↑ 23
51 - Information and cultural industries	\$55,000	\$62,400	↑ 14
45 - Retail trade	\$39,000	\$41,925	↑ 8
23 - Construction	\$61,000	\$64,350	↑ 6
53 - Real estate and rental and leasing	\$50,000	\$50,700	↑ 2

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	\$70,000	\$57,330	↓ 18
54 - Professional, scientific and technical services	\$63,375	\$52,650	↓ 16
49 - Transportation and warehousing	\$42,950	\$39,000	↓ 9
33 - Manufacturing	\$61,425	\$57,037	↓ 7
32 - Manufacturing	\$50,301	\$46,400	↓ 7

Occupations

Demand by Occupation

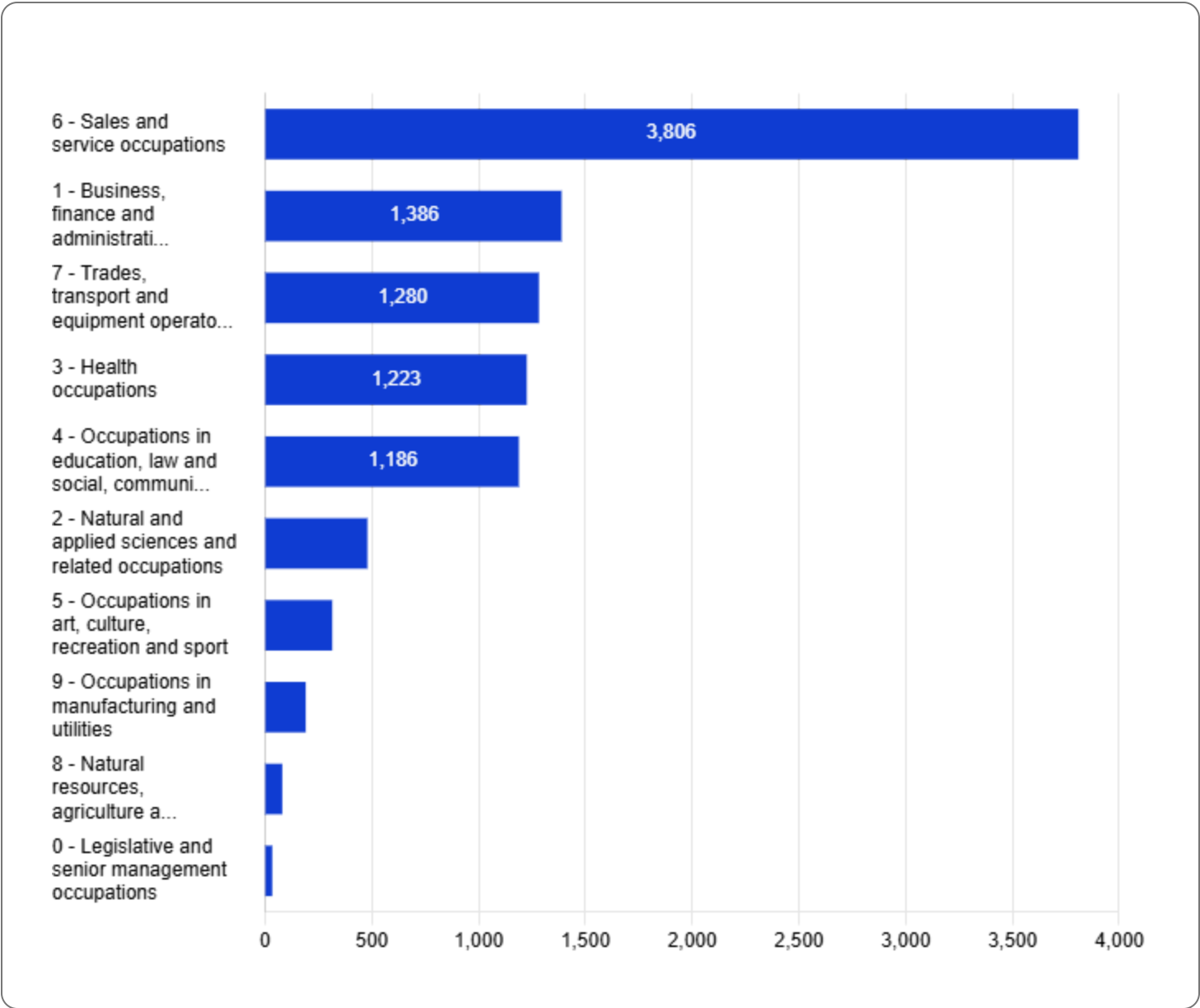
Which occupations are hard to fill, or in demand?

NOC Code ⚡	NOC Label ⚡	Posting Count ⚡
64100	Retail salespersons and visual merchandisers	629
65201	Food counter attendants, kitchen helpers and related support occupations	461
44101	Home support workers, caregivers and related occupations	336
60020	Retail and wholesale trade managers	273
32101	Licensed practical nurses	244



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	1,240
64	Sales and service representatives and other customer and personal services occupations	1,137
62	Retail sales and service supervisors and specialized occupations in sales and services	545
31	Professional occupations in health	532
41	Professional occupations in law, education, social, community and government services	462

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	641
6520	Food support occupations	547
6510	Cashiers and other sales support occupations	413
4410	Home care provider occupations	378
6202	Service supervisors	328

Skills & Experience

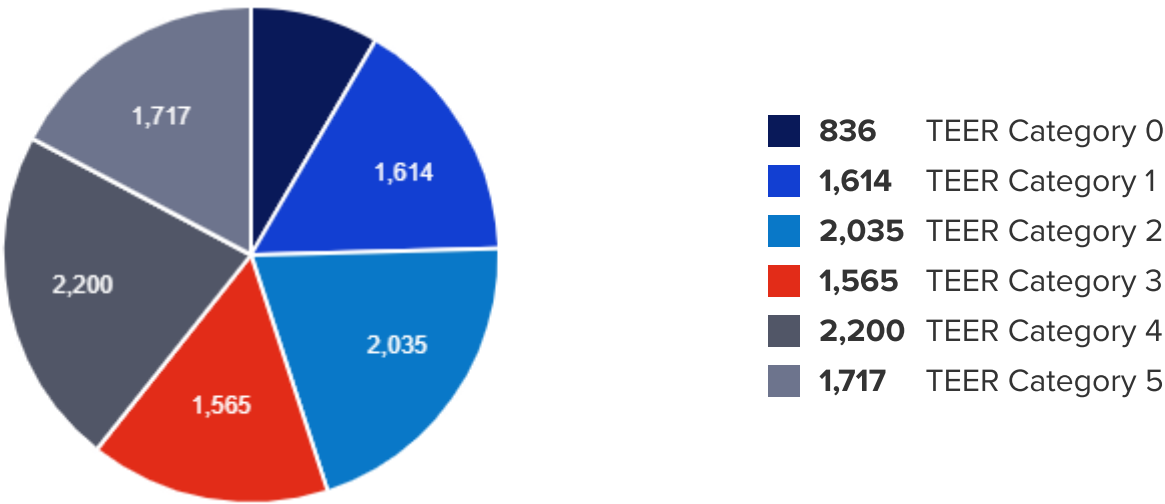
Top In-Demand Skills

How many times were these skills found in job postings?



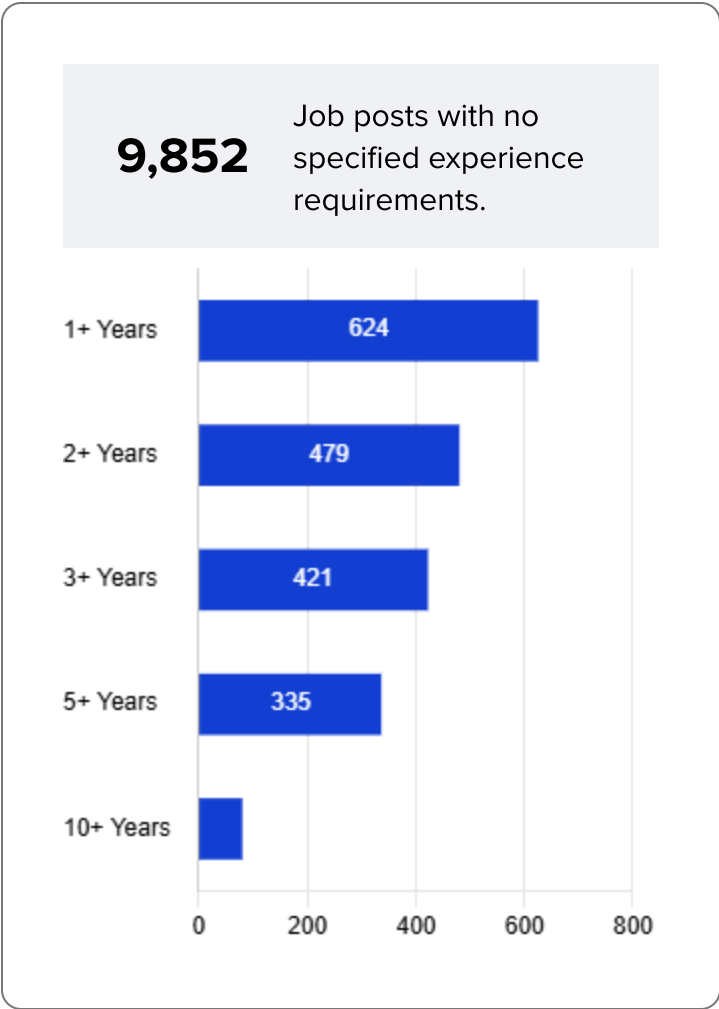
Postings By NOC TEER Category

What skills are employers looking for by occupational TEER Category?



