

Q1 2026

Labour Market

Insights





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EXECUTIVE SUMMARY



The Q1 2026 Durham Labour Market Insights Report provides a snapshot of employment activity in Durham Region from January to March 2026, highlighting how local hiring conditions changed following the close of 2025. The report is organized into two core sections. The Job Demand section examines employer hiring activity, recruitment patterns, and workforce requirements. The Job Search section explores jobseeker behaviour and engagement across Jobs First Durham tools.

Compared with Q4 2025, overall hiring activity in Q1 2026 remained stable. Active job postings increased slightly from 12,059 to 12,118, while new job postings rose more noticeably from 9,658 to 10,657. At the same time, the number of companies hiring was essentially unchanged, edging from 3,487 to 3,480, and the average posting duration rose from 18.5 to 18.7 days. Together, these indicators suggest a labour market that remained active at the start of 2026, with modest growth in posting volume but little change in employer breadth or hiring speed.

Demand continued to concentrate in high-volume service, care, education, and retail-related roles, while some of the strongest underlying momentum appeared in sectors tied to retail trade, utilities, and construction. At the same time, several large sectors, including administrative and support services, educational services, and professional services, continued to trend downward. This suggests that Durham's labour market remained resilient in Q1, but the composition of demand continued to shift.

Jobseeker activity increased substantially in Q1. Total interactions across DWA tools rose from 32,558 in Q4 to 46,151 in Q1, while job post clicks increased from 17,221 to 28,356. This points to stronger digital engagement at the start of the year and suggests that jobseekers entered 2026 actively exploring opportunities, particularly in sales and service, business and administration, and trades-related roles.

Taken together, the findings suggest that Durham Region entered 2026 with steady employer demand, strong jobseeker engagement, and continued labour market adjustment. Hiring volumes were stable, but the labour market remained uneven across sectors and occupations, reinforcing the importance of ongoing workforce planning, skills development, and responsive employment supports.



KEY LABOUR MARKET HIGHLIGHTS

Core labour market indicators show that hiring activity in Durham Region remained largely stable between Q4 2025 and Q1 2026. Active job postings increased slightly from 12,059 to 12,118, while new postings rose from 9,658 to 10,657, indicating renewed posting activity at the start of the year. However, employer participation was effectively flat, with companies hiring shifting only marginally from 3,487 to 3,480. Average posting duration also increased slightly from 18.5 to 18.7 days, suggesting little change in overall hiring speed.

These results point to a labour market that remained active and resilient, but not one experiencing major expansion. Employers posted more jobs in Q1, yet the pool of hiring firms did not broaden, implying that growth was driven more by existing employers increasing activity than by a wider range of firms entering the market. The slight increase in posting duration also suggests that some hiring pressures persisted, particularly in harder-to-fill or specialized roles.

Jobseeker activity, by contrast, strengthened considerably. Both job post clicks and total interactions increased substantially since Q4 2025, indicating a more active job search environment at the beginning of 2026. This increase suggests stronger user engagement with Durham Workforce Authority tools and may reflect both renewed job search activity after the holiday period and continued competition for accessible roles.

Indicator	Q4 2025	Q1 2026	Change	Key Insight
Active job postings	12,059	12,118	+1%	Stable demand quarter-over-quarter
Unique employers	3,487	3,480	-0.2%	Broad-based participation across sectors
Avg. posting duration	18.5 days	18.7 days	+1%	Slightly increase in time to fill positions
Job post clicks	17,221	28,356	+65%	Higher engagement with available roles



EMPLOYMENT COMPOSITION

The overall composition of job postings shifted modestly between Q4 2025 and Q1 2026, but the labour market remained strongly oriented toward full-time and permanent work. In Q1, 8,418 postings were full-time, 3,338 part-time, and 362 casual. In Q4, the comparable figures were 8,036 full-time, 3,626 part-time, and 397 casual.

This means full-time hiring strengthened at the start of 2026, while part-time and casual postings declined slightly.

Job duration also remained relatively stable, though there was a slight increase in non-permanent postings. In Q1, 10,169 postings were permanent, 1,180 contract, and 769 temporary. In Q4, 10,309 were permanent, 1,101 were contract, and 649 were temporary.

While permanent roles continued to dominate, Q1 saw a somewhat larger share of contract and temporary postings, suggesting modest growth in hiring flexibility even as stable employment remained the norm.

Overall, the quarter-over-quarter pattern points to a labour market that continued to provide a strong base of ongoing employment, but with a slight shift toward more mixed hiring arrangements. Rather than signalling instability, this likely reflects normal early-year workforce adjustments, with employers balancing permanent recruitment alongside temporary and contract needs.





SECTORAL TRENDS

Sectoral demand in Q1 2026 remained concentrated in many of the same broad areas seen in Q4, but the composition of top hiring sectors shifted somewhat. In Q4, the largest sectors were health care and social assistance (2,084 postings), retail trade (1,795), administrative and support services (823), construction (663), and educational services (624).

In Q1, the top sector chart shows strong activity in employment placement agencies and executive search services (434), elementary and secondary schools (330), community care facilities for the elderly (294), other local, municipal and regional public administration (292), and home health care services (270).

