

2025

Labour Market

Insights





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EXECUTIVE SUMMARY



The 2025 Durham Labour Market Insights Report provides a comprehensive snapshot of employment activity in Durham Region from January to December 2025, offering insight into how local labour market dynamics are evolving in response to ongoing economic adjustment, demographic pressures, and shifting employer needs.

The report is organized into two core sections. The Job Demand section examines employer hiring activity, recruitment intensity, and workforce requirements, drawing on job postings from over 50 public job boards to assess trends in occupations, industries, wages, skills, and posting duration. This analysis highlights how demand has continued to realign toward essential services, care-related occupations, and infrastructure-supporting roles, while also revealing persistent challenges related to job quality, wage adequacy, and hard-to-fill positions.

The Job Search section focuses on jobseeker behaviour and engagement, using Jobs First Durham platform data to explore how individuals are navigating the labour market. It analyzes patterns in job searches, applications, resume and cover letter activity, and overall engagement levels, offering insight into how jobseekers are responding to available opportunities. The findings indicate rising engagement alongside ongoing mismatches between jobseeker expectations and employer requirements, particularly in relation to wages, scheduling, and credential alignment.

Taken together, the report suggests that Durham's labour market in 2025 is adjusting rather than contracting. Hiring activity remains steady, but the nature of demand continues to shift, underscoring the importance of timely labour market intelligence, targeted workforce supports, and data-informed decision-making. These insights are intended to support employers, service providers, policymakers, and community partners in understanding current conditions and planning responsive workforce strategies that strengthen Durham's economic resilience.



KEY LABOUR MARKET HIGHLIGHTS

Core labour market indicators suggest that hiring activity in Durham Region remained steady in 2025, even as overall posting volumes moderated. A comparison of 2024 and 2025 highlights how the local labour market adjusted during a period of economic moderation, ongoing workforce shortages in key sectors, and a gradual rebalancing of employer demand.

Although fewer job postings were recorded in 2025, positions were filled more quickly, pointing to a labour market that remains competitive and responsive. Employers appear to be hiring more selectively, focusing recruitment on priority and hard-to-fill roles, while still engaging broadly across the region. Faster fill times indicate that available labour is being absorbed efficiently, even as recruitment pressures persist.

Together, these indicators point to a labour market that is adjusting rather than contracting, where hiring efficiency has improved but underlying demand for workers remains resilient. The table below summarizes these core indicators and provides a concise snapshot of how hiring dynamics evolved between 2024 and 2025.

Indicator	2024	2025	Change	Key Insight
Active job postings	49,342	42,328	-14%	Sustained demand across all quarters
Unique employers	8,806	7,329	-16%	Broad-based participation across sectors
Avg. posting duration	28.1 days	17.6 days	-41%	Faster matching and quicker hiring cycles
Job post clicks	50,314	71,466	+42%	Higher engagement with available roles



EMPLOYMENT COMPOSITION

Between 2024 and 2025, Durham Region's labour market experienced a measurable shift in the composition of employer demand, reflecting broader economic adjustment and changing service needs. While total job posting volumes declined year over year, demand became more concentrated in essential services, care-based occupations, and infrastructure-related sectors.

Overall, the year-over-year comparison highlights a labour market that is not contracting, but restructuring. Demand is gradually shifting away from discretionary, administrative, and retail-heavy employment toward essential services, technical roles, and care-based occupations. These trends underscore the importance of workforce strategies that support skills development, career mobility, and alignment between training pathways and emerging sector needs in Durham Region.



Full-time roles dominated hiring at 77 percent, indicating strong demand for stable, ongoing positions.



Part-time opportunities represented 22 percent of postings, supporting flexible schedules and supplemental income.



Permanent jobs rose to 89 percent of postings, reflecting increased stability compared with last year.



Casual employment accounted for roughly 1 percent, primarily for short-duration or on-call needs.



SECTORAL TRENDS



In 2024, job posting growth was led by educational services, alongside continued strength in health care and social assistance. These trends reflected post-pandemic stabilization in public services and sustained demand for professionals such as registered nurses, psychiatric nurses, and teachers. Retail trade and accommodation-related sectors, by contrast, experienced notable declines, signalling reduced discretionary spending and evolving consumer behaviour.

By 2025, the sectoral profile had shifted further. Health care and social assistance remained the largest source of job postings, underscoring the ongoing and structural nature of labour demand in care-based services. Retail trade continued to account for a high volume of postings despite a multi-year decline, suggesting persistent turnover rather than expansion. Administrative and support services saw a significant year-over-year contraction, possibly suggesting longer-term adjustments to staffing models, outsourcing practices, and automation.

One of the most notable changes in 2025 was the emergence of utilities as the fastest-growing sector. Although the overall posting volume is smaller, this growth reflects increased demand for specialized, technical, and infrastructure-related roles. This shift signals the growing importance of skilled trades, engineering, and technical occupations in energy, infrastructure maintenance, and public utilities, areas that are likely to remain critical in the medium to long-term.

Sector	Demand	Growth Drivers
Elementary & secondary schools	High	Public service needs
Community health centres	High	Population health demand
Long-term care facilities	High	Aging demographics
Municipal & regional administration	Moderate	Service delivery continuity
Utilities	Rising	Infrastructure and energy projects
Administrative & support services	Declining	Process changes and automation



OCCUPATIONAL TRENDS

Occupational demand followed a similar pattern of gradual rebalancing. Retail salespersons and visual merchandisers remained among the most frequently posted occupations in both years, but continued to decline overall, reinforcing the trend toward reduced reliance on traditional retail staffing. At the same time, care-oriented occupations, including home support workers, licensed practical nurses, and registered nurses, maintained strong and consistent demand, reflecting demographic pressures and increasing service needs across the Region.

Growth in food service and supervisory roles persisted across both years, indicating ongoing demand in accommodation and food services despite lower total posting volumes. These roles continue to play an important role in providing entry-level employment opportunities, though they are often associated with lower wages and higher turnover.

Occupation	Job Posts	Key Insight
Retail salespersons & visual merchandisers	2,146	High turnover; customer-facing demand
Food counter attendants & kitchen helpers	1,626	Sustained service activity; entry points
Home support workers & caregivers	1,066	Growing care needs; aging population
Retail & wholesale trade managers	936	Leadership in sales operations
Cooks	826	Ongoing hospitality demand despite shifts

JOBSEEKER BEHAVIOUR



Jobseeker engagement increased significantly between 2024 and 2025, reflecting heightened use of Durham Workforce Authority tools and growing reliance on digital job-search platforms. Rather than declining, total engagement increased as jobseekers navigated a more competitive, selective labour market.

Jobseeker interest remained concentrated in sales and service occupations, business and administration roles, and trades and transport, mirroring the structure of available employment opportunities.

Search behaviour was consistent across both years, with keywords such as “warehouse,” “customer service,” “retail,” and “personal support worker” appearing most frequently. These searches reflect strong demand for accessible roles that offer stability, flexibility, or clear entry points into the labour market.

The increase in engagement suggests not only sustained labour force participation, but also greater intensity in job search activity, potentially driven by slower hiring cycles, increased competition for roles, or greater awareness of available employment tools. This trend underscores the importance of maintaining up-to-date labour market information, user-friendly job-matching platforms, and clear pathways to training and employment supports.

Overall, jobseeker behaviour in 2025 reflects an active and engaged workforce responding to evolving labour market conditions, rather than withdrawing from participation.

Indicator	Metric	Key Insight
Total interactions	147,317	Up 30% year-over-year across platforms
Job Board interactions	89,236	Primary access point for seekers
Job post clicks	67,077	High interest in available roles

SKILLS, WAGES, & EXPERIENCE



Wage trends in Durham Region showed modest but consistent improvement between 2024 and 2025, though gains were uneven across sectors and occupations. Overall, posted wages continued to rise, reflecting employer efforts to remain competitive in a labour market shaped by skill shortages and evolving workforce expectations.

The average posted hourly wage increased from \$27.34 in 2024 to \$27.85 in 2025, up 2 percent, while the median posted wage rose slightly from \$23.18 to \$23.27. Although these increases were incremental, they signal continued upward wage pressure, particularly in specialized and high-demand roles. Wage growth remained strongest in utilities, which saw substantial year-over-year increases in median wages, reinforcing the sector's shift toward higher-skilled, technical occupations.

Despite these gains, wage growth remained concentrated in a relatively narrow set of occupations. Health professions, natural and applied sciences, and senior management roles continued to command the highest wages, while many high-volume roles in retail, food services, and administrative support remained lower-paying. This dynamic highlights a challenge in Durham's labour market that, while employment remains accessible, higher-quality and higher-wage opportunities are more limited and often require specialized training or credentials.

Overall, wage trends in 2025 point to a labour market where job quality is improving gradually, but unevenly. Addressing this imbalance will require sustained investment in skills development and career progression pathways that enable workers to move from entry-level roles into more stable, higher-paying employment.



Foundational skills

Across both years, the most frequently requested skills remained consistent. Communication, customer service, management, interpersonal, organizational, and driving skills were most often cited, reflecting the importance of foundational competencies across industries. These skills are highly transferable and support workforce mobility, but they also place greater emphasis on on-the-job learning and employer-led training.

Accessibility

Job accessibility remained a defining feature of Durham Region's labour market across both 2024 and 2025. In both years, the majority of job postings continued to list few or no formal barriers to entry.

In 2024, most job postings did not specify education or experience requirements, and this pattern persisted into 2025. Nearly 90 percent of postings in 2025 continued to omit formal education or experience criteria, suggesting that employers are prioritizing availability, adaptability, and transferable skills over credentials alone. This trend was particularly evident in sales, service, care, and support occupations, which continue to make up a large share of overall demand.

While high accessibility creates important entry points for jobseekers, it also underscores the need for structured pathways that support upskilling and advancement. Without clear progression routes, many workers may remain concentrated in lower-wage, higher-turnover roles. Strengthening connections between accessible entry-level employment and longer-term career development should remain a key opportunity for Durham's workforce system.



REGIONAL COMPARISON



Labour demand across Durham Region continued to reflect the distribution of population, employment centres, and economic activity in 2025, with hiring concentrated in the region’s urban municipalities, while smaller communities supported more localized labour markets.

Among Durham municipalities, Oshawa recorded the highest level of hiring activity, with 12,519 active job postings and 2,497 companies hiring. This reflects Oshawa’s role as a regional employment hub, supported by major institutions, manufacturing activity, health care facilities, and retail centres.

Whitby and Pickering also recorded substantial hiring volumes, while Ajax and Clarington showed moderate but steady employer participation. North Durham, which includes the more rural communities of Scugog, Brock and Uxbridge, reported the fewest postings and employers, reflecting a smaller labour market base rather than reduced economic activity.

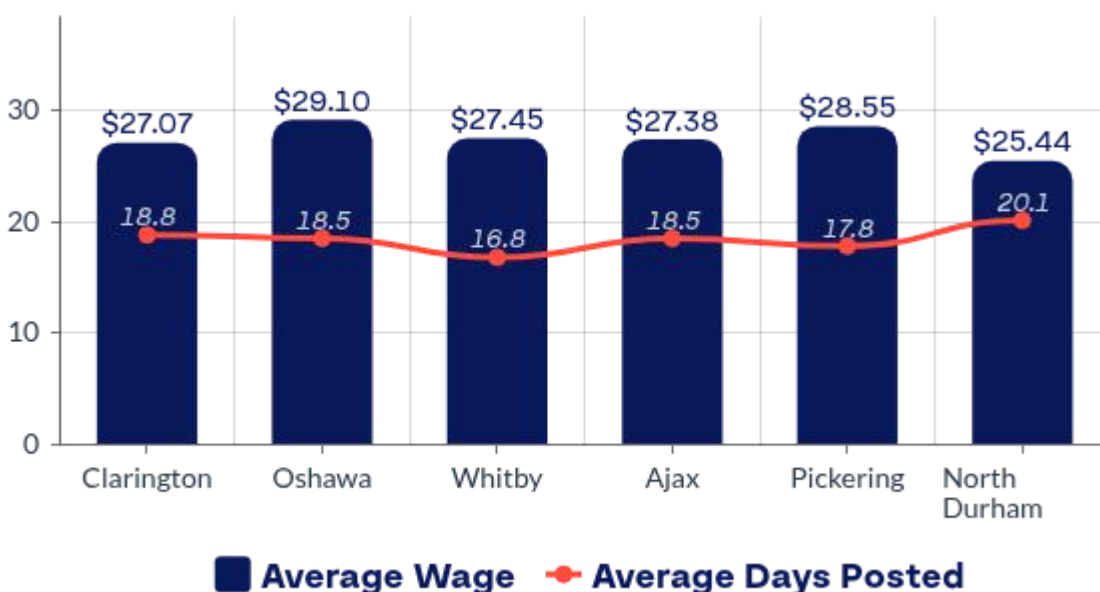


Employment types were also distributed across the region in a way that reflects the local labour market structure. Full-time, part-time, permanent, and temporary opportunities were all present across municipalities, though their concentration varied with population size and employer presence. Larger urban centres accounted for the majority of both full-time and permanent roles, while smaller municipalities contributed a smaller but still important share of employment opportunities.



Posting duration remained relatively consistent across the region, with most municipalities averaging between 16.8 and 20.1 days before positions were filled. Whitby recorded the shortest average posting duration at 16.8 days, suggesting a relatively efficient matching of employers and workers in that area. By contrast, North Durham saw slightly longer posting durations, which may reflect a smaller labour pool or greater challenges in filling certain roles in rural communities.