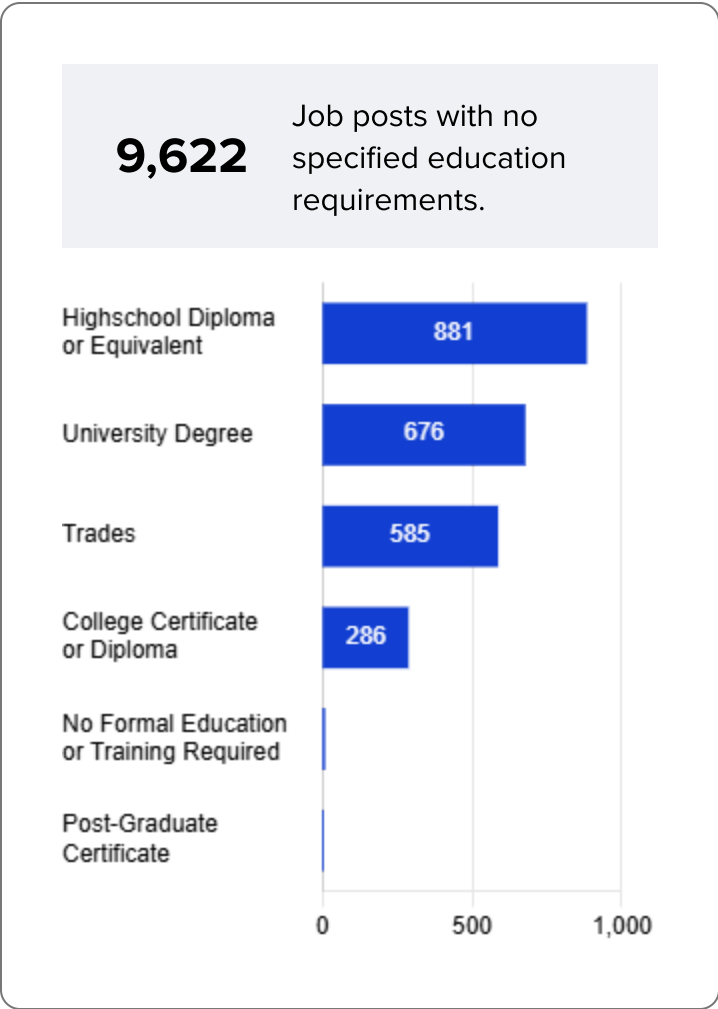
Experience Insights

A look at published experience requirements.



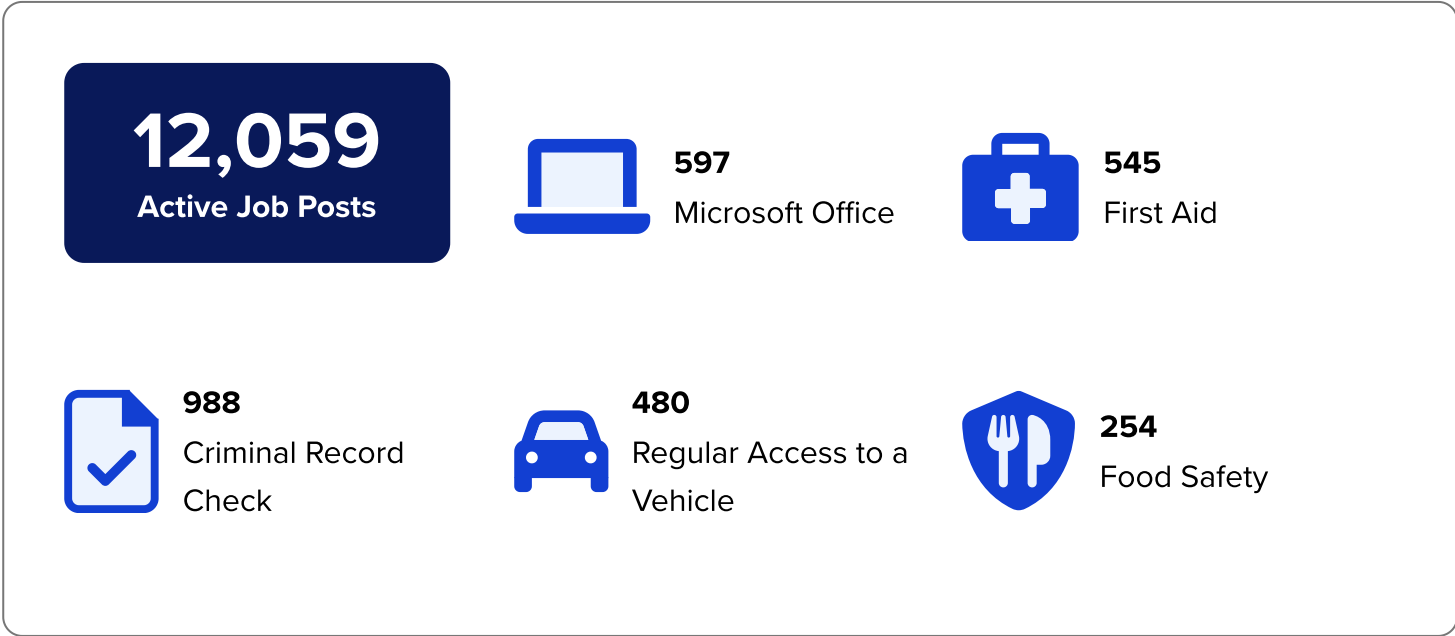
Education Insights

A look at published education requirements.



Key Job Requirements

How often are these requirements desired in job postings?



Skills & Knowledge

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

Skills & Knowledge ▴ ▾	Frequency ▾
▼ Skills	53,648
➤ Interpersonal Skills	19,600
➤ Resource Management Skills	13,019
➤ Analytical Skills	7,912
➤ Technical Skills	6,691
➤ Foundational Skills	6,426
▼ Knowledge	35,329
➤ Business, Finance, and Management	10,872
➤ Engineering and Technology	6,956
➤ Health Services	6,457
➤ Law, Government, and Public Safety	3,041
➤ Personal and Culinary Services	2,127
➤ Communications and Transportation	1,431
➤ Social Sciences and Arts	1,180
➤ Education and Training	971
➤ Manufacturing and Production	905
➤ Mathematics and Science	904
➤ Natural Resources and Conservation	485