This suggests that early 2026 demand remained broad-based, with increased representation from public-sector and intermediary hiring channels

The underlying 12-month trend data also shows continued restructuring beneath the quarter's top-line demand. In Q1, the top growing sectors were led by retail trade (+16%), utilities (+38%), and construction (+5%), while the steepest declines remained in administrative and support services (-25%), educational services (-24%), and professional, scientific and technical services (-23%).

In Q4, utilities had been the top growth sector, while administrative and support services were already the top declining sector. This suggests that the broad direction of sectoral change remained consistent as 2026 began, even though quarter-specific hiring volumes shifted.

Overall, the sector picture in Q1 points to continued demand in essential services, public-facing sectors, care-related services, and infrastructure-linked fields. At the same time, the persistence of declines in administrative, education, and professional services suggests that some sectors continue to recalibrate staffing levels, even as overall labour demand remains steady.



OCCUPATIONAL TRENDS

Occupational demand in Q1 2026 remained concentrated in high-volume frontline and service roles, though the ranking shifted somewhat from Q4. In Q1, the top occupations were retail salespersons and visual merchandisers (556 postings), food counter attendants and kitchen helpers (374), home support workers and caregivers (365), retail and wholesale trade managers (301), and transport truck drivers (254).

In Q4, the top occupations were retail salespersons and visual merchandisers (629), food counter attendants and kitchen helpers (461), home support workers and caregivers (336), retail and wholesale trade managers (273), and licensed practical nurses (244). Retail and food service roles remained dominant in both quarters, while truck driving moved into the Q1 top five and licensed practical nurses fell out of the top-five quarterly chart despite remaining strong in longer-term trend data.

The longer 12-month trend data reinforces several deeper occupational shifts. In Q1, the strongest-growing occupations included licensed practical nurses, food counter attendants, home support workers, other services supervisors, and general building maintenance workers, while the steepest declines included registered nurses and registered psychiatric nurses, secondary school teachers, other customer and information services representatives, administrative assistants, and elementary school and kindergarten teachers.

This suggests that, beneath quarterly fluctuations, demand continued to strengthen in practical care, service support, and building operations roles, while several professional, office, and school-based occupations softened.

Taken together, the occupational picture suggests a labour market that remained anchored by accessible, high-turnover service roles while also showing sustained need in care and maintenance-related occupations. This continues to reinforce the importance of entry-level pathways, but also highlights persistent demand in occupations linked to demographic change, essential services, and operational support. Although they are often associated with lower wages and higher turnover.



JOBSEEKER BEHAVIOUR

Jobseeker engagement increased significantly between Q4 2025 and Q1 2026. Total interactions across DWA tools rose from 32,558 to 46,151, while job post clicks increased from 17,221 to 28,356. Job Board interactions also rose from 22,490 in Q4 to 34,274 in Q1, confirming that the Job Board remained the primary access point for users. This suggests that job seekers entered 2026 more actively engaged with available opportunities than they were at the end of 2025.

Interest remained concentrated in entry-level and mid-skill occupations. In Q4, TEER 4 and 5 roles accounted for the majority of activity, and that pattern continued in Q1, where Job Board interest was highest in TEER 4 (7,029) and TEER 5 (6,733) occupations. The most engaged occupational groupings continued to align with the broader labour market, particularly in sales and service, business and administration, and trades, transport, and equipment operation.

Search behaviour also remained consistent across quarters, though the exact terms shifted slightly. In Q4, top keyword searches included warehouse, administrative clerk, personal support worker, retail, and customer service. In Q1, leading searches included warehouse, personal support worker, retail, cashier, and administrative assistant. Special-interest filters in Q1 included work-from-home jobs, general labourer jobs, apprenticeship jobs, job fairs, and electric vehicle sector jobs, suggesting continued interest in flexibility, accessible entry points, and targeted sector opportunities.

Overall, Q1 jobseeker behaviour suggests a more active and engaged job search environment than in Q4. Rather than a pullback in participation, the data suggests renewed search intensity at the start of the year, likely shaped by post-holiday job transitions, ongoing labour market uncertainty, and continued reliance on digital tools to navigate available work.

Indicator	Metric	Key Insight
Total interactions	46,151	Up 65% from previous quarter across platforms
Job Board interactions	34,274	Primary access point for seekers
Job post clicks	28,356	High interest in available roles

SKILLS, WAGES, & EXPERIENCE



Wage trends softened modestly between Q4 2025 and Q1 2026. The average posted wage declined from \$28.61 in Q4 to \$28.30 in Q1, while the median posted wage fell from \$23.69 to \$23.11. Although wages remained relatively stable overall, the quarter-over-quarter movement suggests some easing in posted compensation at the start of 2026.

At the same time, wage growth remained uneven and concentrated in specialized occupations and sectors. In Q1, the strongest sector wage growth continued to be led by utilities, while the largest sector wage decline was in professional, scientific and technical services. In Q4, utilities had also led sector wage growth, while educational services recorded the steepest wage decline. This indicates that higher-paying, infrastructure-linked work remained a relative strength, while more mixed wage pressure appeared elsewhere.

The most frequently requested skills remained highly consistent across both quarters. Communication and management continued to rank prominently, alongside driving, customer service, leadership, and related foundational skills. This consistency reinforces the importance of transferable workplace competencies across a wide range of Durham occupations, particularly in high-volume service, care, logistics, and supervisory roles.