Wage levels also varied across municipalities, highlighting differences in occupational composition and industry presence. Oshawa recorded the highest average posted wage at \$29.10 per hour, followed by Pickering at \$28.55, while North Durham reported the lowest average posted wage at \$25.44. These differences are consistent with the concentration of higher-paying technical, professional, and industrial occupations in urban centres.



Despite these variations, the underlying skill requirements across municipalities were broadly similar. Employers consistently emphasized foundational, interpersonal, technical, analytical, and resource management skills, reflecting the transferable competencies required across a wide range of occupations. Communication, coordination, and problem-solving remain essential skills regardless of location or industry.

Overall, the regional comparison highlights a labour market that is interconnected but locally differentiated. Urban centres such as Oshawa, Whitby, and Pickering continue to anchor employment activity, while surrounding municipalities contribute to a diverse regional workforce ecosystem.

Understanding these local variations is essential for workforce planning, helping employers, service providers, and policymakers tailor strategies that reflect the unique labour market dynamics of each community within Durham Region.



CONCLUSION

The 2025 labour market in Durham Region showed stability, accessibility, and gradual adjustment. While overall hiring remained strong, sectoral shifts and uneven wage growth highlighted ongoing challenges in job quality and workforce sustainability. Comparing 2024 to 2025, the market is adapting rather than shrinking. Although job postings declined, hiring activity stayed competitive and resilient, reflecting broader economic moderation alongside steady demand in essential and skilled sectors.

Fewer job postings were recorded in 2025, but employers filled positions faster, as seen in shorter average posting durations. This indicates better alignment between employer needs and available labour, even as hiring became more selective. The drop in employer participation suggests consolidation rather than withdrawal, with many continuing to post roles but at lower volumes.

Labour demand shifted towards health care, care services, and infrastructure roles, while discretionary and administrative sectors declined. The rise of utilities as a growth area underscores the increasing importance of technical and skilled occupations, highlighting the need for long-term workforce planning aligned with regional investments and demographic changes.

Wage trends show modest improvements in job quality but remain uneven. Average and median wages rose slightly, mainly in specialized sectors. High-volume sales and service roles stayed lower-wage, emphasizing a persistent gap between job accessibility and quality. This highlights the need to strengthen pathways for skill development and progression into better-paying jobs.

Job accessibility remained high, with most postings not requiring formal education or experience, supporting entry-level participation. However, reliance on transferable skills and on-the-job learning places greater responsibility on employers, educators, and workforce partners to ensure accessible roles lead to long-term stability.

Jobseeker engagement also increased significantly in 2025, with more use of Durham Workforce Authority tools. This reflects active job searching in a competitive market rather than disengagement, as jobseekers seek clarity and alignment with available opportunities.

Overall, the year-over-year trends point to a labour market that is evolving in structure and focus, rather than weakening. Durham Region's workforce system continues to support high levels of participation and accessibility, while facing ongoing challenges related to job quality, sectoral concentration, and skills alignment. Addressing these challenges will require sustained collaboration among employers, educators, service providers, and policymakers to ensure that labour market adjustment translates into long-term resilience and inclusive economic growth.

Job Demand Report

Jobs Active During: January 2025 to December 2025

Jobs First

About Jobs First Durham

Jobs First Durham is a digital workforce platform developed by the Durham Workforce Authority to connect jobseekers, employers, and community partners with employment tools and real-time labour market information. The platform brings together job postings, skills insights, career resources, and workforce data to help communities better understand local hiring trends and workforce needs.

The Labour Market Insights Tool used to generate this report analyzes job posting data collected from more than 50 online job boards. The information presented reflects employer demand captured directly from job postings, providing insight into the occupations, skills, wages, and sectors where employers are actively seeking workers. By analyzing patterns in these postings, the data highlights where hiring demand is strongest and where opportunities are emerging within the labour market.

Understanding these trends helps inform workforce planning, economic development initiatives, and employment services by identifying the types of roles employers are trying to fill and the skills they are seeking across Durham Region.

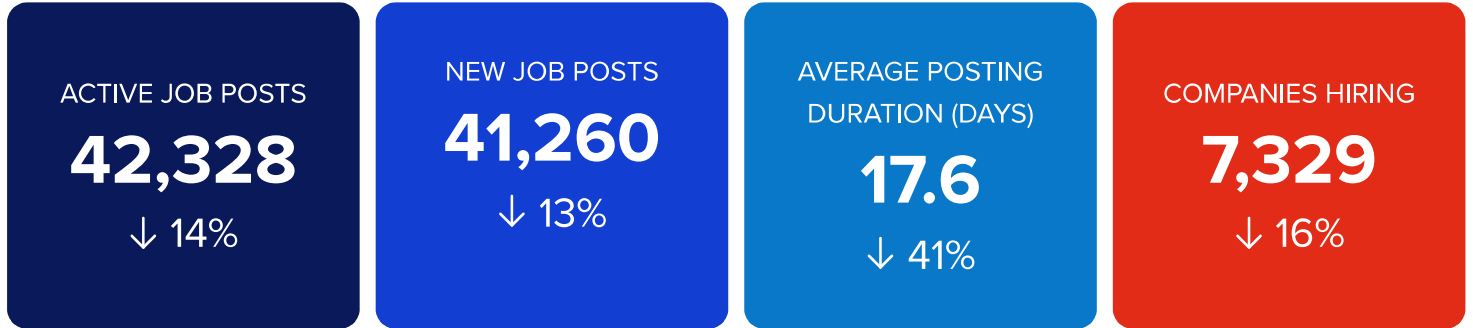


This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

Snapshot

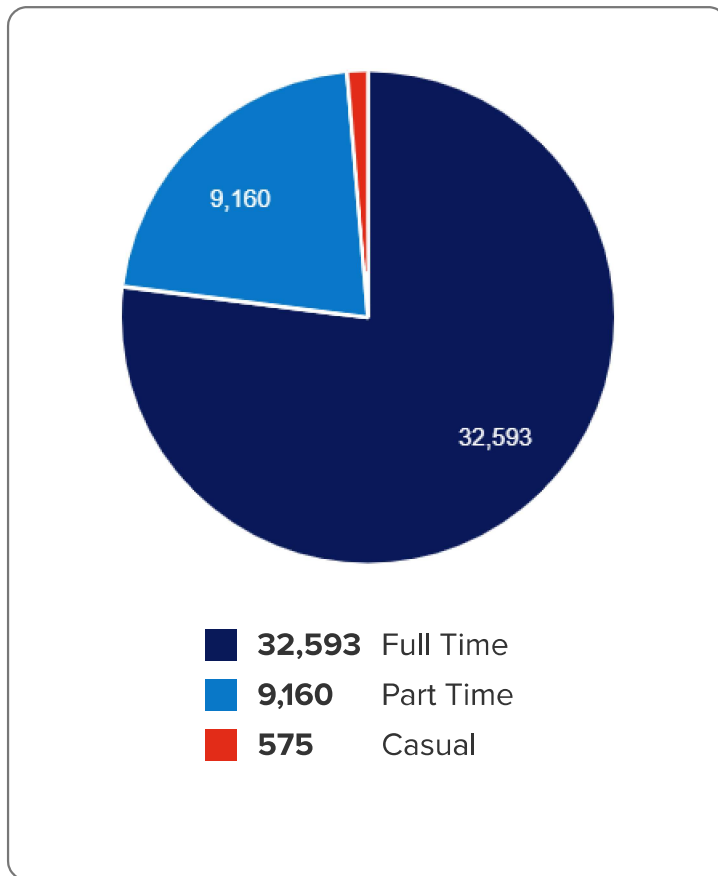
Quick Statistics

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



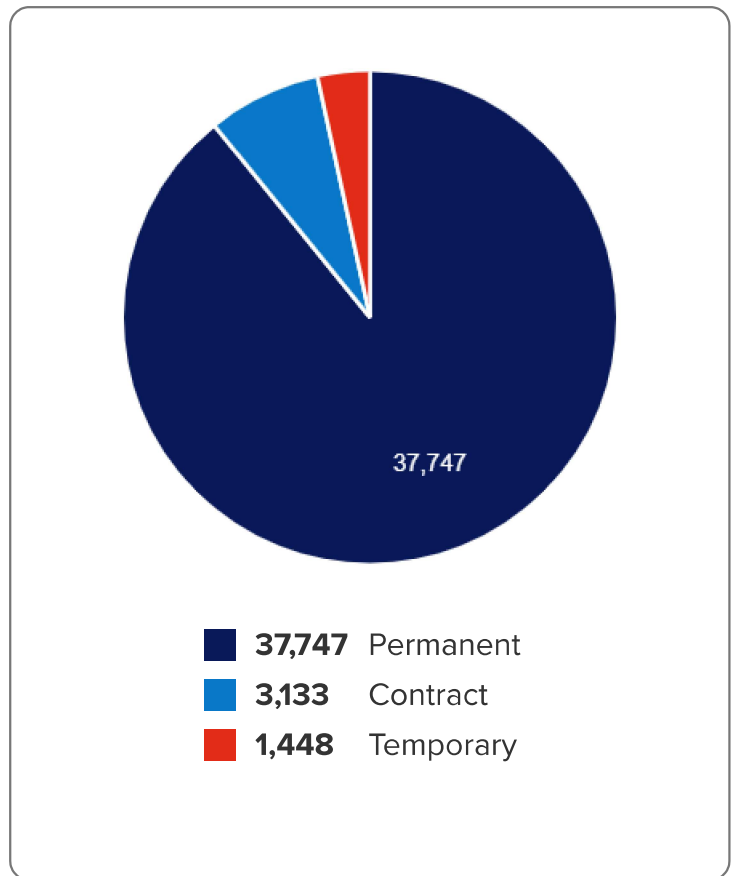
Job Type

Full time vs. Part time.



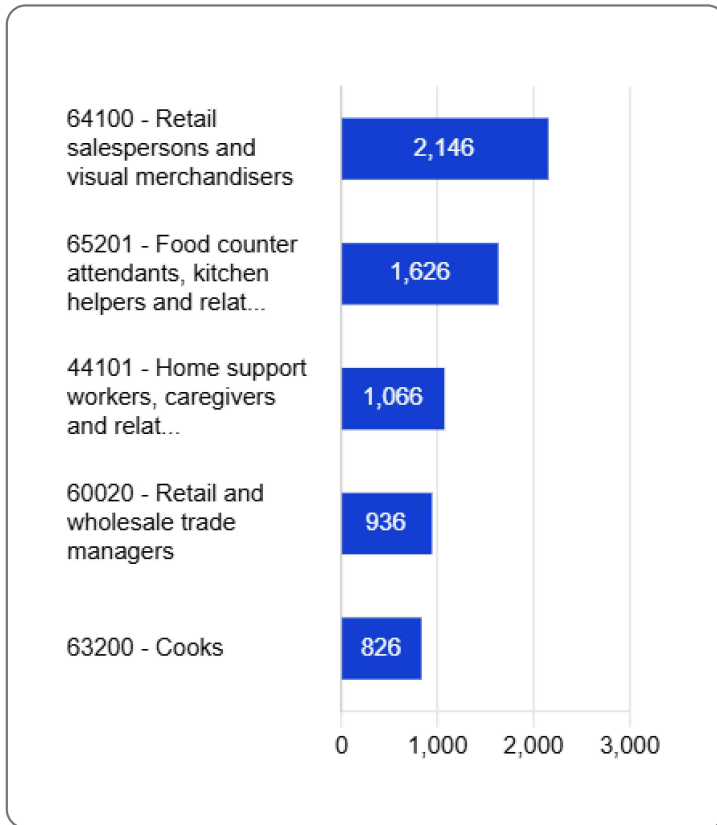
Job Duration

Permanency of jobs posted.



Top Occupations

Top in-demand occupations based on posting count.



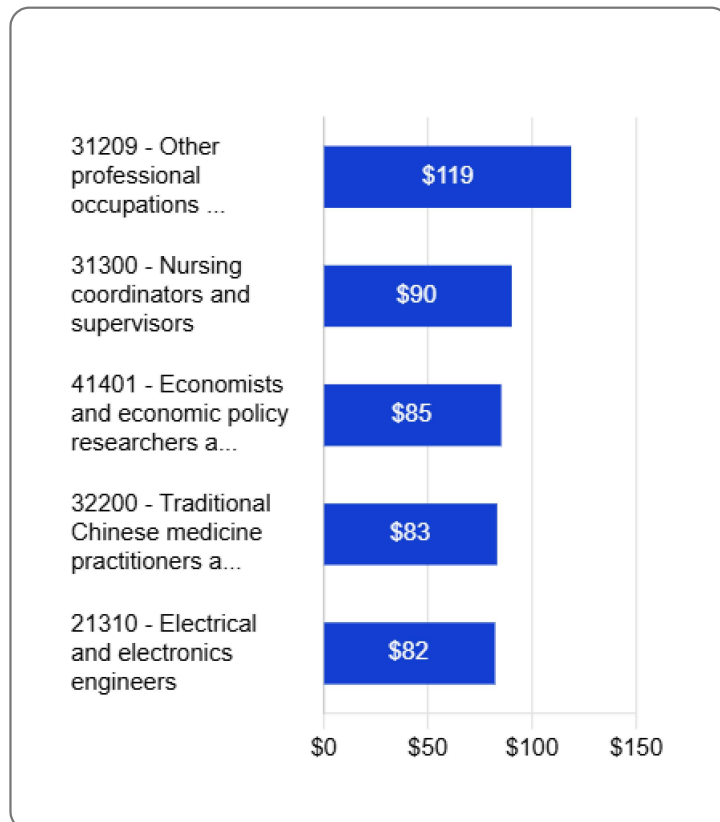
Top Skills

Top in-demand skills based on posting count.