Wages & Benefits

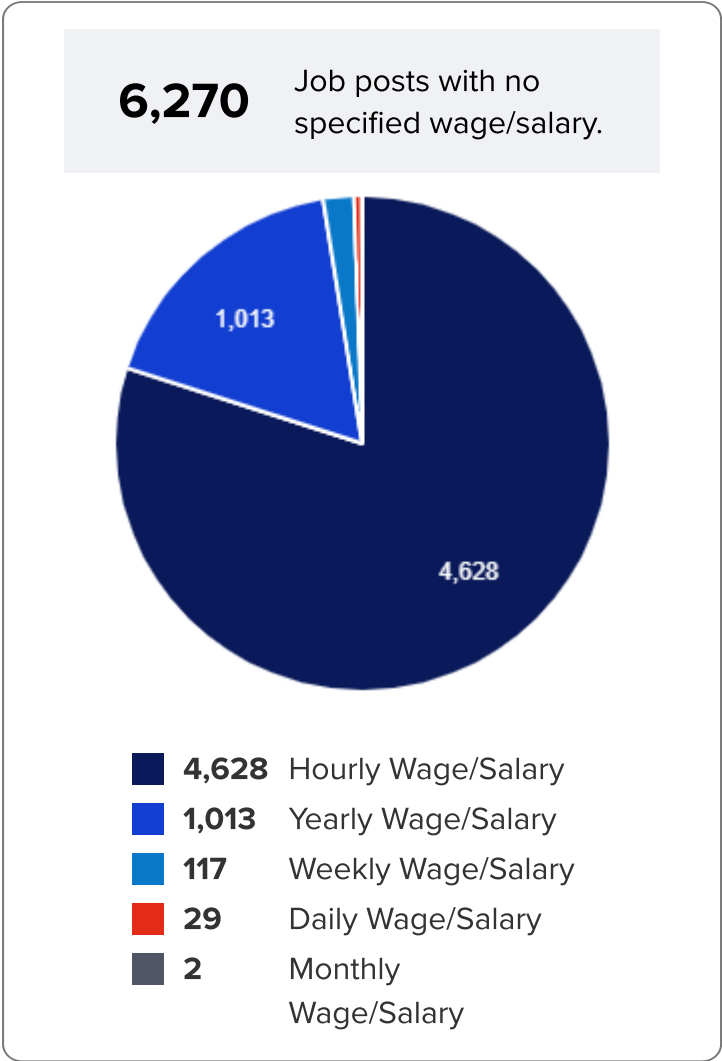
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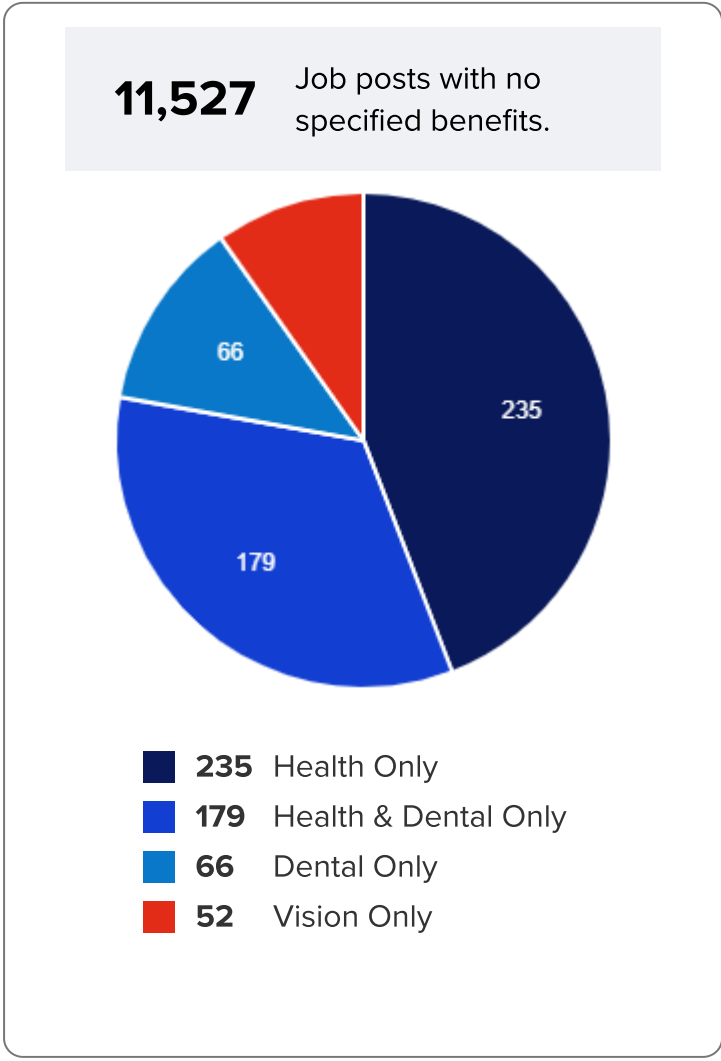
Published Wages/Salaries

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	\$61,000
64100	Retail salespersons and visual merchandisers	\$87,500
64409	Other customer and information services representatives	\$73,500
42201	Social and community service workers	\$58,000
62029	Other services supervisors	\$77,000

Top Salaries by Occupational Category

Which occupational categories pay the most?

NOC Code ↕	NOC Label ↕	Median Salary ↕
6	Sales and service occupations	\$70,000
1	Business, finance and administration occupations	\$70,000
4	Occupations in education, law and social, community and government services	\$60,542
2	Natural and applied sciences and related occupations	\$87,400
3	Health occupations	\$101,000

Top Salaries by Minor Group

Which minor groups pay the most?

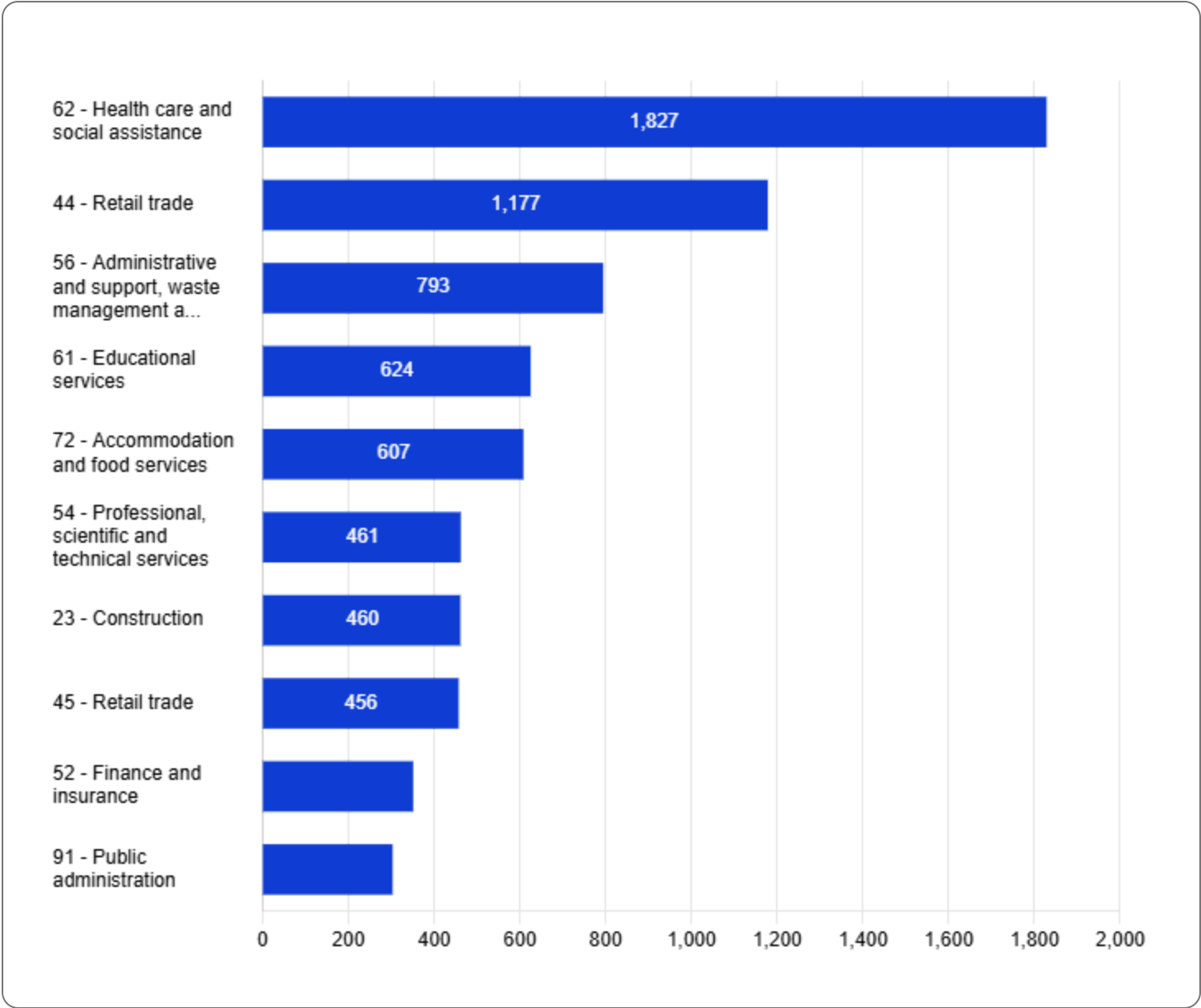
NOC Code ↕	NOC Label ↕	Median Salary ↕
6002	Retail and wholesale trade managers	\$61,000
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	\$85,000
6440	Customer and information services representatives	\$65,000
4220	Paraprofessional occupations in legal, social, community and education services	\$56,500
6310	Insurance, real estate and financial sales occupations	\$144,000



Sectors

Top Focus Sectors

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



Top 15 Hiring Sectors

What sectors are hiring?