Accessibility remained a defining feature of the labour market. In Q1, roughly four in five postings continued to omit formal barriers to entry. In Q4, the report similarly noted that 82% of postings did not specify experience, and 80% did not specify education. This continued pattern suggests that many roles remained accessible to jobseekers without extensive credentials, though these jobs are often concentrated in lower-wage and higher-turnover occupations.

Overall, the Q1 picture suggests a labour market where access remained relatively open, but where wage quality softened slightly and remained unevenly distributed. This continues to underscore the importance of building pathways from accessible entry-level work to more stable, better-paying opportunities.



REGIONAL COMPARISON

Labour demand in Q1 2026 remained concentrated in Durham's larger urban municipalities, with Oshawa, Whitby, and Pickering continuing to anchor regional hiring activity. In Q1, Oshawa recorded 3,521 active job postings, followed by Whitby (2,429), Pickering (2,144), Ajax (1,649), Clarington (1,408), and North Durham (923). Q4 showed a similar pattern, with Oshawa leading at 4,028, followed by Whitby at 2,302, Pickering at 1,914, Ajax at 1,724, Clarington at 1,110, and North Durham at 871. This indicates that the region's core urban centres remained the primary sources of opportunity, though Clarington and North Durham both posted modest gains in Q1.



Employer participation was also concentrated in the same municipalities. The Q1 regional chart shows companies hiring led by Oshawa (1,190), followed by Whitby (825), Pickering (706), Ajax (603), Clarington (490), and North Durham (374). The geography of hiring remains closely aligned with population, institutional concentration, and major employment nodes.



Wage levels varied across municipalities, but remained within a relatively narrow range. In Q1, the highest average posted wage was in Oshawa at \$30.39, followed by Pickering at \$29.55 and Clarington at \$28.22, while North Durham recorded the lowest at \$26.34. In the same Q1 chart, Whitby posted the shortest average posting duration at 16.2 days, while North Durham had the longest at 23.1 days, suggesting relatively more efficient hiring in Whitby and somewhat tighter or more specialized matching conditions in rural areas.



Overall, the regional comparison continues to show an interconnected but locally differentiated labour market. Larger urban municipalities accounted for the majority of postings and employers, while smaller communities contributed a smaller but still meaningful share of employment activity. These variations remain important for local workforce planning, especially when tailoring responses to differences in hiring volume, wage levels, and recruitment conditions across Durham Region.



CONCLUSION

Durham Region's labour market entered 2026 in a position of relative stability. Compared with Q4 2025, Q1 saw slightly higher active and new job posting volumes, virtually no change in the number of companies hiring, and a small increase in average posting duration. This points to a labour market that remained active but broadly steady, with no major deterioration in overall employer demand.

At the same time, the composition of demand continued to evolve. High-volume opportunities remained concentrated in retail, food service, care, education, and public-facing roles, while longer-term trend data continued to show momentum in retail trade, utilities, construction, and practical care occupations.

By contrast, administrative and support services, educational services, and some professional occupations continued to show weaker momentum. This suggests not a weakening labour market, but one that is continuing to rebalance.

Wages softened slightly in Q1, and the labour market remained highly accessible, with most postings continuing to omit formal education and experience requirements. This supports participation and entry into work, but also reinforces an ongoing challenge: many of the most accessible jobs remain lower-wage or higher-turnover, while stronger compensation is concentrated in a narrower band of specialized occupations and sectors.

Jobseeker engagement strengthened considerably in Q1, with rising interactions and clicks across DWA tools. This indicates that jobseekers remained active, responsive, and engaged with available opportunities. As a result, the quarter points to a labour market that continues to function with resilience, even as pressures related to job quality, occupational concentration, and sectoral transition persist.

Continued collaboration among employers, educators, service providers, and workforce partners will remain important in ensuring that short-term labour market activity translates into long-term resilience and inclusive economic opportunity across Durham Region.

Job Demand Report

Jobs Active During: January 2026 to March 2026

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 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.