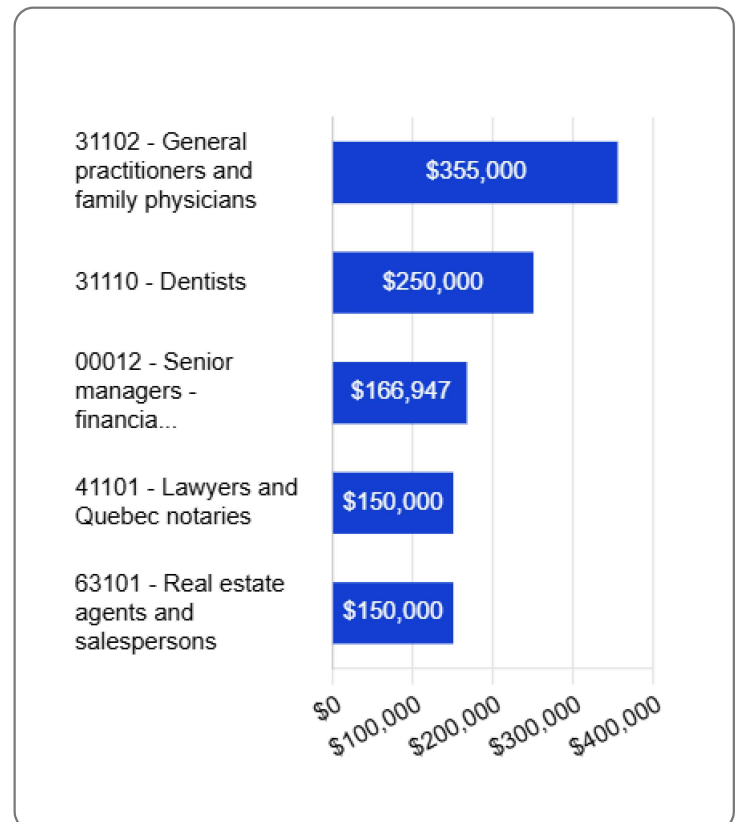
Top Hourly Wages

Top median hourly wages by occupation.



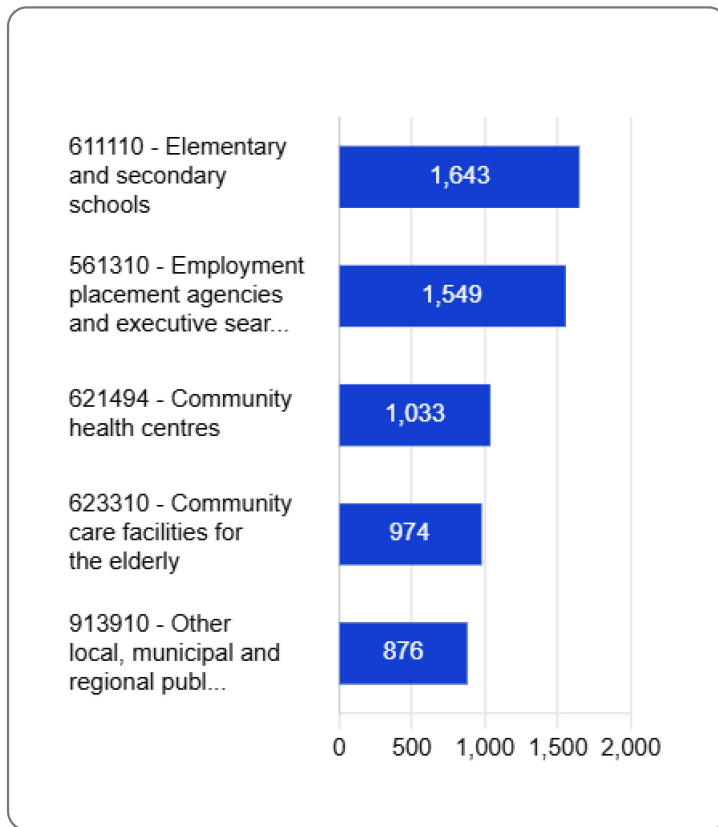
Top Salaries

Top median yearly salaries by occupation.



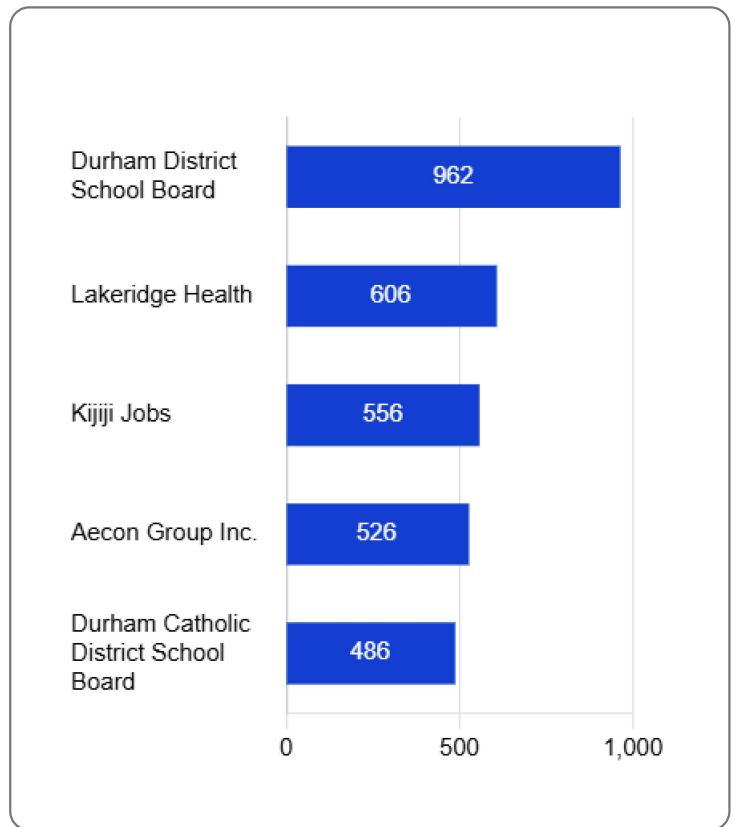
Top Sectors

Top in-demand sectors based on posting count.



Top Hiring Employers

Top employers based on hiring activity.



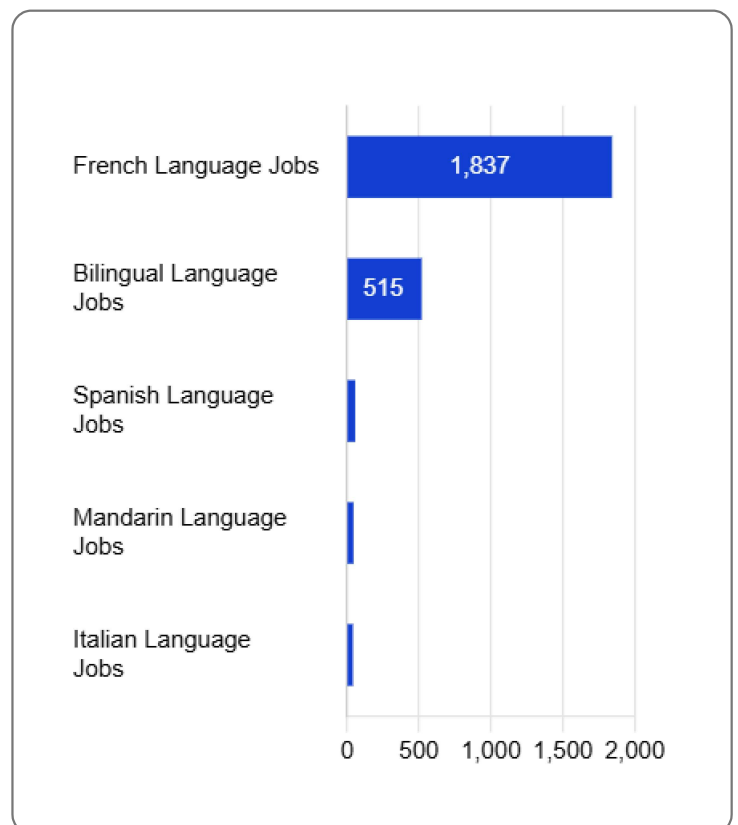
Top Locations

Top locations based on job posting count.



Top Languages

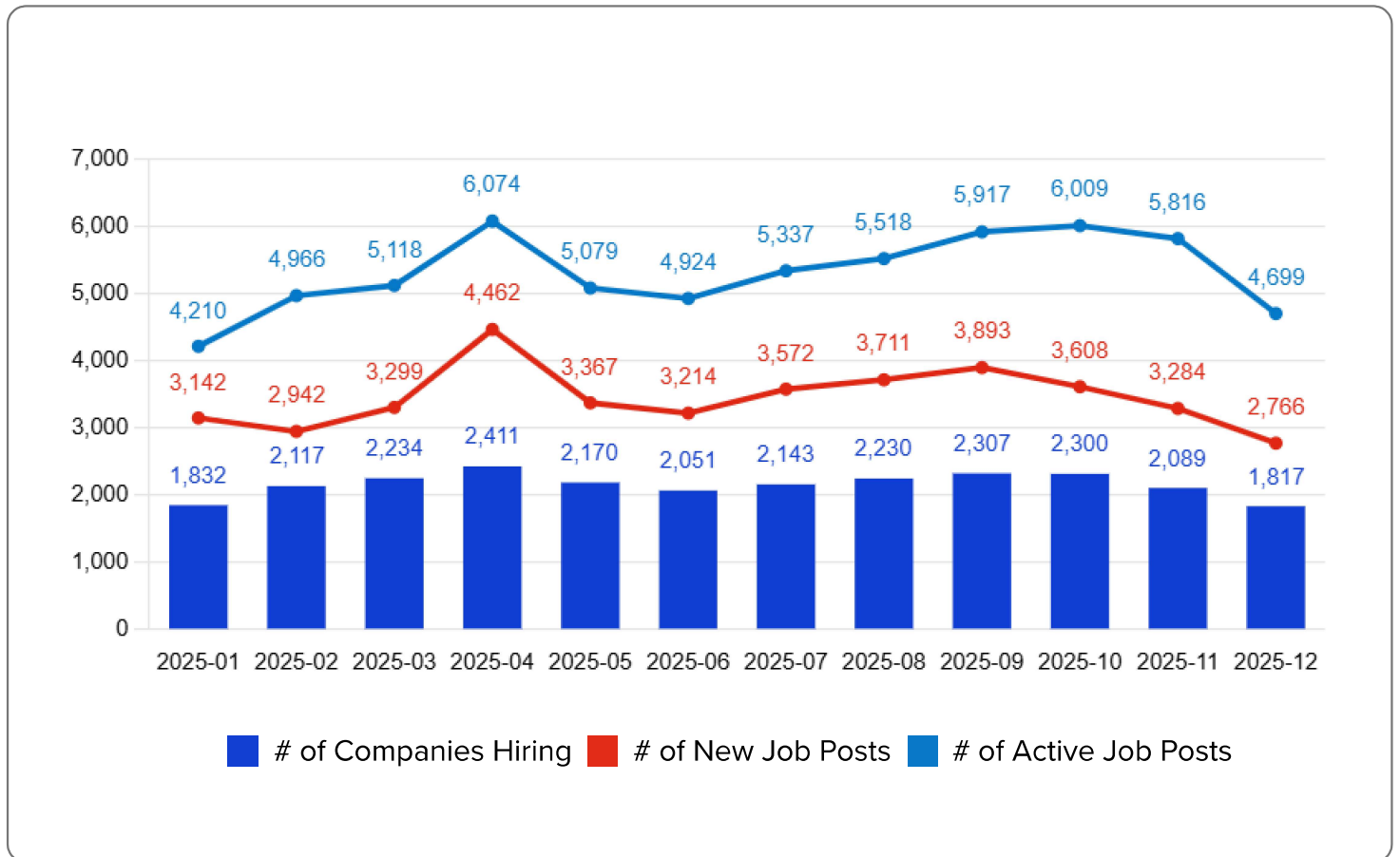
Top language skills being recruited for.