NAICS Code ↕	NAICS Label ↕	Posting Count ▼
> 62	Health care and social assistance	2,084
> 44,45	Retail trade	1,795
> 56	Administrative and support, waste management and remediation services	823
> 23	Construction	663
> 61	Educational services	624
> 72	Accommodation and food services	607
> 54	Professional, scientific and technical services	508
> 31,32,33	Manufacturing	380
> 52	Finance and insurance	363
> 91	Public administration	314
> 81	Other services (except public administration)	297
> 48,49	Transportation and warehousing	250
> 22	Utilities	226
> 71	Arts, entertainment and recreation	168
> 41	Wholesale trade	138

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	212
Aecon Group Inc.	Bowmanville	194
Lakeridge Health	Whitby	191
Ontario Power Generation	Bowmanville	152
Walmart Canada	Pickering	140
Loblaw Companies Limited	Mississauga	130
Subway Restaurants	Whitby	109
Durham Catholic District School Board	Oshawa	92
University of Ontario Institute of Technology	Oshawa	87
Outlier Ai	N/A	74

Top Posting Employment Agencies

What employment agencies are posting jobs?

Agency	Location ↕	Active Job Posts ↕
Kijiji Jobs	Ajax	140
Randstad Canada	Oshawa	91
Spirit Omega Inc.	N/A	19
Adecco Canada	Oshawa	17
Morson Talent (Canada & USA)	N/A	15
CarePartners	Oshawa	12
Express Employment Professionals	Pickering	11
Robert Half	Whitby	11
Agilec	Oshawa	10
Modern Angels Healthcare Agency	Pickering	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	11,970

Job Postings by Cities, Towns, Townships or Municipalities

In which regions are job opportunities being offered?

Region ↕	Active Job Posts ↕
City Of Oshawa	4,028
City Of Whitby	2,302
City Of Pickering	1,914
City Of Ajax	1,724
Municipality Of Clarington	1,110
North Durham	871

Job Search Report

October 2025 to December 2025



Canada 

EMPLOYMENT
ONTARIO

Ontario 

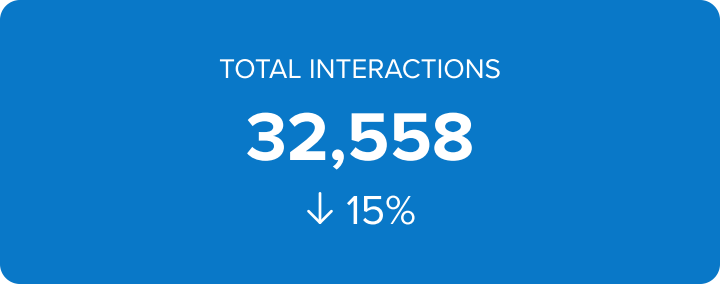
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Source: <https://www.durhamworkforceauthority.ca> We Data Tools interactions. This report displays number of interactions or user clicks.

Snapshot

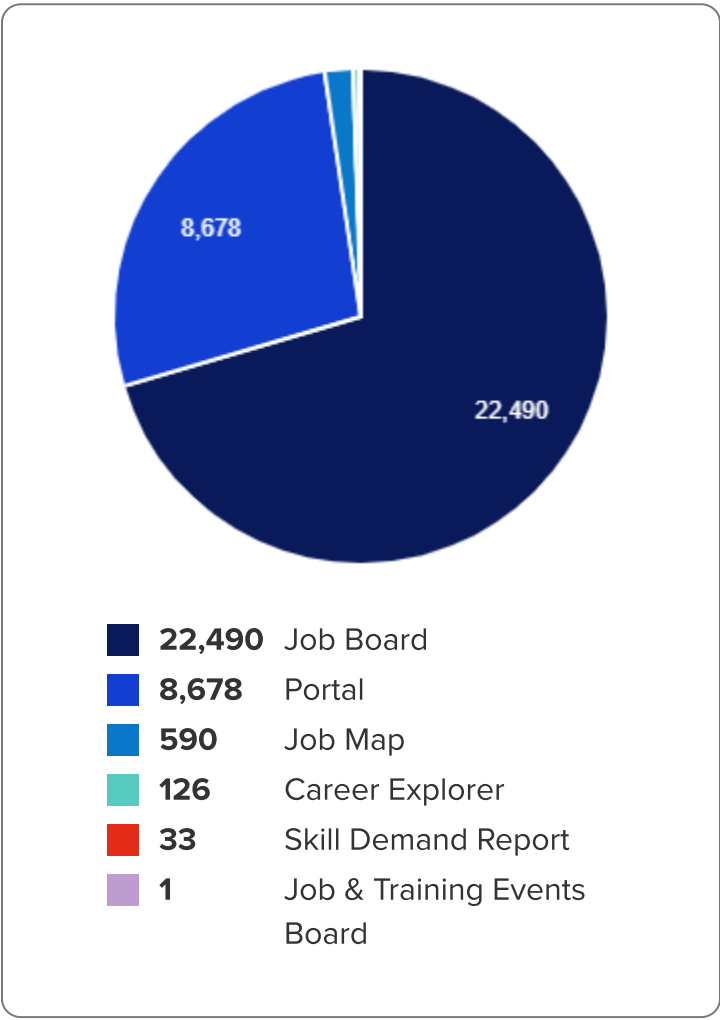
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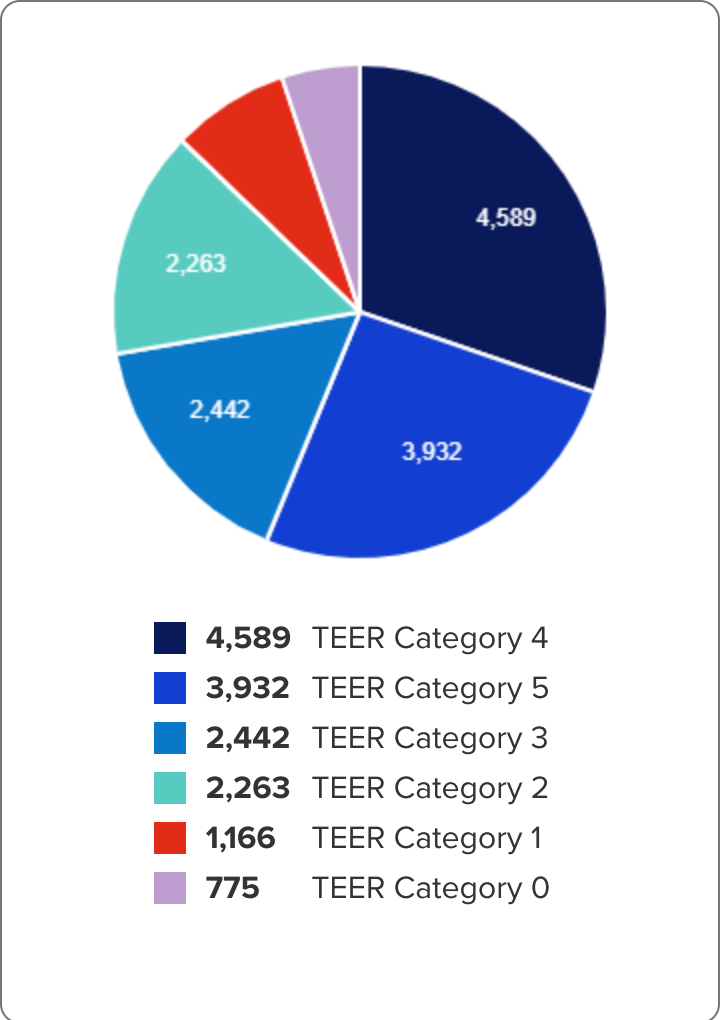
Interactions By Tool

Number of interactions by tool.