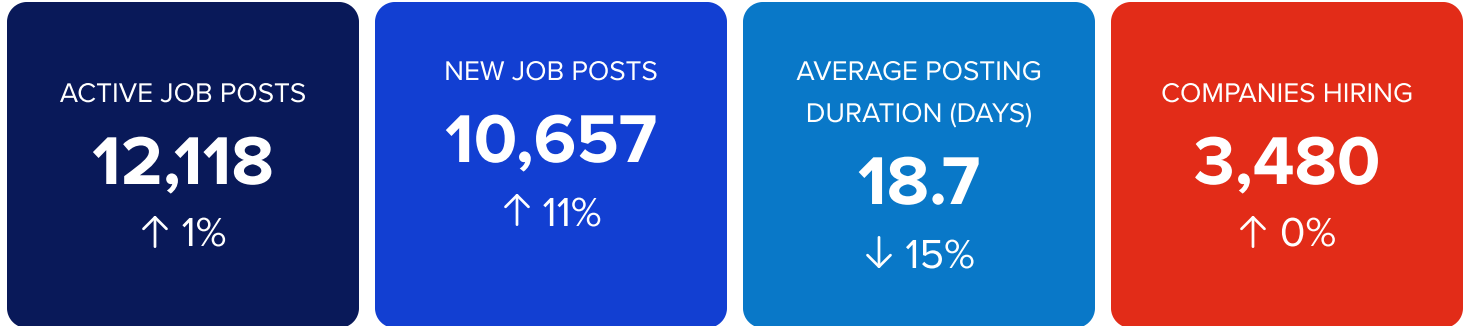


This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

Snapshot

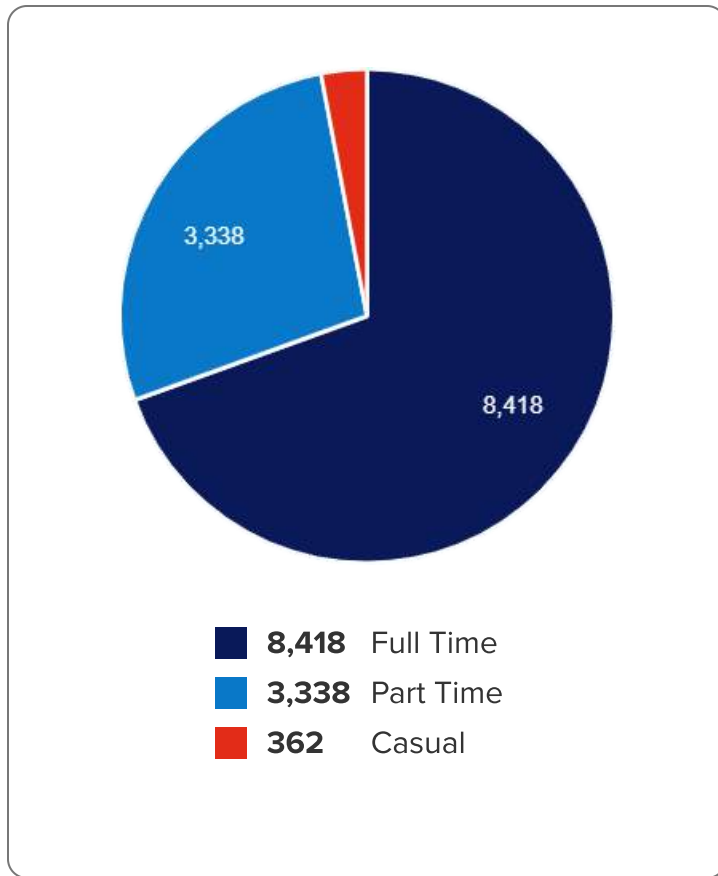
Quick Statistics

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



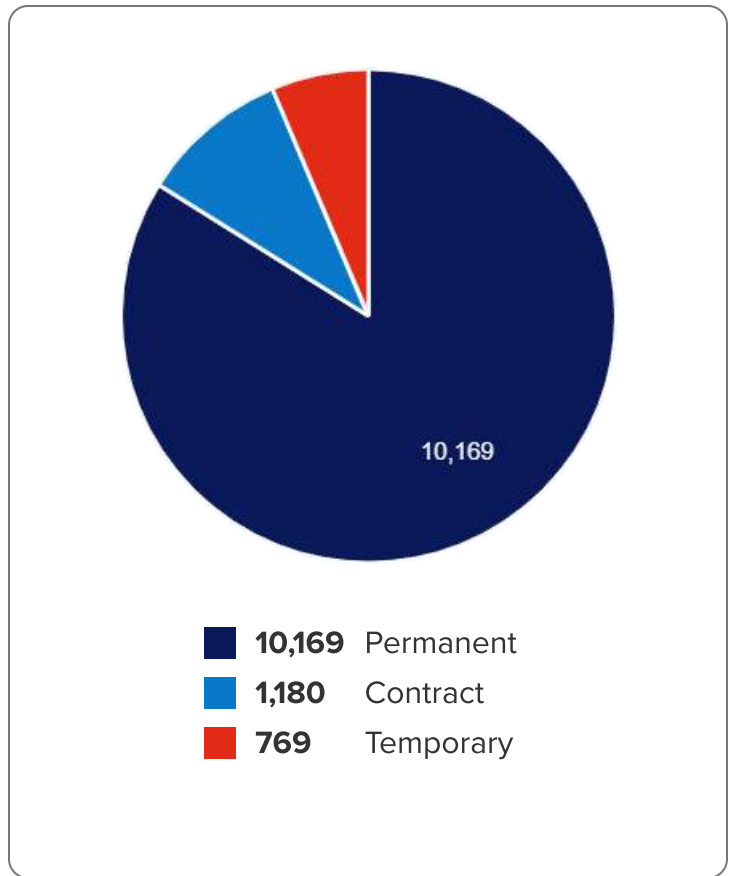
Job Type

Full time vs. Part time.