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

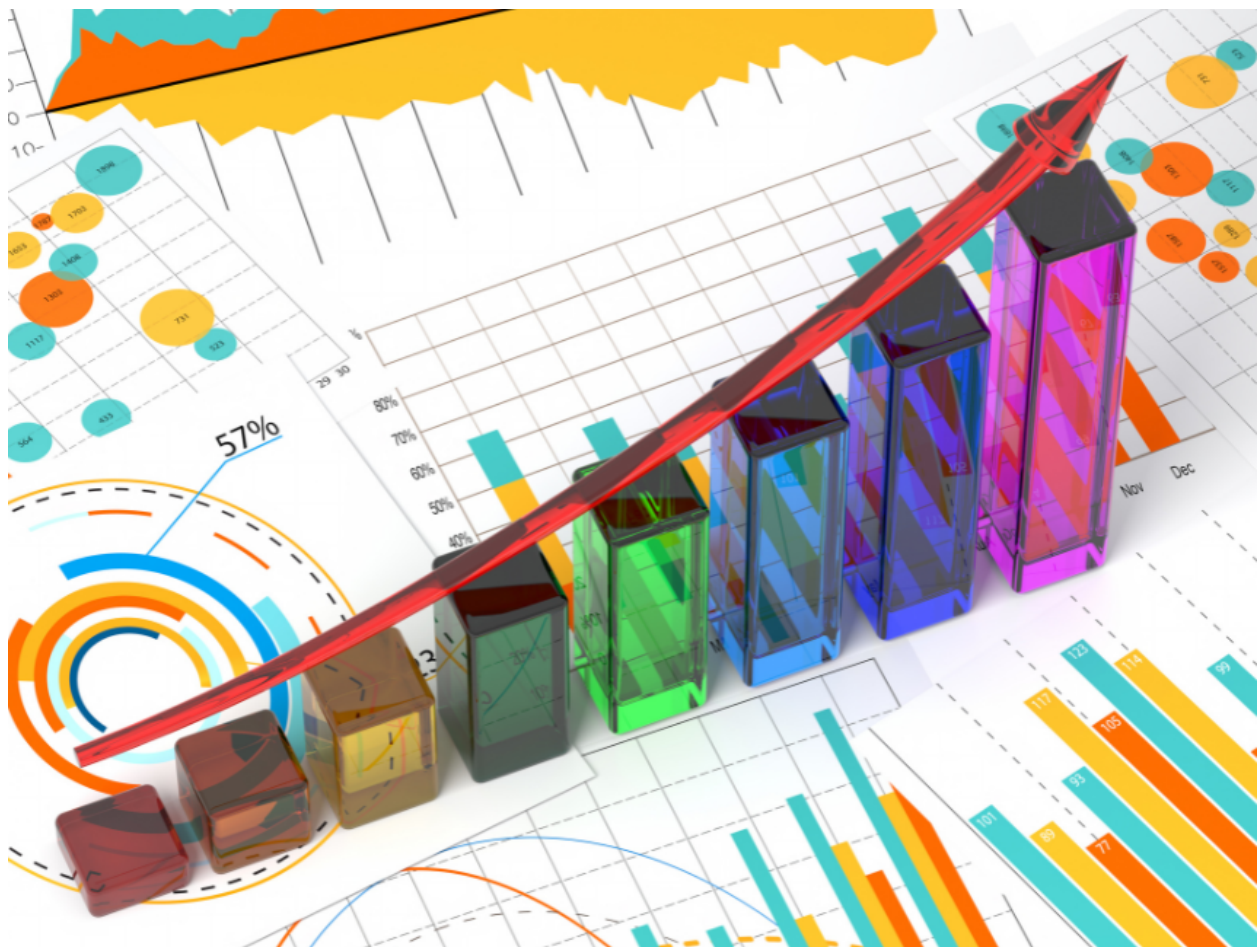
Administrative and support, waste management and remediation services

↓ 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.



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.



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.

SECTORS WITH GROWING WAGES 10 44%	TOP SECTOR WAGE GROWTH Utilities ↑ 23%	TOP SECTOR WAGE DECLINE Educational services ↓ 18%
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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

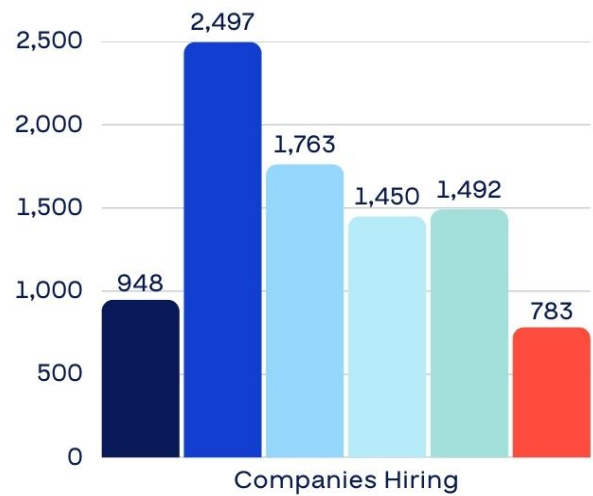
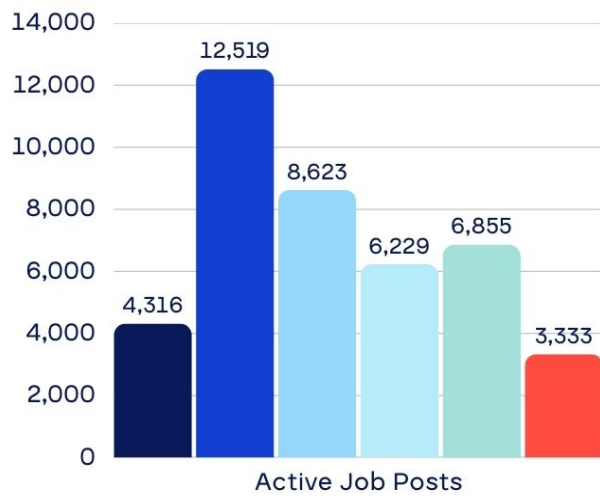
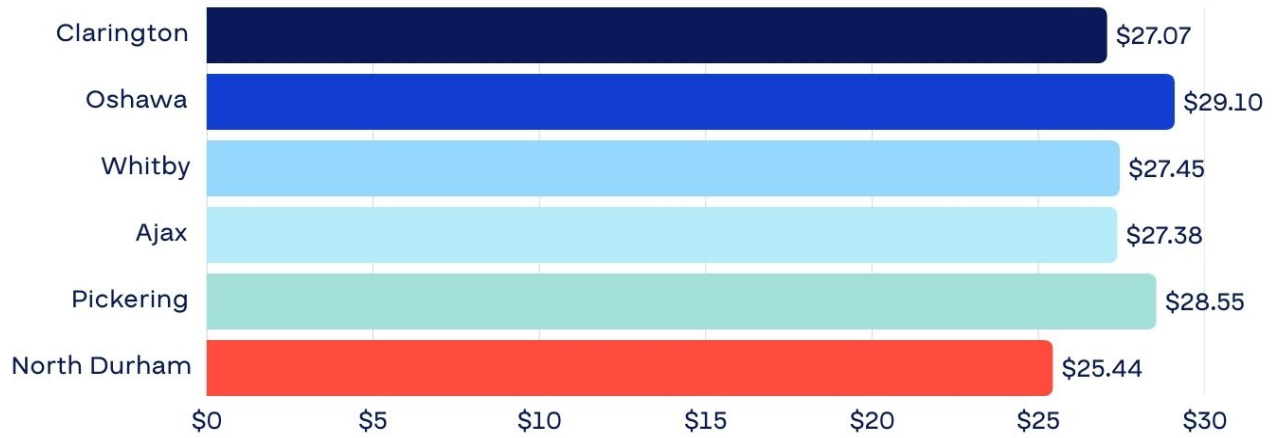
Top declining wages by sector based job posting data over the last 12 months.

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

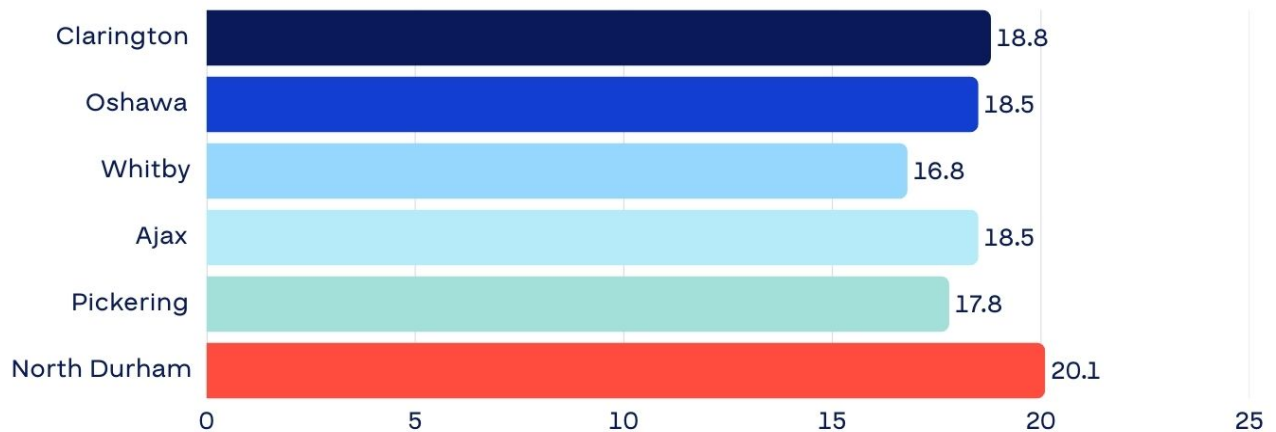


Regional Comparison

Average Posted Wage

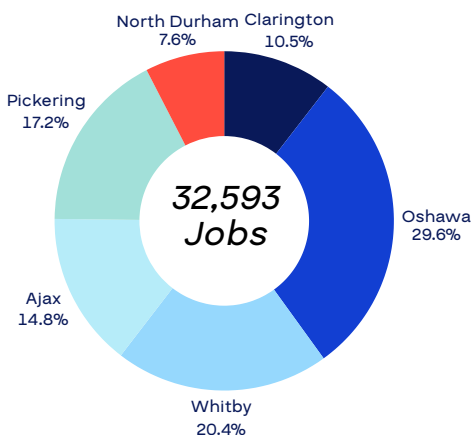


Average Days Posted

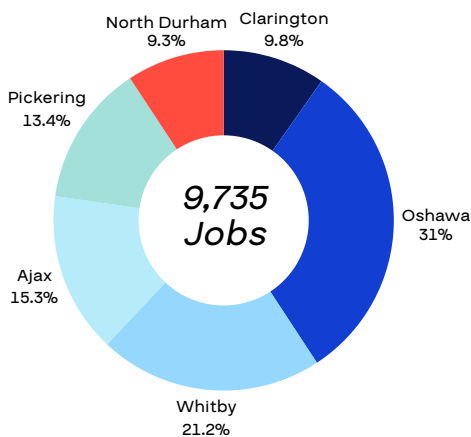


Distribution of Employment Type by Municipality

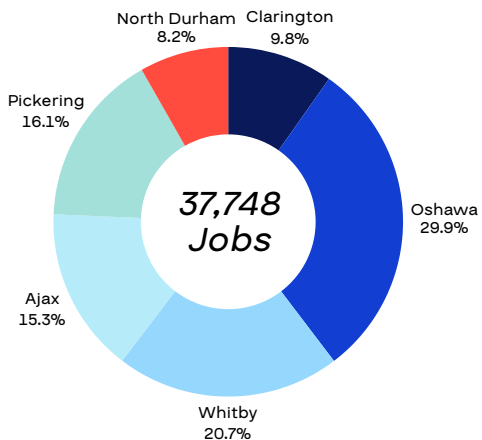
Full Time Posts



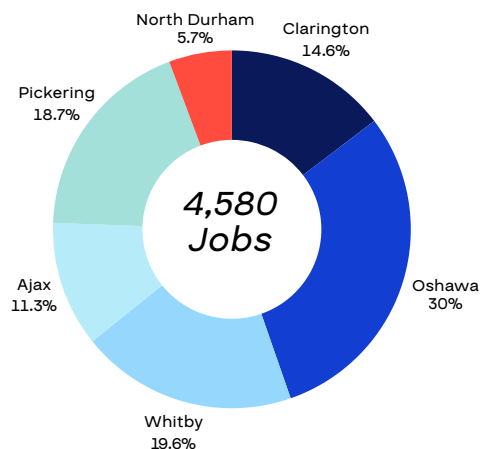
Part Time & Casual Posts



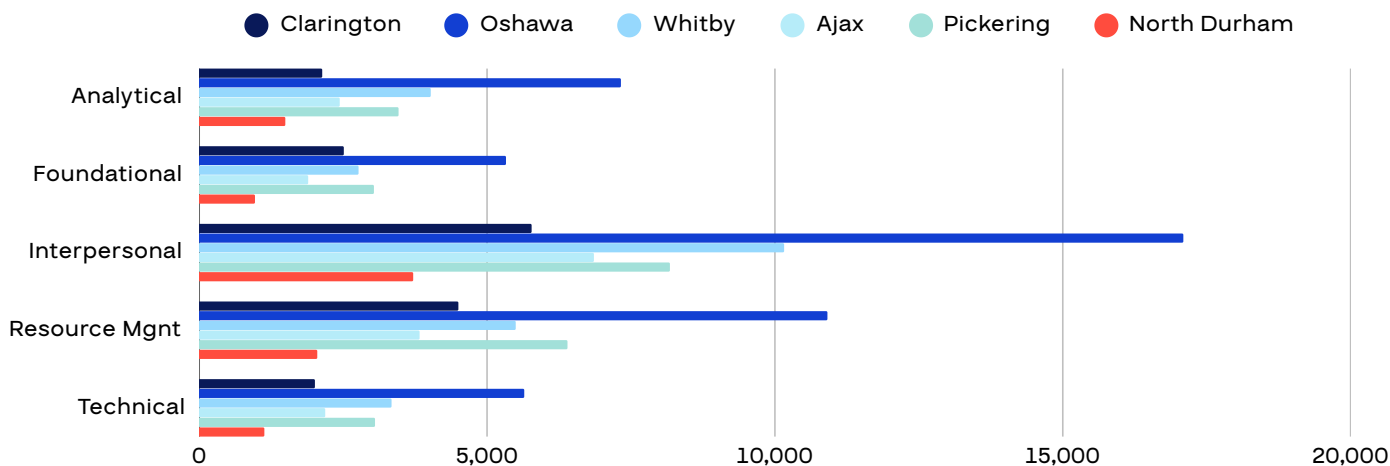
Permanent Positions



Contract & Temporary Posts



In-Demand Skills



Analytical Skills - Critical Thinking, Decision-Making, Evaluation, Learning Strategies, Operations Analysis, Problem Solving, Quality, Control Analysis, Researching & Investigating

Foundational Skills - Digital Skills, Numeracy, Oral Communication, Physical Demands, Writing

Interpersonal Skills - Coordinating, Instructing, Intercultural Skill, Managing Conversation, Negotiating, Persuading, Service Orientation, Social Perceptiveness, Working with Others

Resource Management Skills - Change Management, Crisis Management, Job Task Planning & Organizing, Management of Financial Resources, Management of Material Resources, Monitoring, Operational Planning, Personnel & Human Resources, Projecting Outcomes, Risk Management, Talent Management, Time Management

Technical Skills - Equipment Maintenance, Equipment Selection, Installing, Operation Monitoring, Operation & Control, Repairing, Setting up, Technology Design, Troubleshooting.