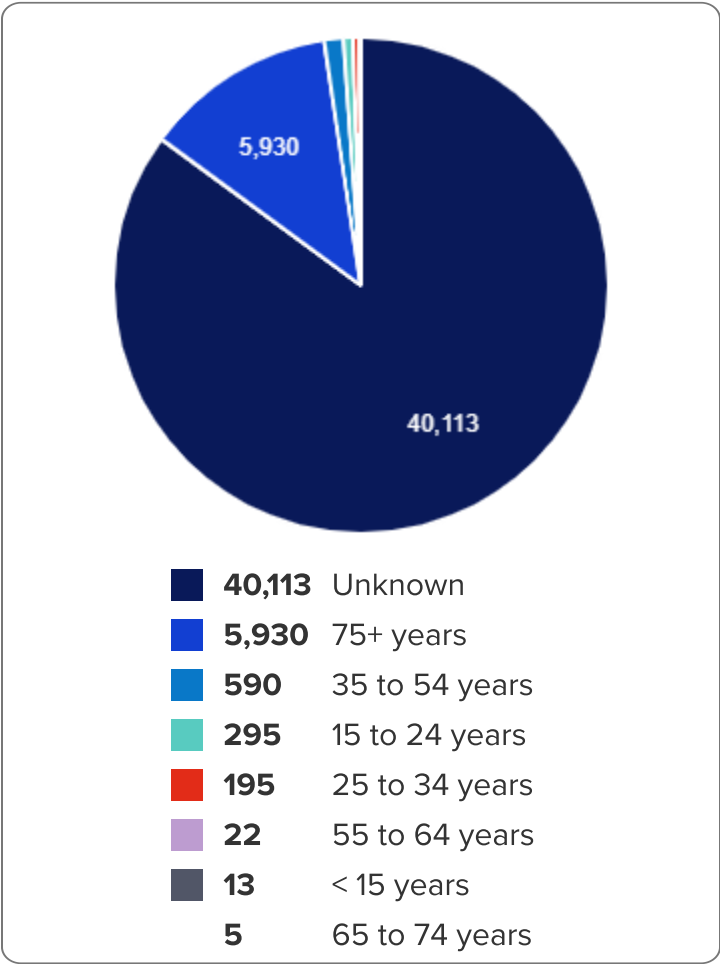
NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



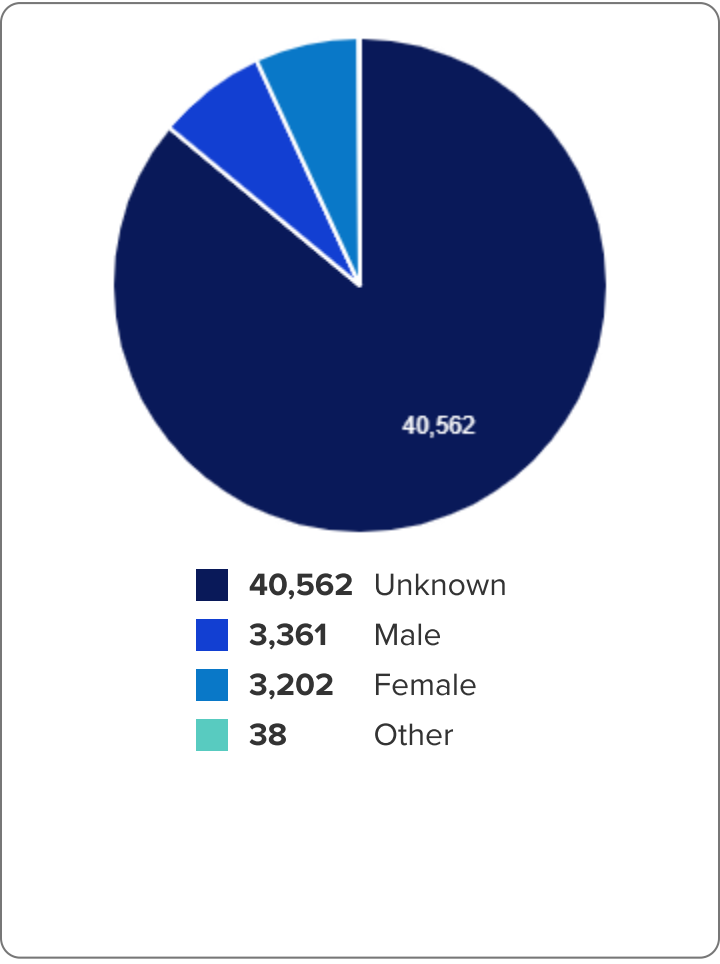
Age Interest

Number of interactions by age range.



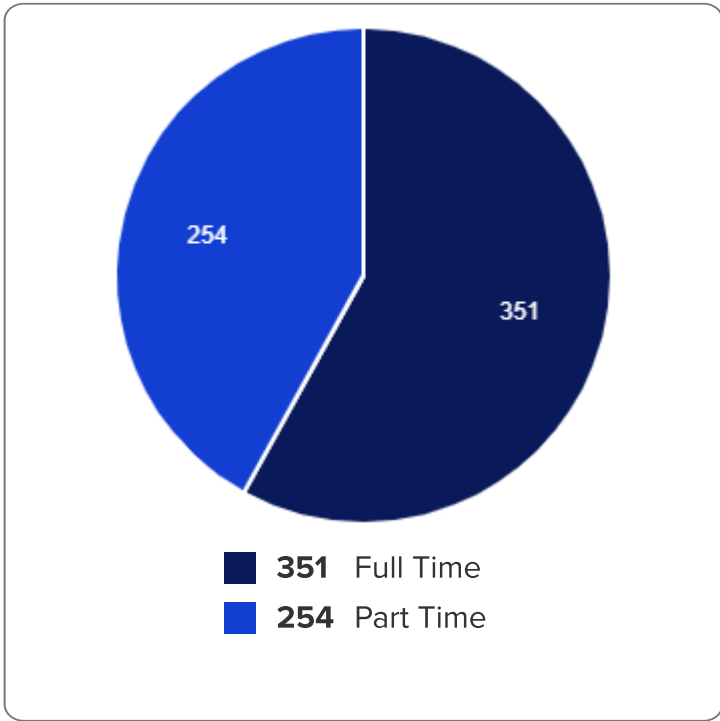
Gender Interest

Number of interactions by self-identified gender.



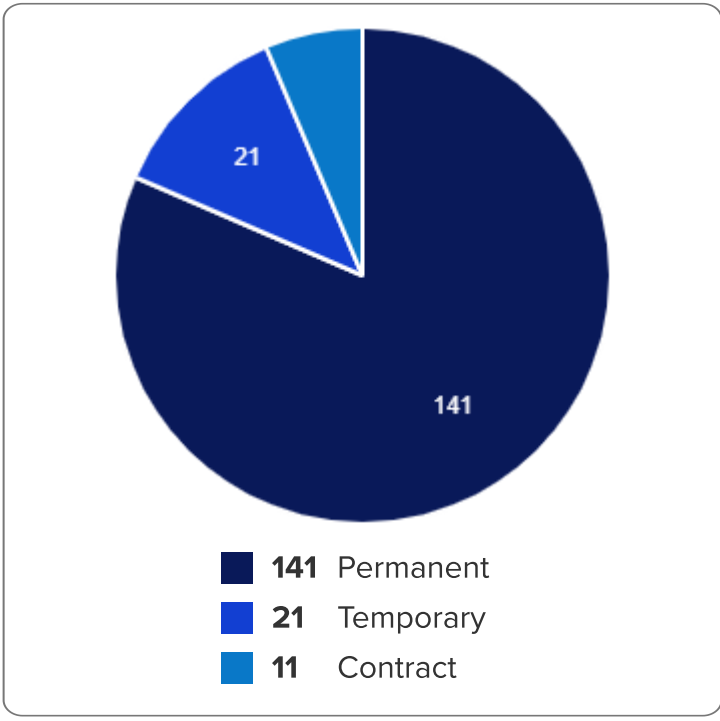
Job Type Interest

Number of interactions by job type (if used).



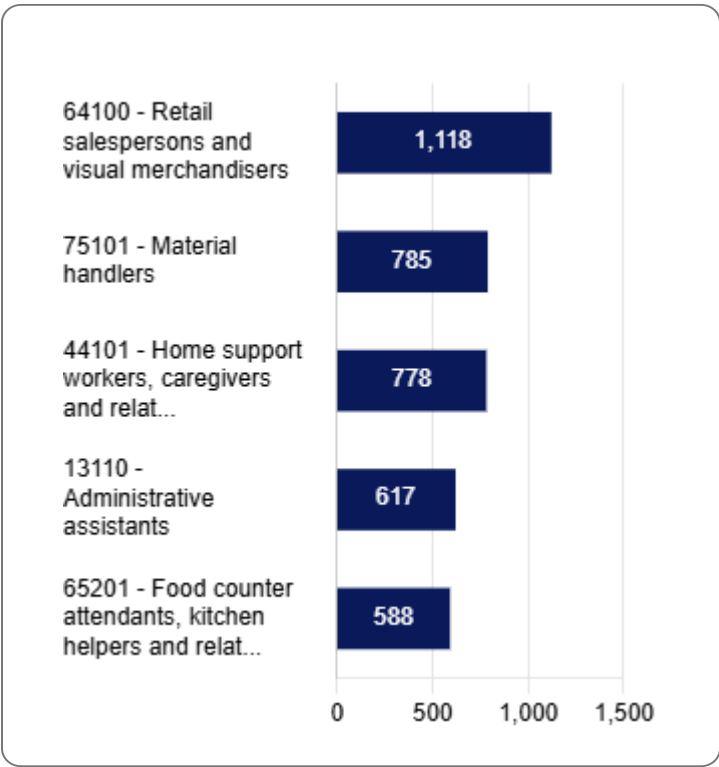
Job Duration Interest

Number of interactions by job duration (if used).