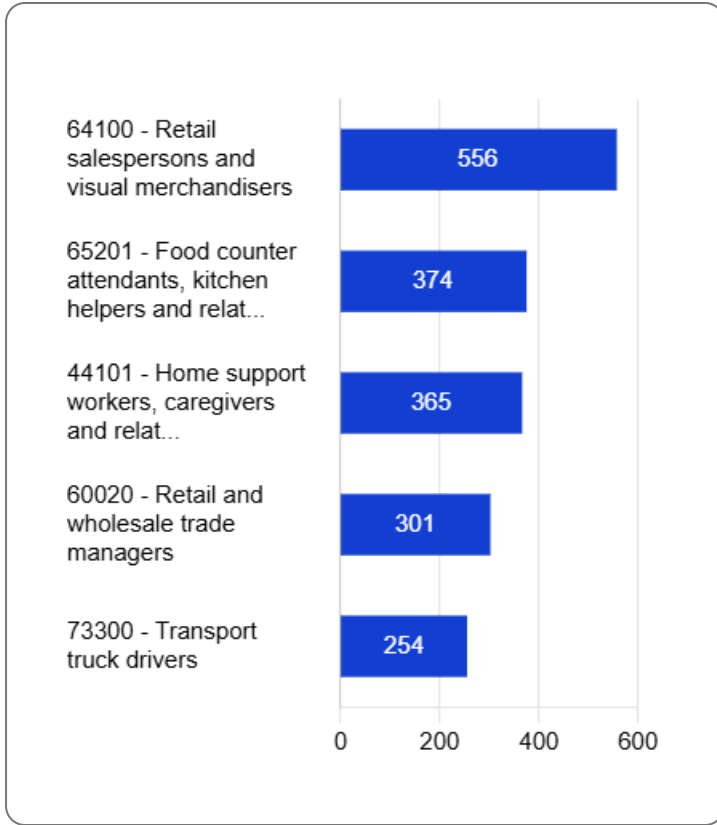
Job Duration

Permanency of jobs posted.



Top Occupations

Top in-demand occupations based on posting count.



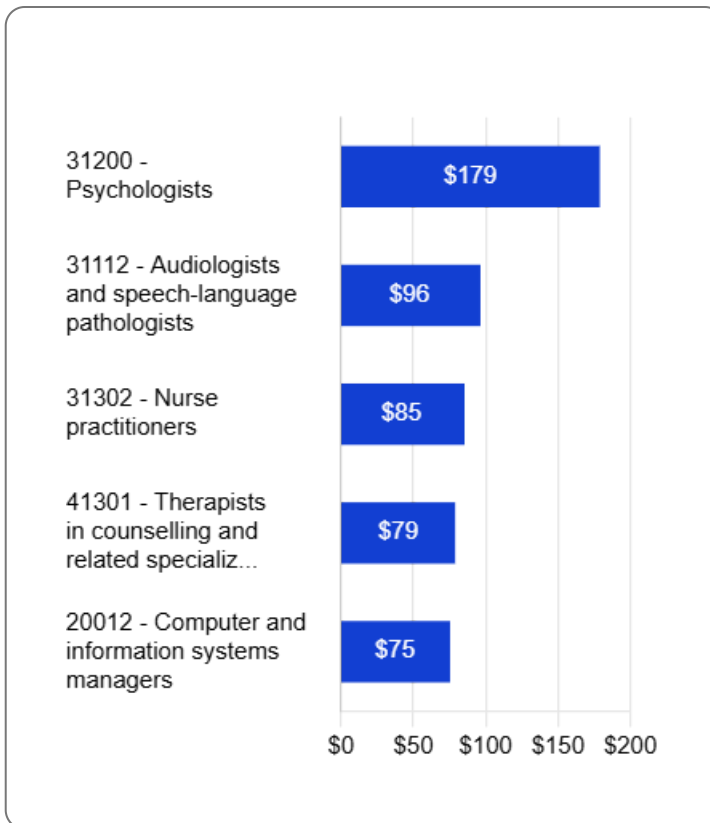
Top Skills

Top in-demand skills based on posting count.



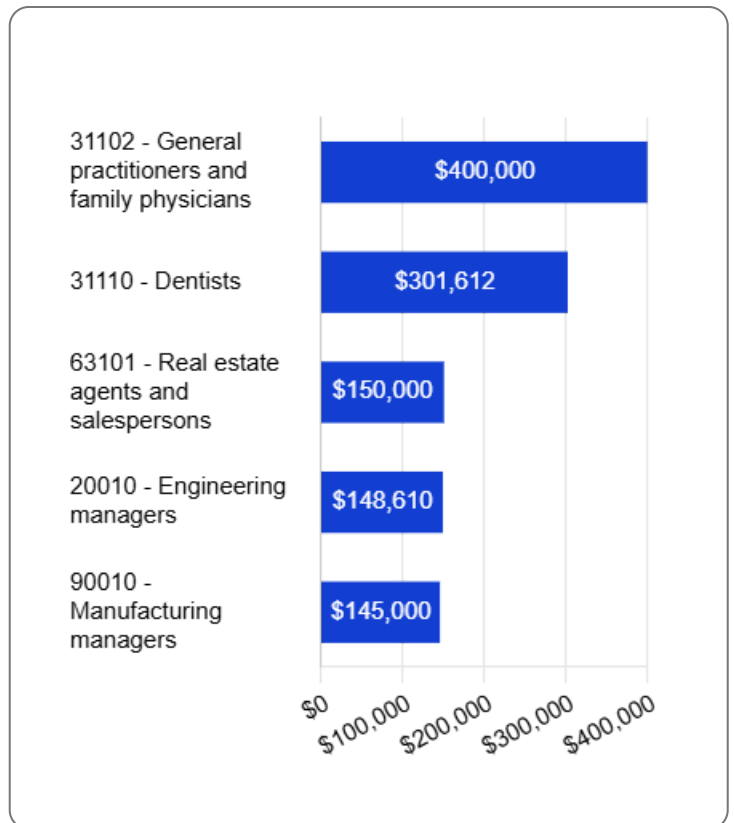
Top Hourly Wages

Top median hourly wages by occupation.