Occupations

Demand by Occupation

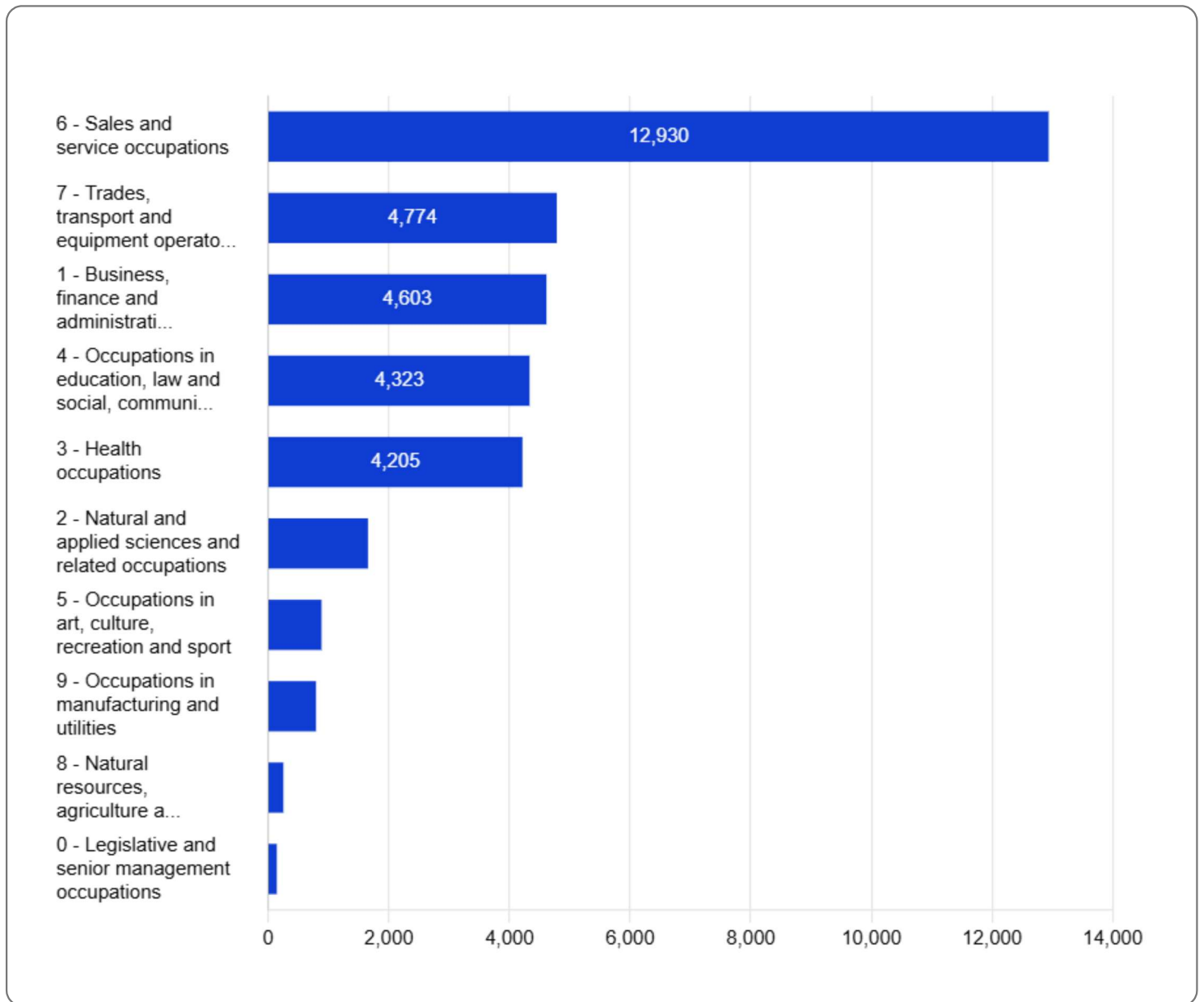
Which occupations are hard to fill, or in demand?

NOC Code ↕	NOC Label ↕	Posting Count ↕
64100	Retail salespersons and visual merchandisers	2,146
65201	Food counter attendants, kitchen helpers and related support occupations	1,626
44101	Home support workers, caregivers and related occupations	1,066
60020	Retail and wholesale trade managers	936
63200	Cooks	826



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	4,340
64	Sales and service representatives and other customer and personal services occupations	3,872
31	Professional occupations in health	1,963
41	Professional occupations in law, education, social, community and government services	1,768
63	Occupations in sales and services	1,662

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	2,168
6520	Food support occupations	1,971
6510	Cashiers and other sales support occupations	1,264
4410	Home care provider occupations	1,166
4220	Paraprofessional occupations in legal, social, community and education services	1,006

Skills & Experience

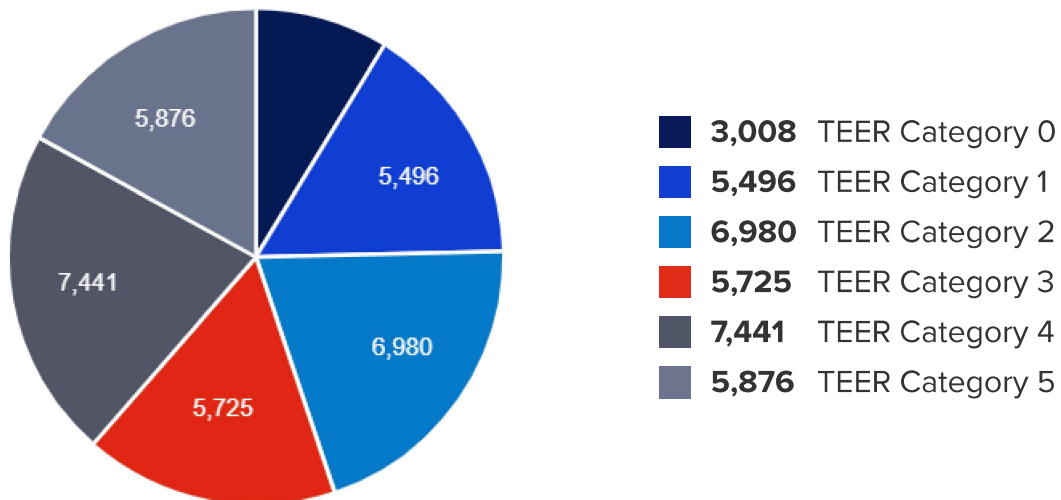
Top In-Demand Skills

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?



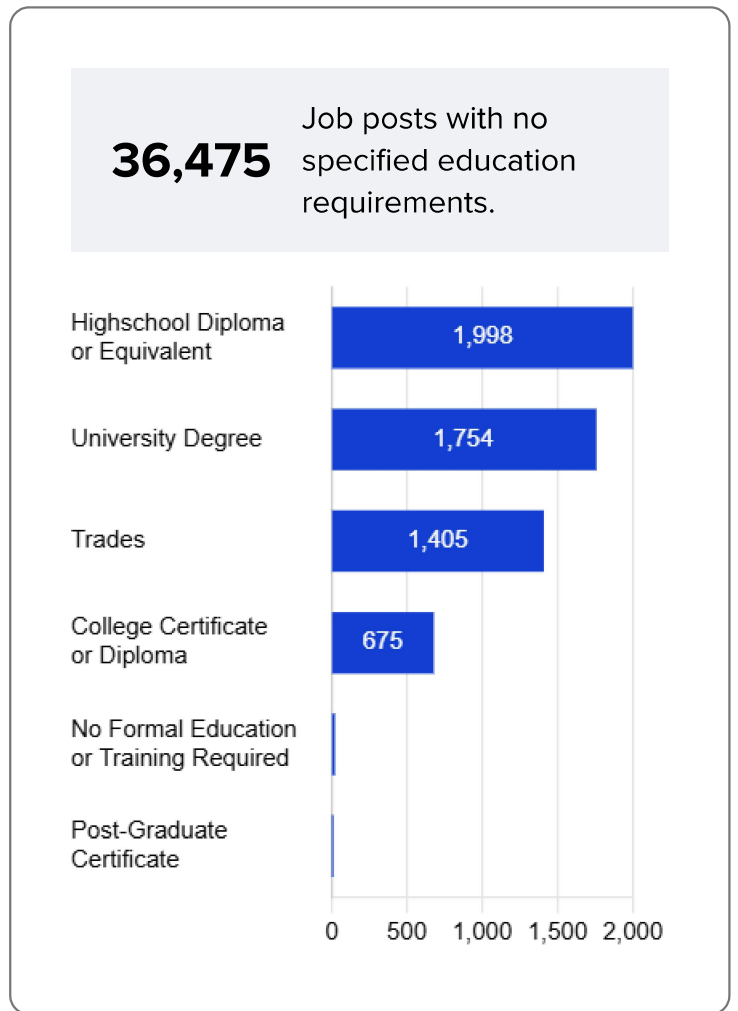
Experience Insights

A look at published experience requirements.



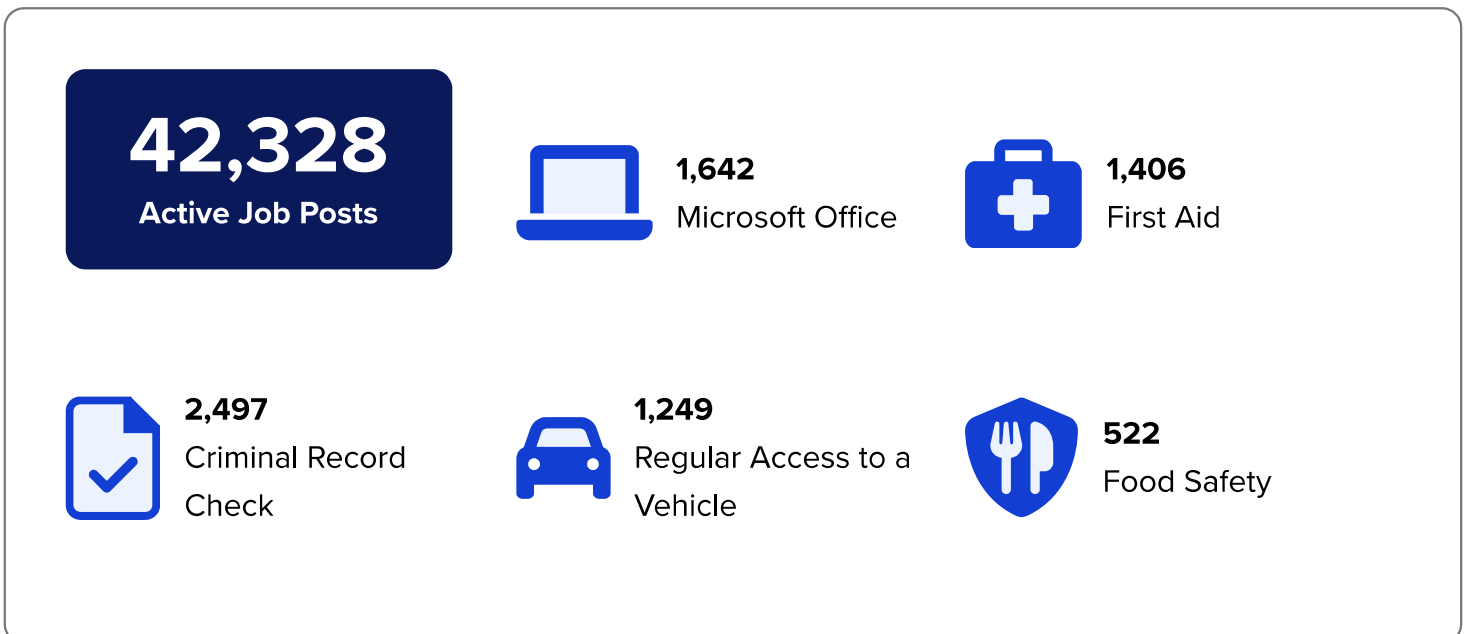
Education Insights

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	141,142
 Interpersonal Skills	52,286
 Resource Management Skills	33,509
 Analytical Skills	21,073
 Technical Skills	17,587
 Foundational Skills	16,687
 Knowledge	93,882
 Business, Finance, and Management	28,752
 Engineering and Technology	18,843
 Health Services	17,083
 Law, Government, and Public Safety	8,039
 Personal and Culinary Services	5,267
 Communications and Transportation	3,790
 Social Sciences and Arts	3,149
 Education and Training	2,667
 Manufacturing and Production	2,592
 Mathematics and Science	2,520
 Natural Resources and Conservation	1,180

Wages & Benefits

Quick Statistics

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

AVERAGE POSTED WAGE

\$27.85

↑ 2%

MEDIAN POSTED WAGE

\$23.27

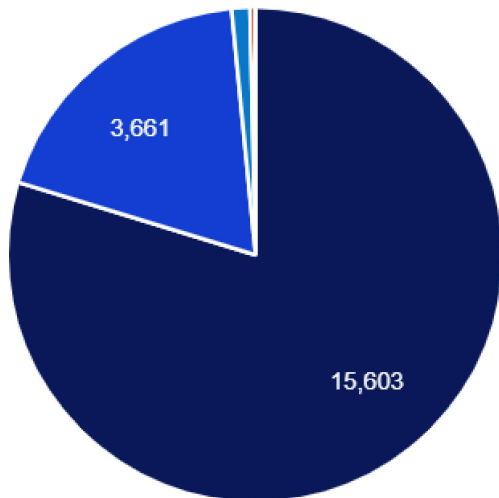
↑ 1%

Published Wages/Salaries

What percentage of job postings include wage or salary information?