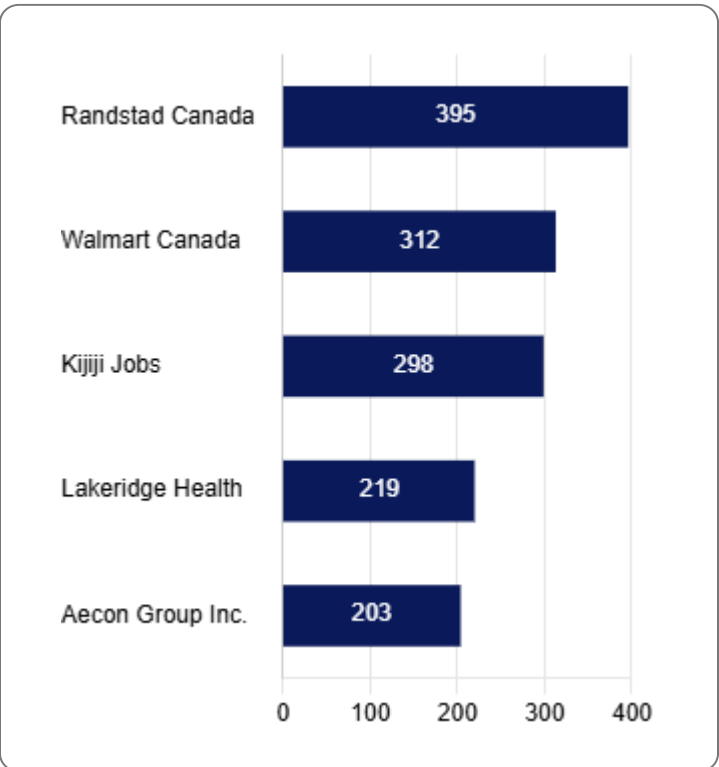
Top Occupational Interests

Top NOC categories clicked on by job seekers.



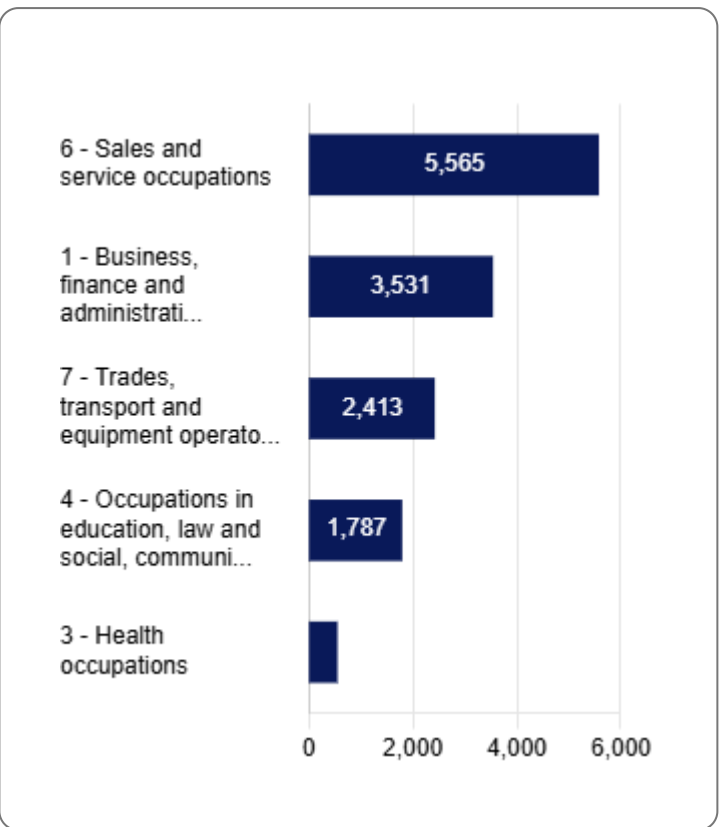
Top Employer Interests

Top employers with clicked job postings.



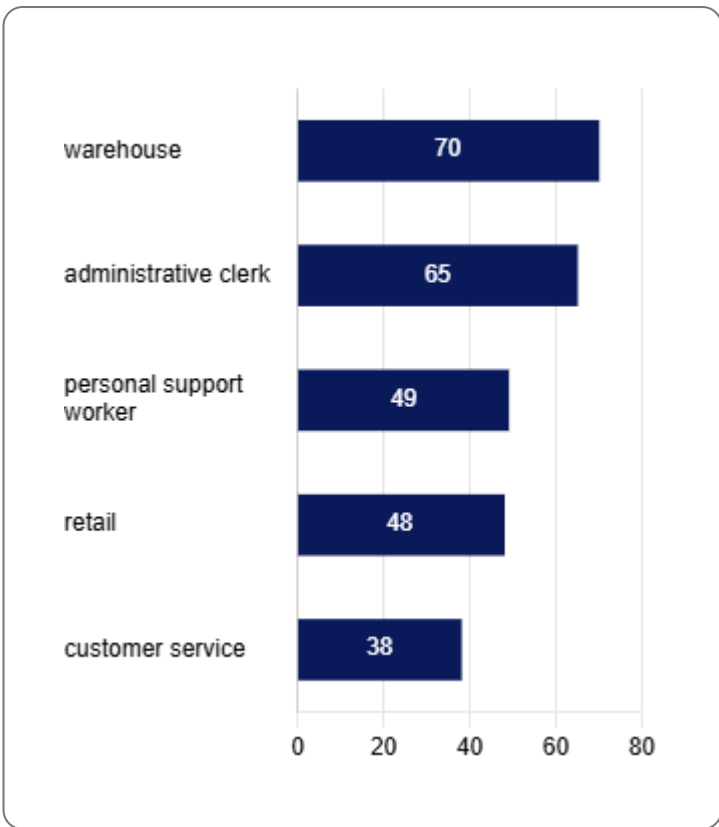
Top Occupational Categories

Top broad occupation categories interacted with (if used).



Top Keyword Searches

Top job board keyword searches.