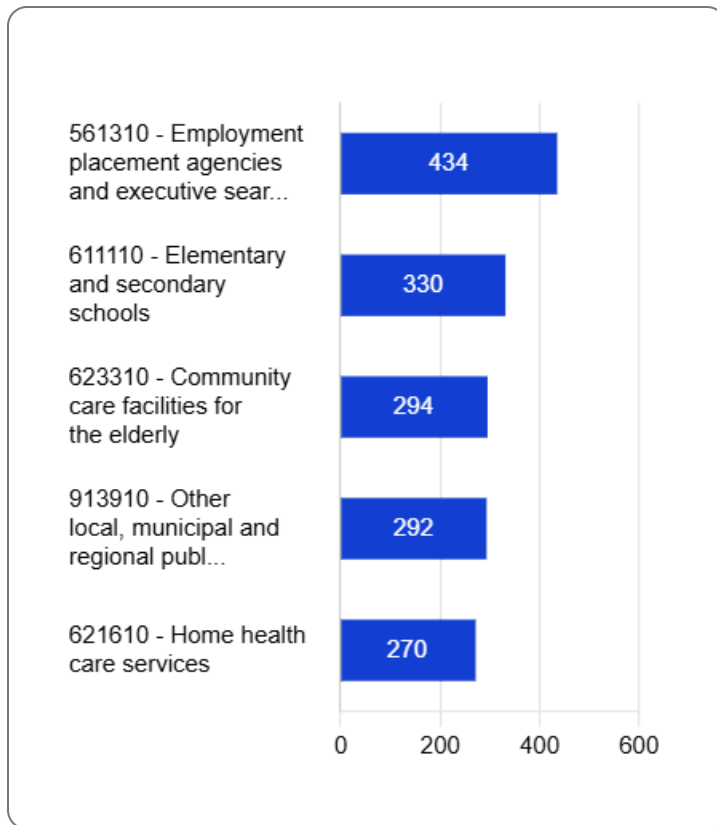
Top Salaries

Top median yearly salaries by occupation.



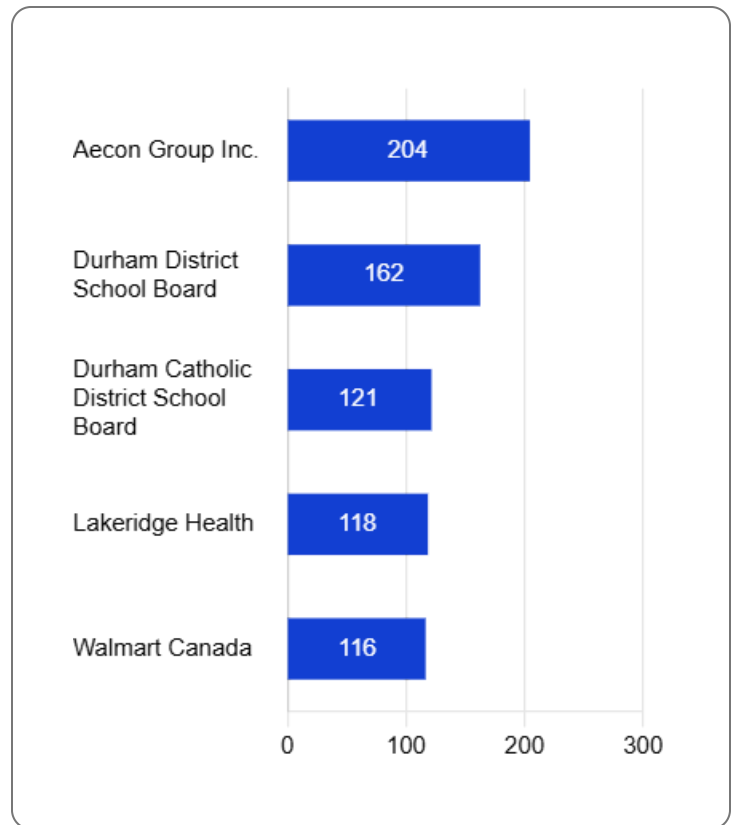
Top Sectors

Top in-demand sectors based on posting count.