22,760

Job posts with no specified wage/salary.



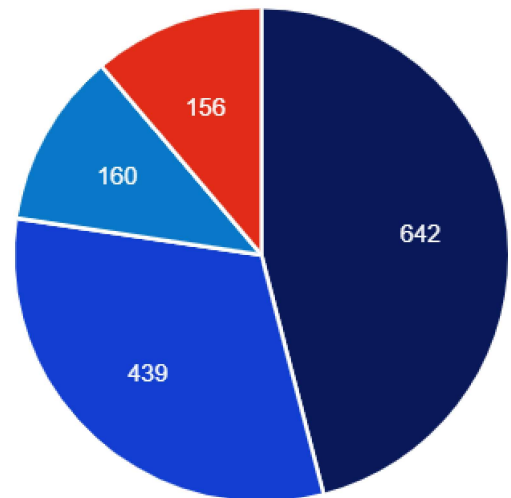
- 15,603** Hourly Wage/Salary
- 3,661** Yearly Wage/Salary
- 235** Weekly Wage/Salary
- 65** Daily Wage/Salary
- 4** Monthly Wage/Salary

Advertised Benefits

What percentage of job postings include benefit information?

40,931

Job posts with no specified benefits.



- 642** Health Only
- 439** Health & Dental Only
- 160** Vision Only
- 156** Dental Only

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	\$98,639
64409	Other customer and information services representatives	\$60,000
13100	Administrative officers	\$65,000
42201	Social and community service workers	\$58,366

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	\$65,000
7	Trades, transport and equipment operators and related occupations	\$80,000
3	Health occupations	\$100,000

Top Salaries by Minor Group

Which minor groups pay the most?

NOC Code	NOC Label	Median Salary
6002	Retail and wholesale trade managers	\$60,000
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	\$90,000
6440	Customer and information services representatives	\$52,000
4220	Paraprofessional occupations in legal, social, community and education services	\$58,432
7001	Managers in construction and facility operation and maintenance	\$90,000

Average Posted Wage

\$ 28.55
Pickering

\$ 27.38
Ajax

\$ 27.45
Whitby

\$ 29.10
Oshawa

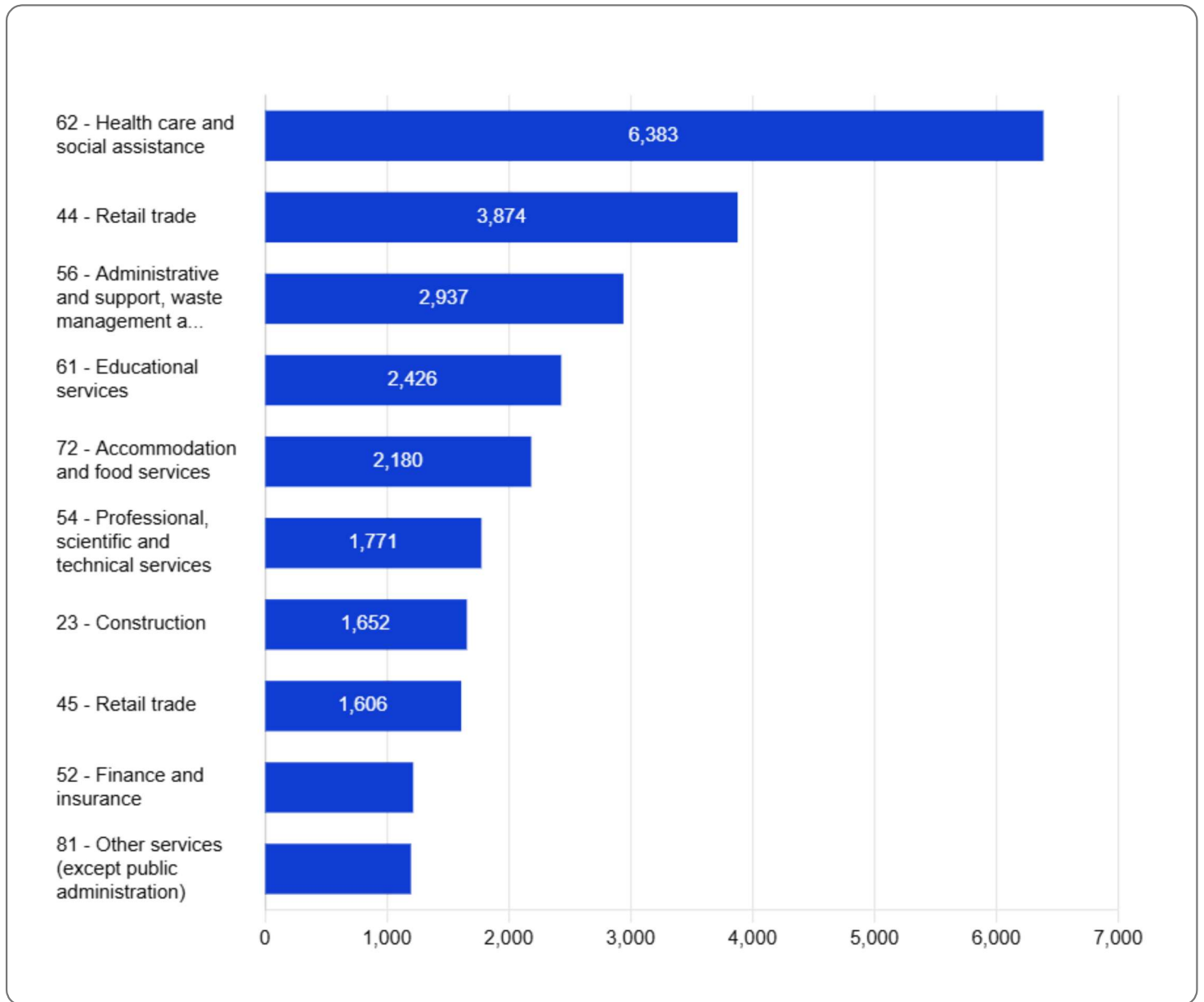
\$ 27.07
Clarington

\$ 25.44
North Durham

Sectors

Top Focus Sectors

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



Top Hiring Sectors

NAICS Code ↕	NAICS Label ↕	Posting Count ▼
> 62	Health care and social assistance	7,288
> 44,45	Retail trade	6,059
> 56	Administrative and support, waste management and remediation services	3,016
> 61	Educational services	2,426
> 23	Construction	2,238
> 72	Accommodation and food services	2,182
> 54	Professional, scientific and technical services	1,904
> 31,32,33	Manufacturing	1,472
> 52	Finance and insurance	1,236
> 81	Other services (except public administration)	1,207
> 91	Public administration	1,056
> 48,49	Transportation and warehousing	834
> 71	Arts, entertainment and recreation	762
> 22	Utilities	617
> 53	Real estate and rental and leasing	530

Employers

Top Hiring Companies

What companies are hiring?

Company	Location ↕	Active Job Posts ↕
Durham District School Board	Whitby	962
Lakeridge Health	Whitby	606
Aecon Group Inc.	Bowmanville	526
Durham Catholic District School Board	Oshawa	486
Subway Restaurants	Whitby	437
Walmart Canada	Pickering	404
Ontario Power Generation	Bowmanville	366
Loblaw Companies Limited	Mississauga	273
AgeCare	N/A	251
University of Ontario Institute of Technology	Oshawa	245

Top Posting Employment Agencies

What employment agencies are posting jobs?

Agency	Location ↕	Active Job Posts ↕
Kijiji Jobs	Ajax	556
Randstad Canada	Oshawa	196
Adecco Canada	Oshawa	60
Morson Talent (Canada & USA)	N/A	51
Durham Region Unemployed Help Centre	Durham Region	47
Spirit Omega Inc.	N/A	47
CarePartners	Oshawa	45
Canadian Executive Search Group Inc.	London	34
Express Employment Professionals	Pickering	32
Alliance Group & Staffing	Scarborough	21

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	41,859

Job Postings by Cities, Towns, Townships or Municipalities

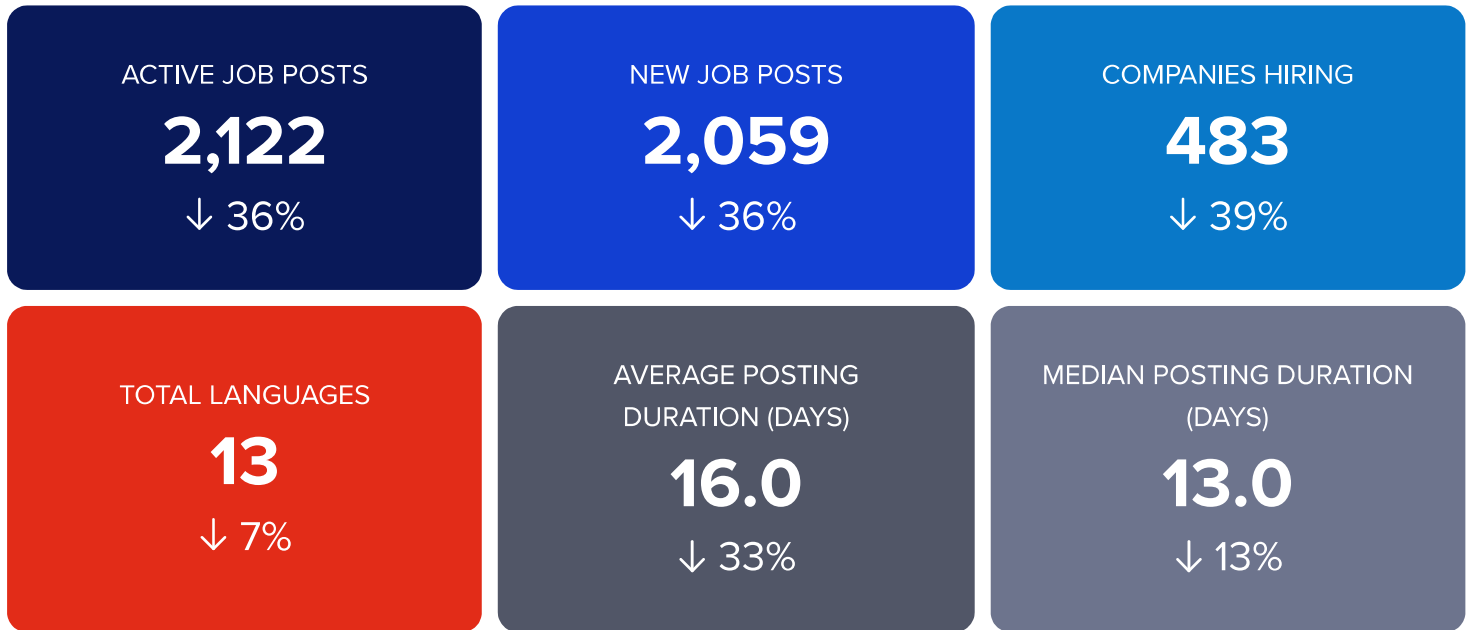
In which regions are job opportunities being offered?

Region ↕	Active Job Posts ↕
City Of Oshawa	12,525
City Of Whitby	8,624
City Of Pickering	6,855
City Of Ajax	6,232
Municipality Of Clarington	4,058
North Durham	3,377

Languages

Quick Statistics

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



Demand by Language

What kind of language skills do employers seek?

Language ↕	Active Job Posts ↕
French Language Jobs	1,782
Bilingual Language Jobs	505
Spanish Language Jobs	51
Mandarin Language Jobs	37
Italian Language Jobs	31

Job Search Report

January 2025 to December 2025

Jobs First Durham

About Jobs First Durham

Jobs First Durham is a digital workforce platform developed by the Durham Workforce Authority to connect jobseekers, employers, and community partners with employment tools and real-time labour market information. The platform provides access to job postings, career exploration resources, skills insights, and workforce data that help individuals and organizations better understand the local labour market.

The Labour Market Insights Tool used to generate this report analyzes jobseeker activity captured through the Jobs First Durham platform. This includes job searches, resume creation, and other engagement with employment tools. The data provides insight into the types of occupations jobseekers are exploring, the skills they are developing, and how individuals are engaging with employment opportunities across Durham Region.

Understanding jobseeker behaviour helps identify where workforce interests align with employer demand, as well as where gaps may exist between the jobs available and the roles jobseekers are pursuing. These insights support employment services, workforce development strategies, and career planning resources across the region.