Trends

Quick Statistics

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

TOTAL TOOL INTERACTIONS

147,317

↑ 30%

PORTAL LOGINS

2,602

↓ 8%

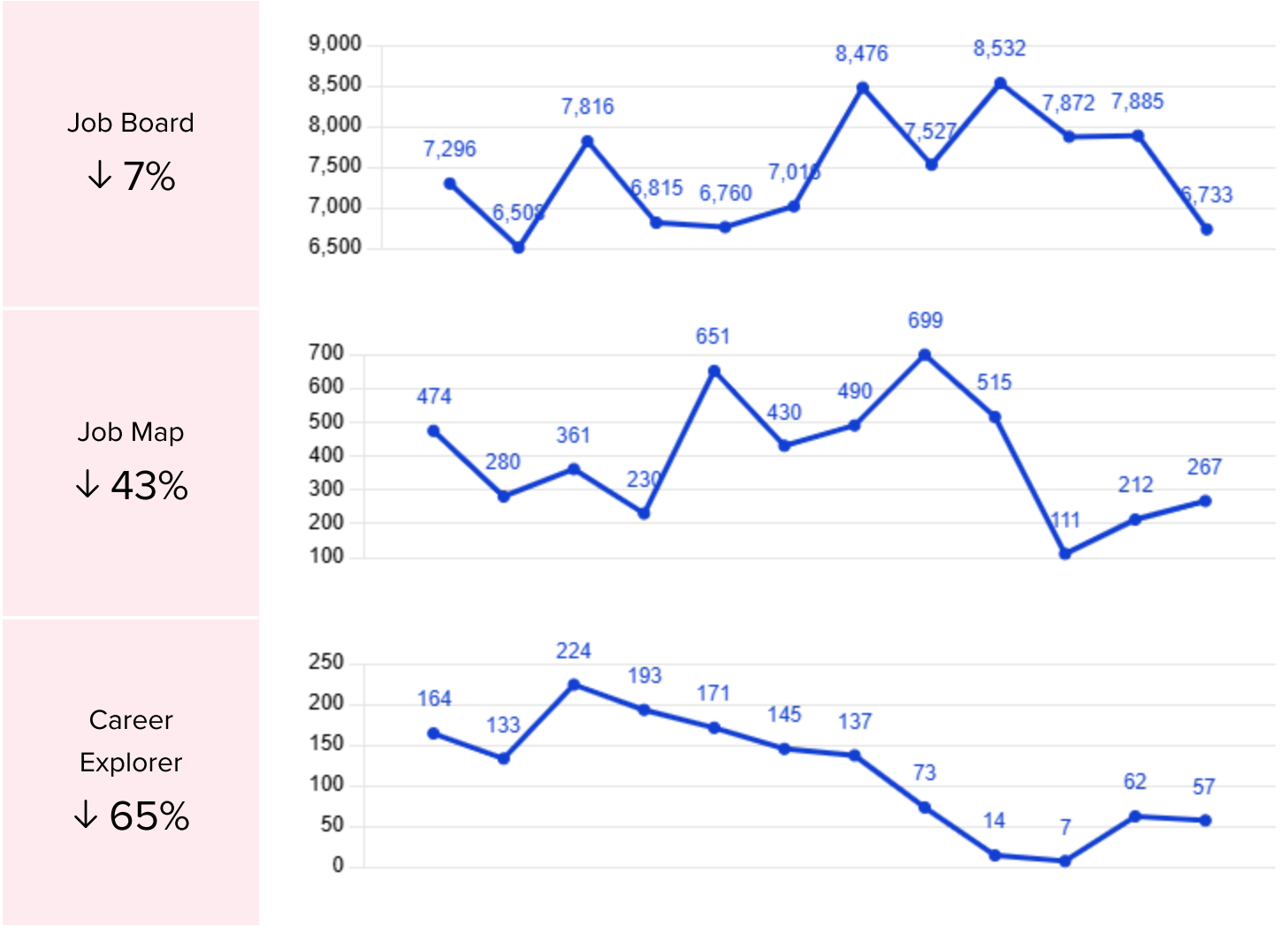
JOB BOARD INTERACTIONS

89,236

↑ 37%

Interactions By Tool

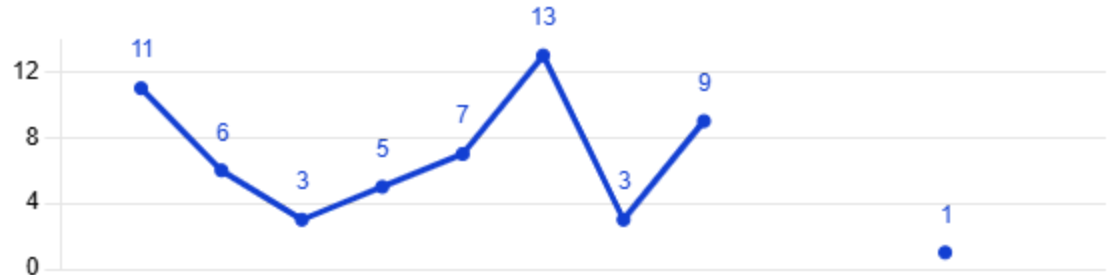
Tool interactions over the last 12 months.



Portal
↓ 28%



Job &
Training
Events
Board
↓ 100%



Skill
Demand
Report
↑ ∞%



Occupational Trends

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

GROWING OCCUPATIONS

324

83%

TOP GROWTH OCCUPATION

**Other services
supervisors**

↑ 3,234%

TOP DECLINE OCCUPATION

Tool and die makers

↓ 93%

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 (%)
62029	Other services supervisors	6	200	↑ 3,234
64101	Sales and account representatives -wholesale trade (non-technical)	1	33	↑ 3,200
21223	Database analysts and data administrators	2	48	↑ 2,300
11109	Other financial officers	2	33	↑ 1,550
22232	Occupational health and safety specialists	6	98	↑ 1,534

Top Declining Occupational Interests

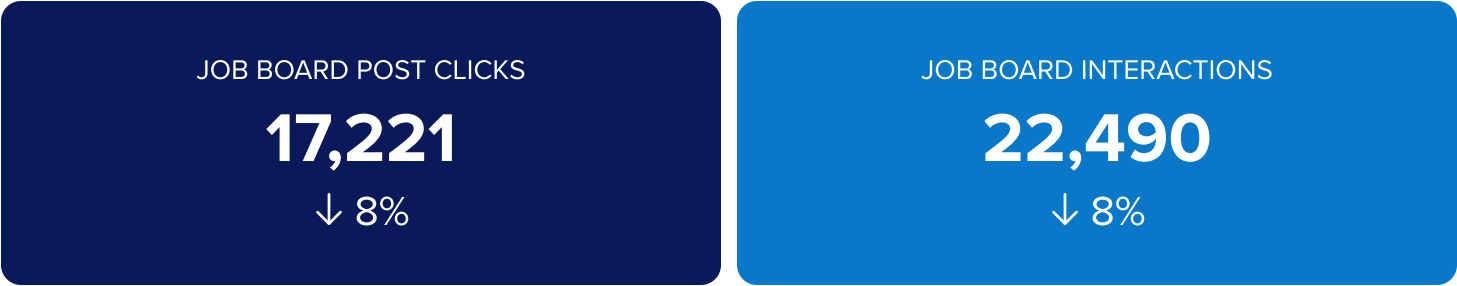
Top 5 declining occupational interests based on number of job postings over the last 12 months.

NOC Code	NOC Label	Interaction Count (Previous)	Interaction Count (Current)	Change (%)
72101	Tool and die makers	86	6	↓ 93
21210	Mathematicians, statisticians and actuaries	10	1	↓ 90
12113	Statistical officers and related research support occupations	8	1	↓ 87
21311	Computer engineers (except software engineers and designers)	19	3	↓ 84
80020	Managers in agriculture	6	1	↓ 83

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	114
Sales Associate - Spencer's	Spencer Gifts, LLC	36
Warehouse General Labour / Unloading	Advantage Personnel	30
Warehouse Associate-early Morning	UPS Canada	26
Administrative Assistant	ARUBA GROUP INC	26

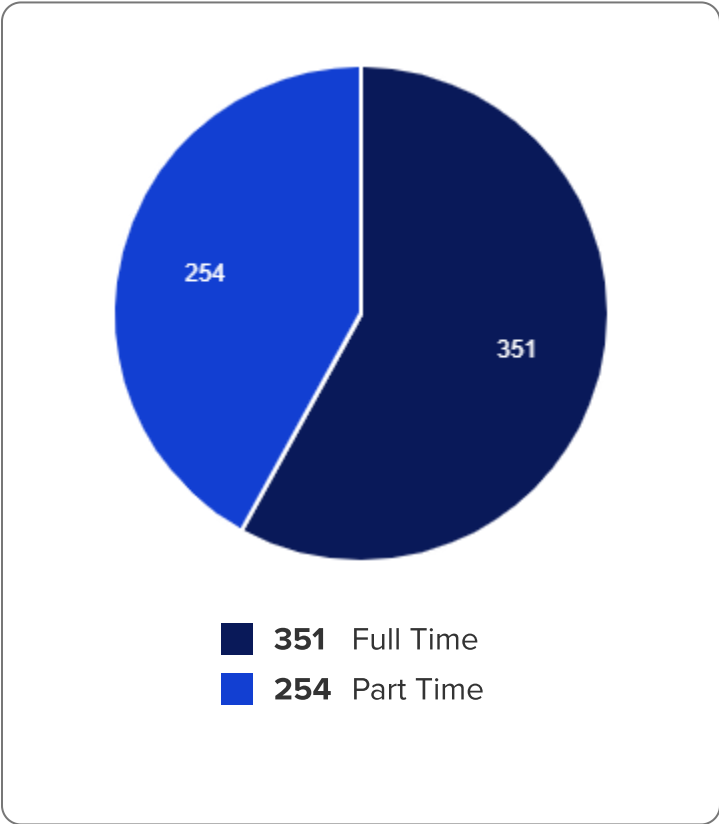
Occupational Interest

Job post interactions by NOC system on Job Board.