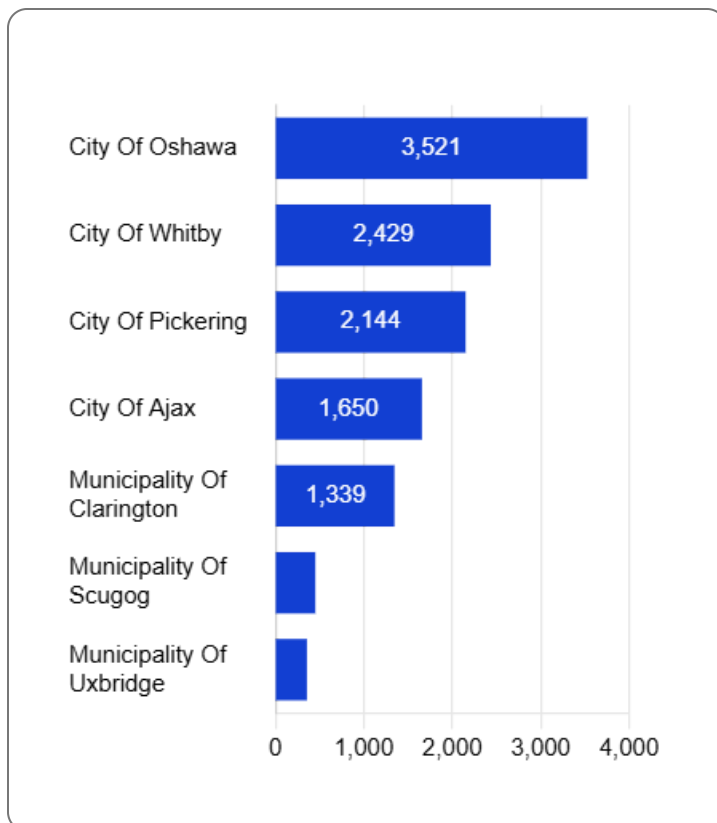
Top Hiring Employers

Top employers based on hiring activity.



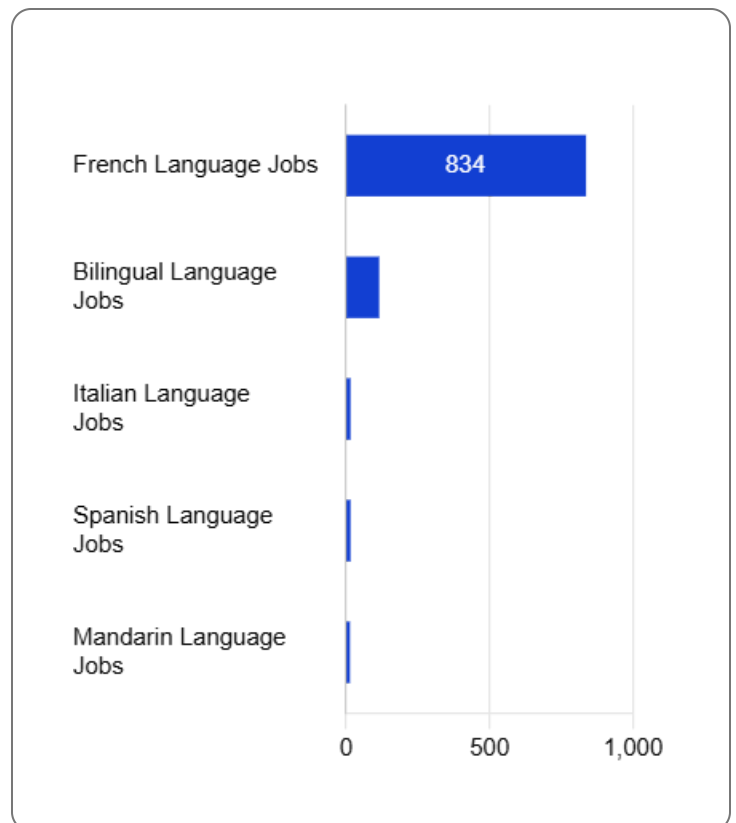
Top Locations

Top locations based on job posting count.