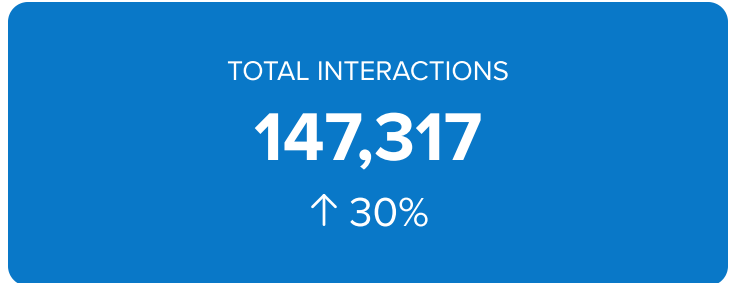


This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

Snapshot

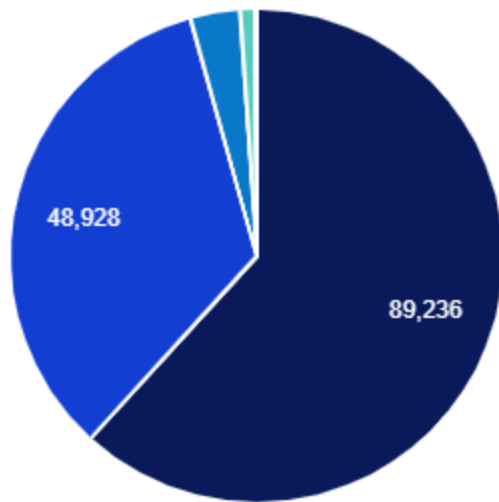
Quick Statistics

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



Interactions By Tool

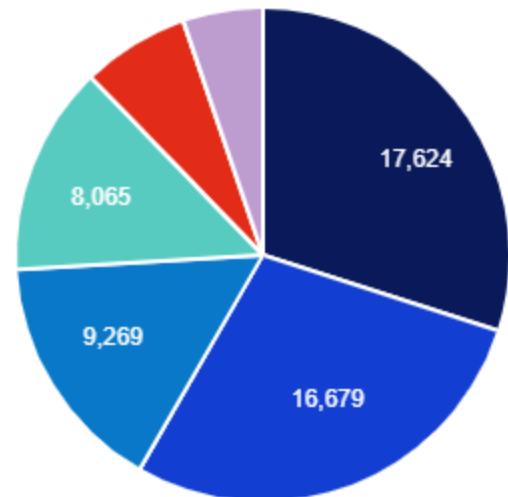
Number of interactions by tool.



- 89,236 Job Board
- 48,928 Portal
- 4,720 Job Map
- 1,380 Career Explorer
- 124 Skill Demand Report
- 58 Job & Training Events Board

NOC TEER Category Interest

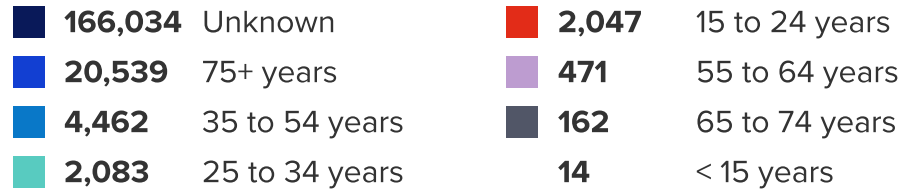
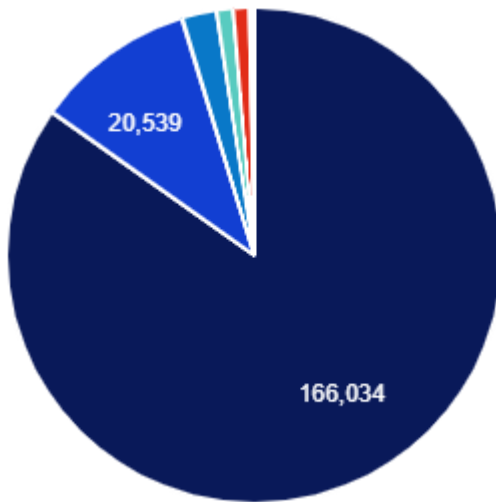
NOC skill level of jobs interacted with on Job Board.



- 17,624 TEER Category 4
- 16,679 TEER Category 5
- 9,269 TEER Category 3
- 8,065 TEER Category 2
- 4,122 TEER Category 1
- 3,072 TEER Category 0

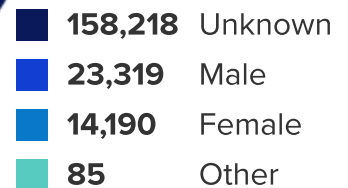
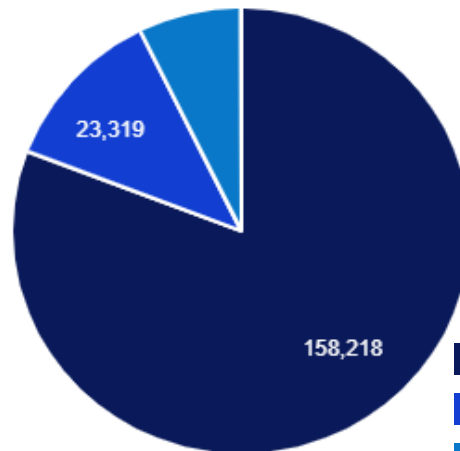
Age Interest

Number of interactions by age range.



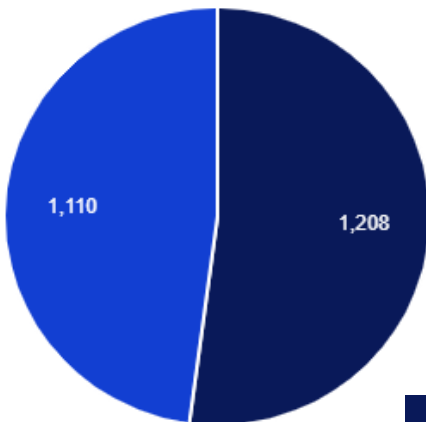
Gender Interest

Number of interactions by self-identified gender.



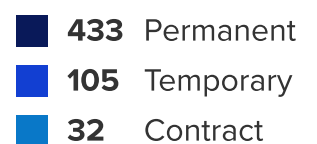
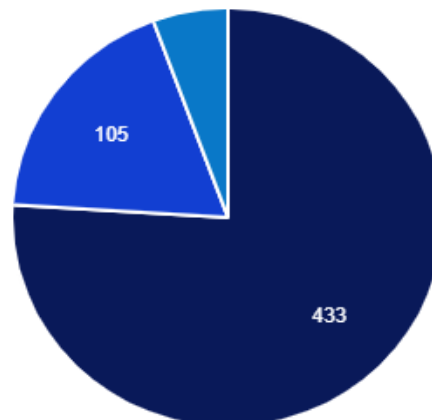
Job Type Interest

Number of interactions by job type (if used).



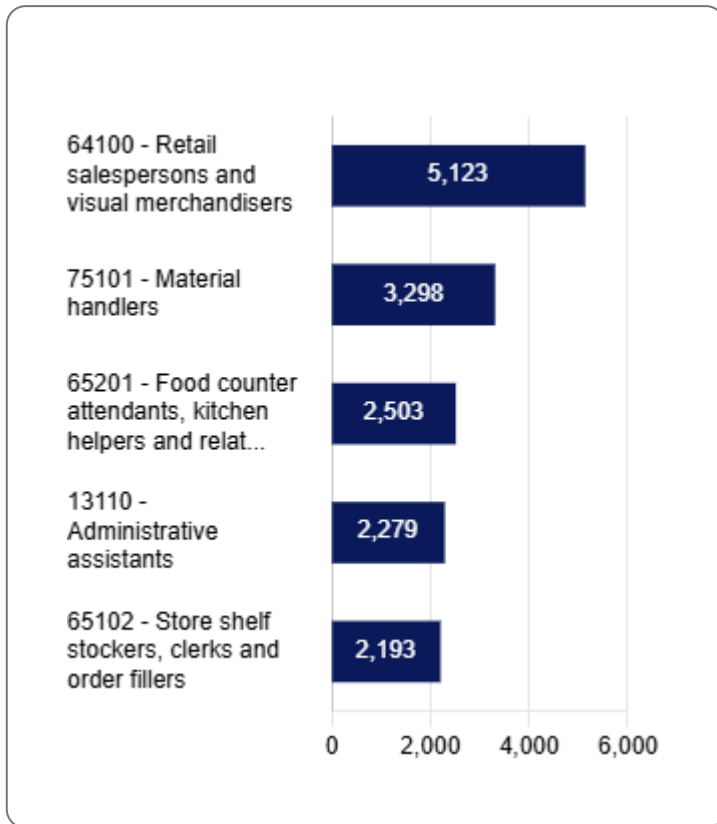
Job Duration Interest

Number of interactions by job duration (if used).



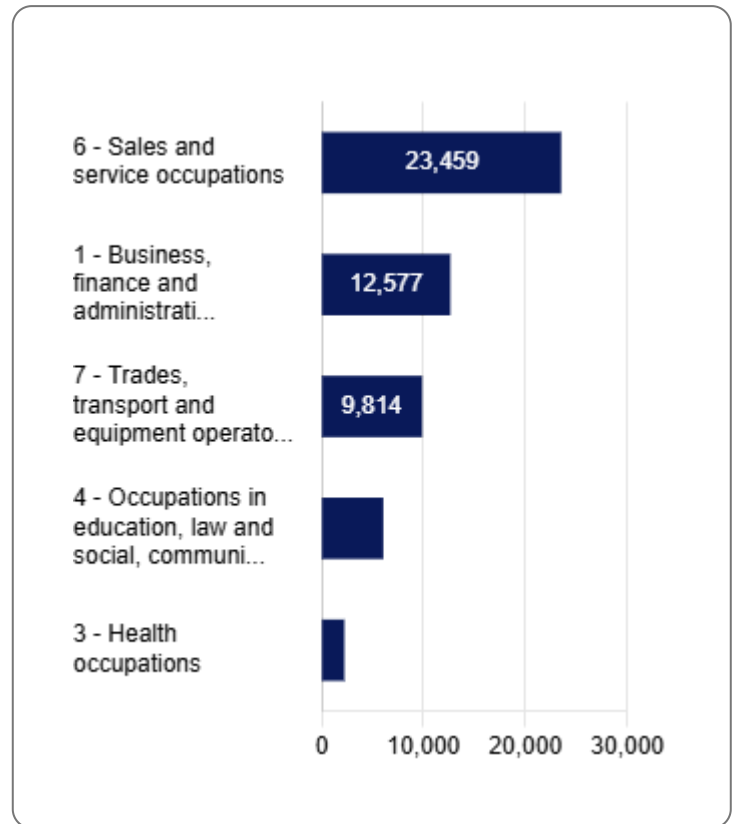
Top Occupational Interests

Top NOC categories clicked on by job seekers.



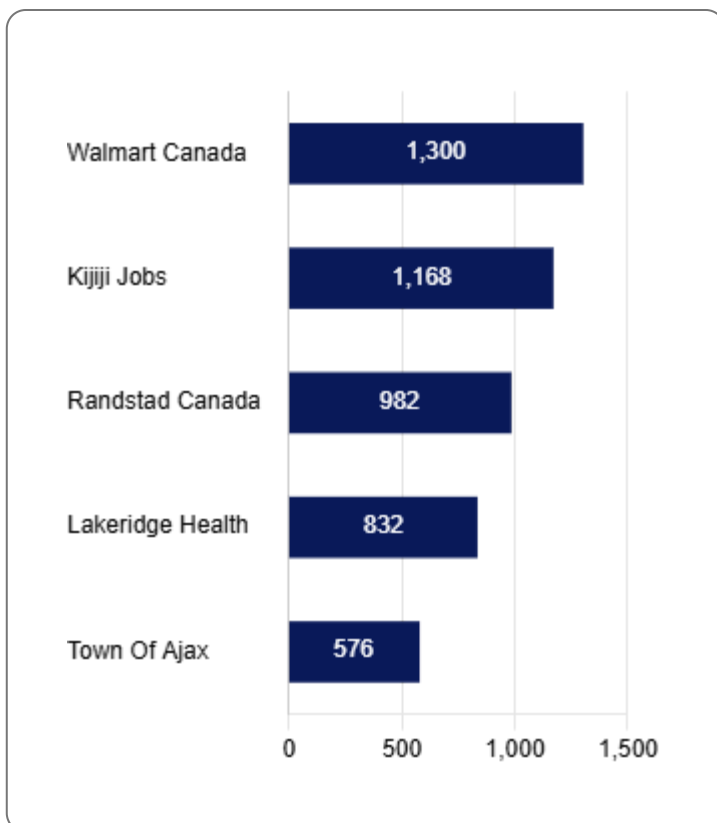
Top Occupational Categories

Top broad occupation categories interacted with



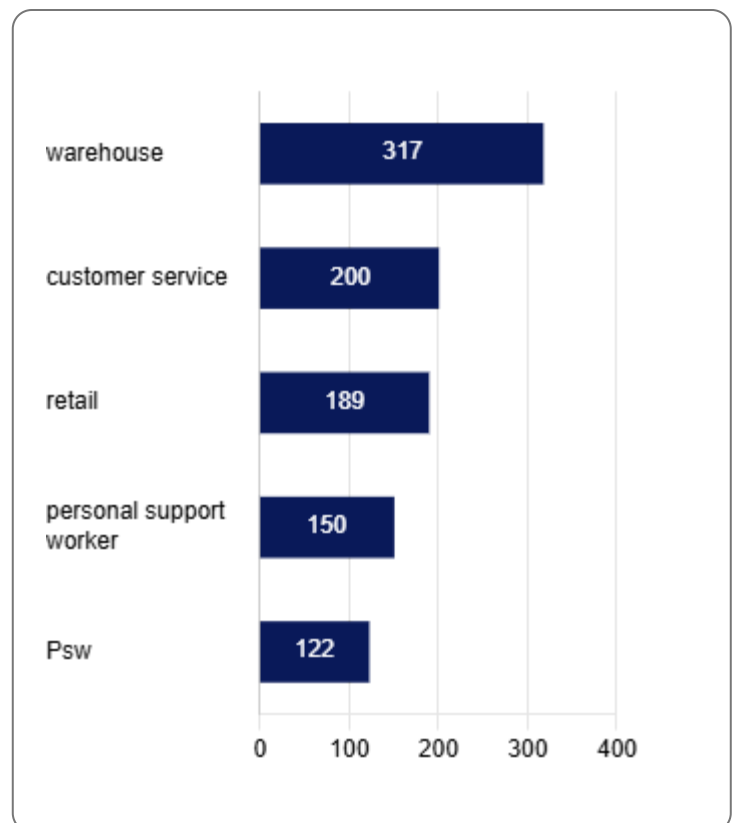
Top Employer Interests

Top employers with clicked job postings.