NOC Code ↕	NOC Label ↕	Interactions ↕
64100	Retail salespersons and visual merchandisers	1,118
75101	Material handlers	785
44101	Home support workers, caregivers and related occupations	778
13110	Administrative assistants	617
65201	Food counter attendants, kitchen helpers and related support occupations	588

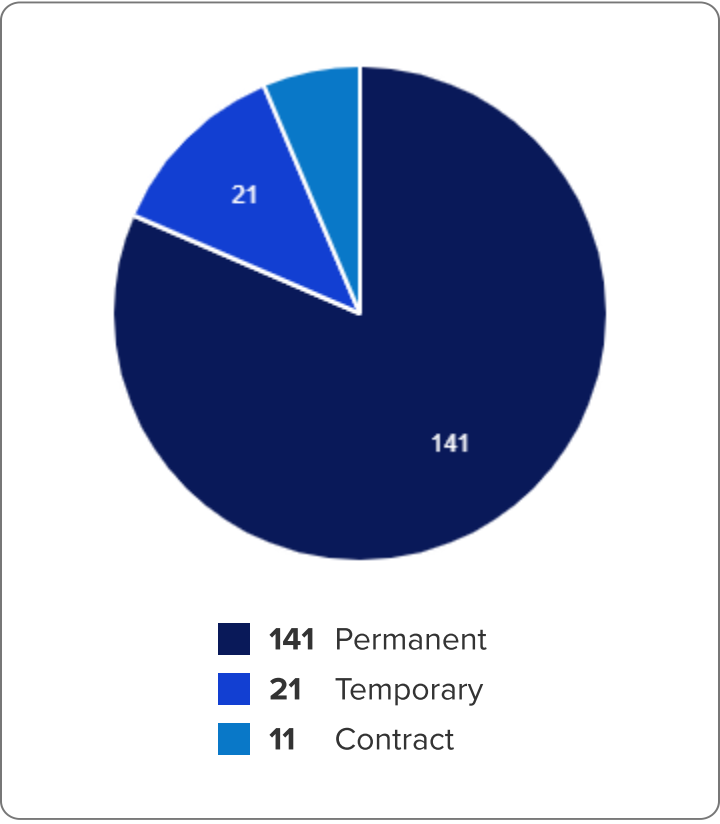
Job Type Interest

Number of interactions by job type (if used).



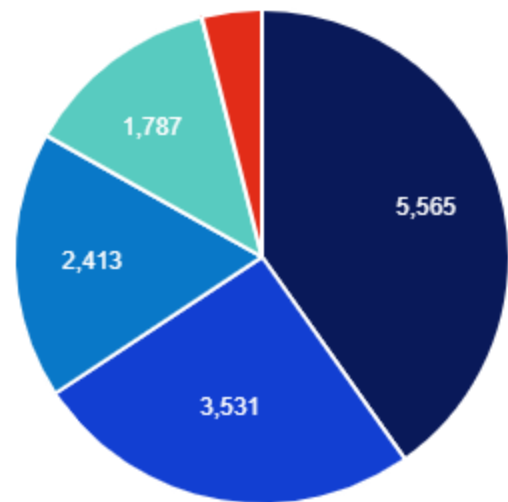
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Categories

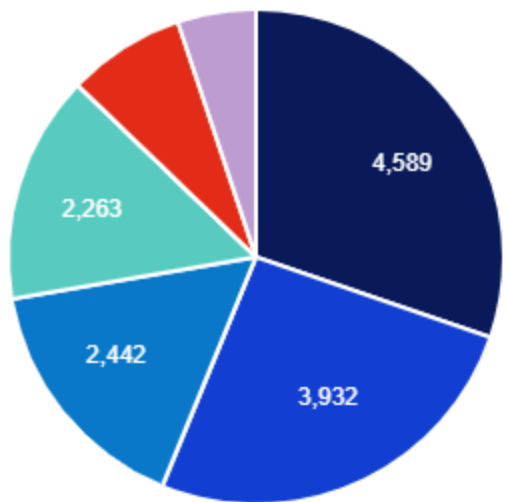
Top broad categories of occupation interacted with on Job Board (if used).



- 5,565** Sales & service occupations
- 3,531** Business, finance and administration occupations
- 2,413** Trades, transport and equipment operators and related occupations
- 1,787** Occupations in education, law and social, community and government services
- 544** Health occupations

NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



- 4,589** TEER Category 4
- 3,932** TEER Category 5
- 2,442** TEER Category 3
- 2,263** TEER Category 2
- 1,166** TEER Category 1
- 775** 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	16
General Labourer	9
Apprenticeship Jobs	9
Casual Employment	7
Seasonal Employment	5

Keyword Searches

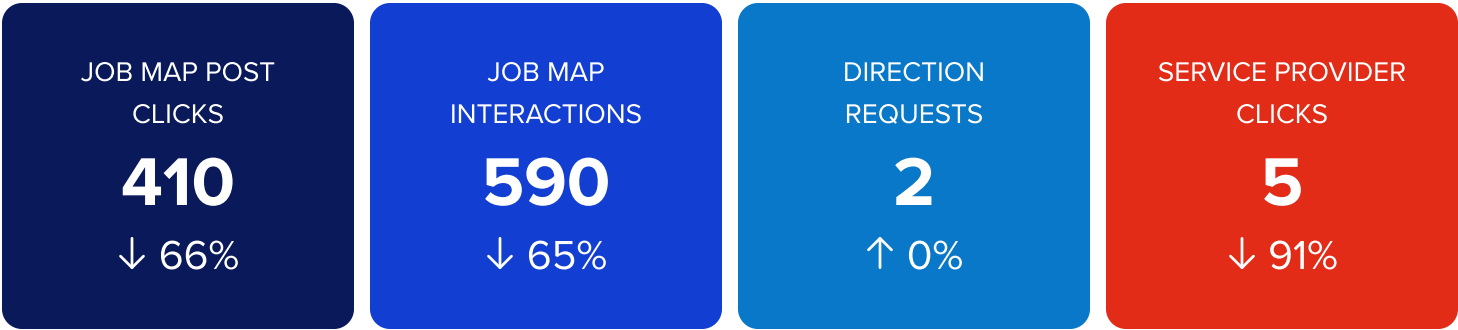
Keywords being searched for on Job Board.

Search Terms ↕	Interactions ↕
warehouse	70
administrative clerk	65
personal support worker	49
retail	48
customer service	38

Job Map

Quick Statistics

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



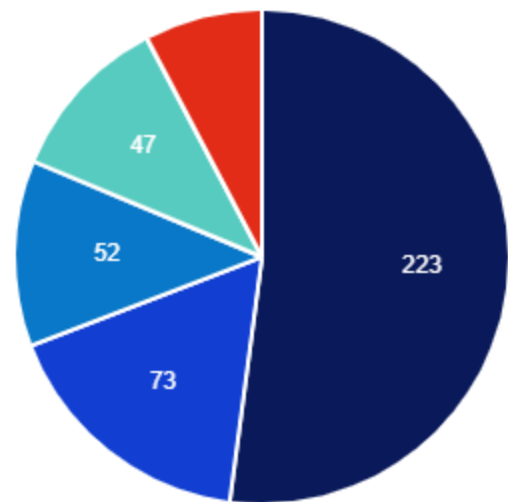
Map Layers

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

Map Layers ↕	Interactions ↕
Job Postings	9
Durham Region Transit Routes	6
ODSP Employment Supports	4
Cycle Tour Routes	2
Employment Agencies (Private)	2

Top Occupational Categories

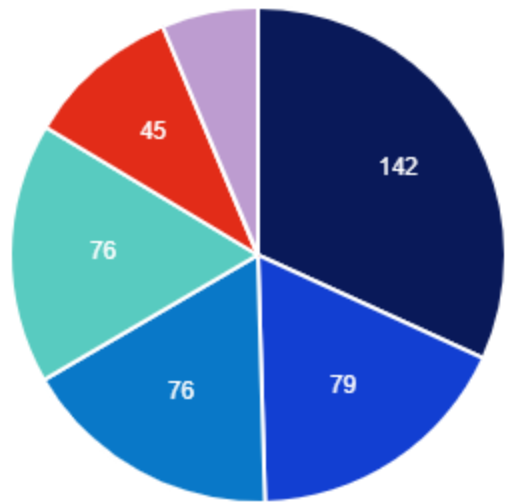
Top broad categories of occupation interacted with on Job Map (if used).



- 223** Sales and service occupations
- 73** Business, finance and administration occupations
- 52** Trades, transport and equipment operators and related occupations
- 47** Occupations in education, law and social, community and government services
- 33** Health occupations

Skill Level Interest

NOC skill level of jobs interacted with on Job Map.



- 142** TEER Category 5
- 79** TEER Category 2
- 76** TEER Category 3
- 76** TEER Category 4
- 45** TEER Category 1
- 28** TEER Category 0

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 ↕
65201	Food counter attendants, kitchen helpers and related support occupations	10
60030	Restaurant and food service managers	7
75101	Material handlers	7
13110	Administrative assistants	6
64409	Other customer and information services representatives	5

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	35
7	Trades, transport and equipment operators and related occupations	26
1	Business, finance and administration occupations	22
2	Natural and applied sciences and related occupations	8
4	Occupations in education, law and social, community and government services	4