Top Keyword Searches

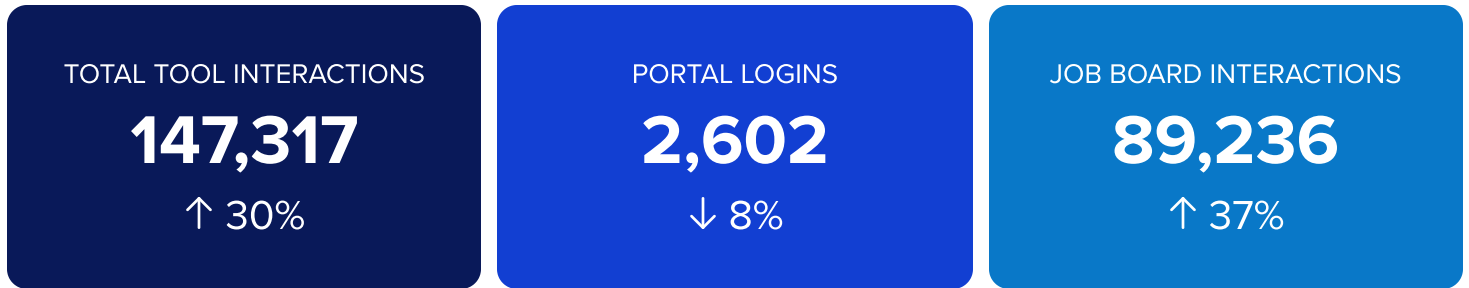
Top job board keyword searches.



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.



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 (%) ↕
64100	Retail salespersons and visual merchandisers	2,585	5,123	99
75101	Material handlers	2,318	3,298	43
65201	Food counter attendants, kitchen helpers and related support occupations	1,817	2,503	38
13110	Administrative assistants	1,785	2,279	28
65102	Store shelf stockers, clerks and order fillers	1,783	2,193	23

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 (%)
64409	Other customer and information services representatives	1,337	1,173	↓ 12
63200	Cooks	484	482	↑ 0
95109	Other labourers in processing, manufacturing and utilities	463	439	↓ 5
33102	Nurse aides, orderlies and patient service associates	291	273	↓ 6
85121	Landscaping and grounds maintenance labourers	274	259	↓ 5



Job Board

Quick Statistics

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

JOB BOARD POST CLICKS

67,077

↑ 44%

JOB BOARD INTERACTIONS

89,236

↑ 37%

Job Post Interest

Job post interactions on Job Board.

Job Post Title ↕	Company ↕	Interactions ↕
Warehouse Associate-ajax	Randstad Canada	217
Sales Associate - Spencer's	Spencer Gifts, LLC	121
Scheduling Coordinator	ParaMed	85
Labourer, General - Manufacturing	Tetra Oils Inc.	69
Heavy General Labourer	Randstad Canada	64

Occupational Interest

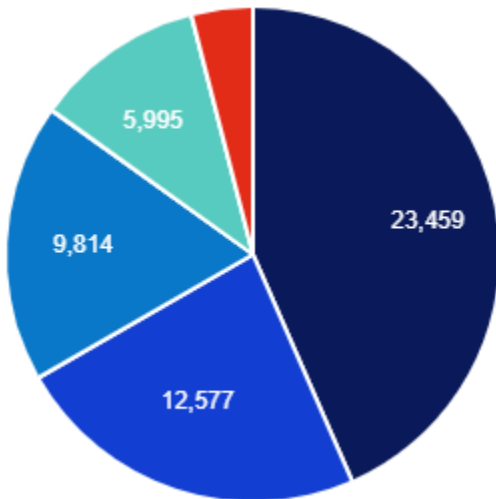
Job post interactions by NOC system on Job Board.

NOC Code	NOC Label	Interactions
64100	Retail salespersons and visual merchandisers	5,123
75101	Material handlers	3,298
65201	Food counter attendants, kitchen helpers and related support occupations	2,503
13110	Administrative assistants	2,279
65102	Store shelf stockers, clerks and order fillers	2,193



Top Occupational Categories

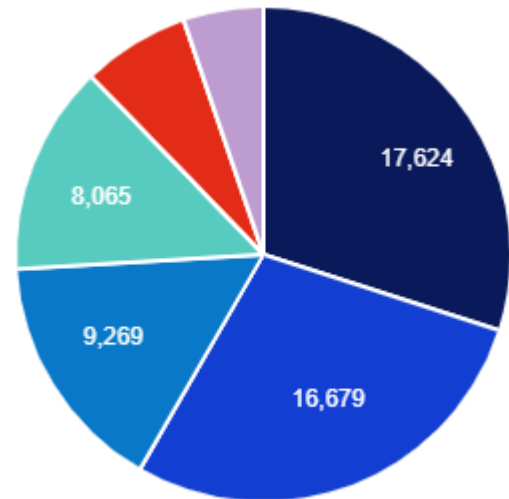
Top broad categories of occupation interacted with on Job Board (if used).



- 23,459** Sales and service
- 12,577** Business, finance and administration
- 9,814** Trades, transport and equipment operators and related occupations
- 5,995** Occupations in education, law & social, community & government services
- 2,178** Health occupations

NOC TEER Category Interest

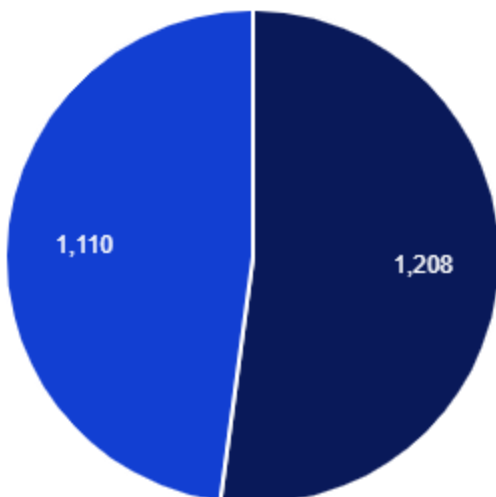
NOC skill level of jobs interacted with on Job Board.



- 17,624** TEER Category 4
- 16,679** TEER Category 5
- 9,269** TEER Category 3
- 8,065** TEER Category 2
- 4,122** TEER Category 1
- 3,072** TEER Category 0

Job Type Interest

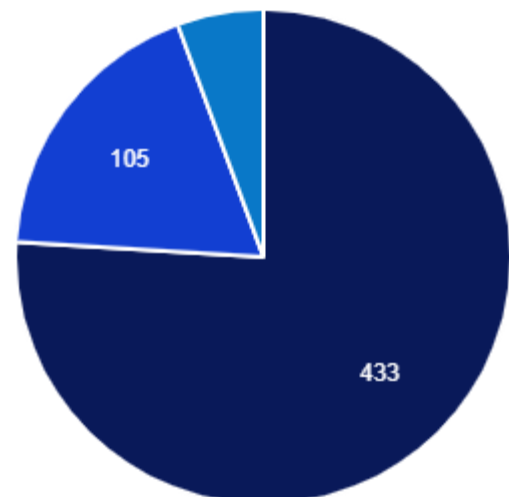
Number of interactions by job type (if used).



- 1,208** Full Time
- 1,110** Part Time

Job Duration Interest

Number of interactions by job duration (if used).



- 433** Permanent
- 105** Temporary
- 32** Contract

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	101
General Labourer	44
Seasonal Employment	40
Casual Employment	33
Apprenticeship Jobs	27

Keyword Searches

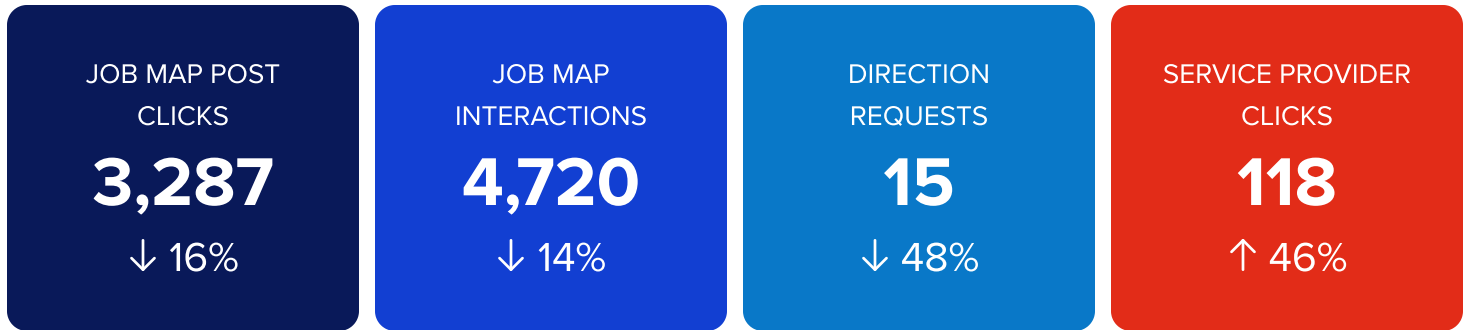
Keywords being searched for on Job Board.

Search Terms ↕	Interactions ↕
warehouse	317
customer service	200
retail	189
personal support worker	150
Psw	122

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.

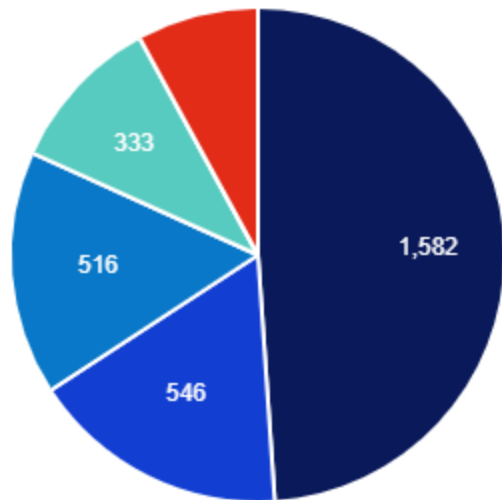
Map Layers ↕	Interactions ↕
Durham Region Transit Routes	56
Service Canada	39
Job Postings	26
Employment Agencies (Private)	20
Child Care Centres	14

Top Occupational Categories

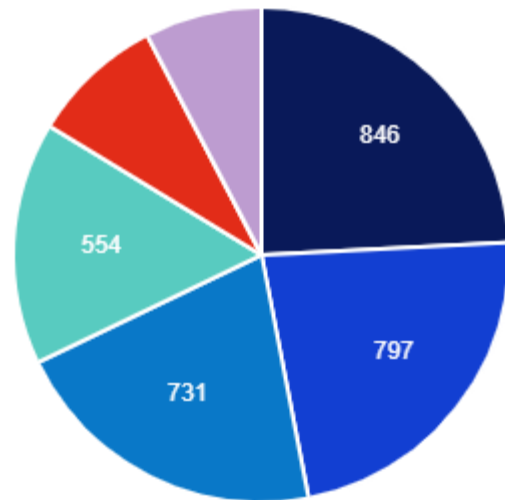
Top broad categories of occupation interacted with on Job Map (if used).

Skill Level Interest

NOC skill level of jobs interacted with on Job Map.



- 1,582** Sales and service occupations
- 546** Business, finance and administration occupations
- 516** Trades, transport and equipment operators and related occupations
- 333** Occupations in education, law and social, community and government services
- 257** Health occupations



- 846** TEER Category 5
- 797** TEER Category 2
- 731** TEER Category 4
- 554** TEER Category 3
- 303** TEER Category 1
- 267** 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 ▾
General Labourer	8
casual Employment	7
Job Fairs	6
seasonal Employment	5
Work From Home Jobs	4

Keyword Searches

Keywords being searched for on Job Map.

Search Terms ▾	Interactions ▾
general labour	7
technician	7
warehouse	6
cashier	6
oshawa	5

Career Explorer

Quick Statistics

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

CAREER EXPLORER JOB POST CLICKS

296

↓ 55%

CAREER EXPLORER INTERACTIONS

1,380

↓ 55%

Occupational Interest

Job post interactions by NOC system on Career Explorer.

NOC Code	NOC Label	Interactions
75101	Material handlers	85
65102	Store shelf stockers, clerks and order fillers	56
13100	Administrative officers	50
64100	Retail salespersons and visual merchandisers	45
64409	Other customer and information services representatives	39

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	402
1	Business, finance and administration occupations	271
7	Trades, transport and equipment operators and related occupations	231
2	Natural and applied sciences and related occupations	88
4	Occupations in education, law and social, community and government services	72