Top Languages

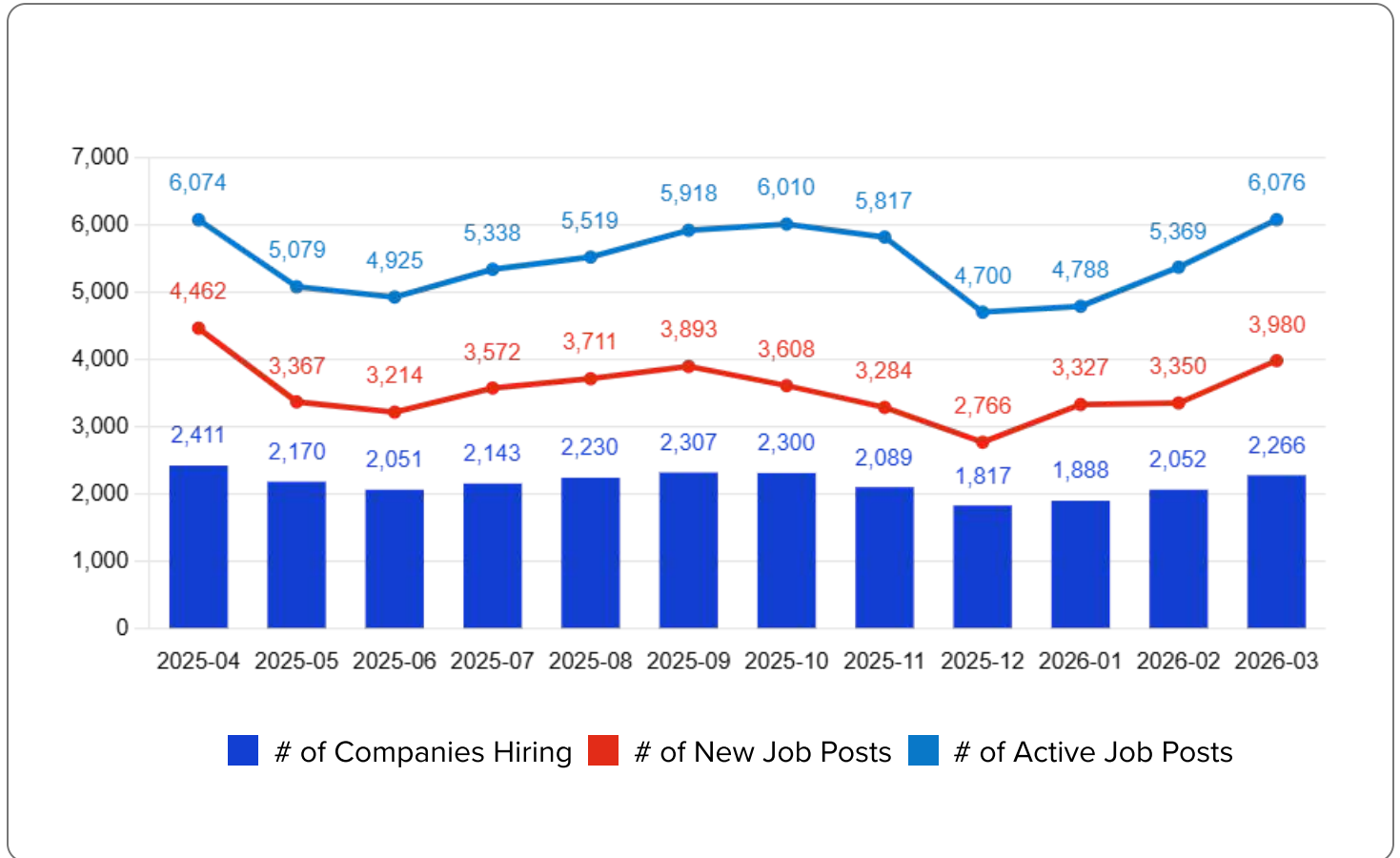
Top language skills being recruited for.



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

5

21%

TOP GROWTH SECTOR

Retail trade

↑ 16%

TOP DECLINE SECTOR

Administrative and support, waste management and remediation services

↓ 25%

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.)
45 - Retail trade	1,440	1,659	16	219
22 - Utilities	463	636	38	173
23 - Construction	1,672	1,754	5	82
11 - Agriculture, forestry, fishing and hunting	126	147	17	21
55 - Management of companies and enterprises	115	133	16	18

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	4,064	3,038	↓ 25	↓ 1,026
61 - Educational services	3,499	2,628	↓ 24	↓ 871
54 - Professional, scientific and technical services	2,183	1,677	↓ 23	↓ 506
62 - Health care and social assistance	6,639	6,259	↓ 5	↓ 380
33 - Manufacturing	1,234	962	↓ 22	↓ 272

Occupation Trends

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



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.)
32101 - Licensed practical nurses	306	817	167	511
65201 - Food counter attendants, kitchen helpers and related support occupations	1,277	1,596	25	319
44101 - Home support workers, caregivers and related occupations	901	1,155	29	254
62029 - Other services supervisors	18	187	939	169
73201 - General building maintenance workers and building superintendents	227	369	63	142

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.)
31301 - Registered nurses and registered psychiatric nurses	1,243	620	↓ 50	↓ 623
41220 - Secondary school teachers	952	578	↓ 39	↓ 374
64409 - Other customer and information services representatives	748	492	↓ 34	↓ 256
13110 - Administrative assistants	627	432	↓ 31	↓ 195
41221 - Elementary school and kindergarten teachers	629	438	↓ 30	↓ 191

Wage Trends by Occupation

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

OCCUPATIONS WITH GROWING WAGES

211

72%

TOP OCCUPATION WAGE GROWTH

Nursing coordinators and supervisors

↑ 144%

TOP OCCUPATION WAGE DECLINE

Taxi and limousine drivers and chauffeurs

↓ 46%

Top Growing Wages by Occupation - based on job posting data over the last 12 months.

NOC Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
31300 - Nursing coordinators and supervisors	\$63,000	\$153,201	144
31209 - Other professional occupations in health diagnosing and treating	\$90,000	\$191,782	114
22230 - Non-destructive testers and inspectors	\$46,000	\$95,000	107
21321 - Industrial and manufacturing engineers	\$77,000	\$152,096	98
41401 - Economists and economic policy researchers and analysts	\$90,500	\$162,173	80

Top Declining Wages by Occupation - based on job posting data over the last 12 months.

NOC Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
75200 - Taxi and limousine drivers and chauffeurs	\$68,275	\$36,608	↓ 46
43109 - Other instructors	\$78,000	\$46,800	↓ 40
41320 - Educational counsellors	\$69,288	\$42,900	↓ 38
21101 - Chemists	\$97,500	\$60,000	↓ 38
32209 - Other practitioners of natural healing	\$156,000	\$97,500	↓ 37

Wage Trends by Sector

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



Top Growing Wages by Sector - based on number of job postings over the last 12 months.

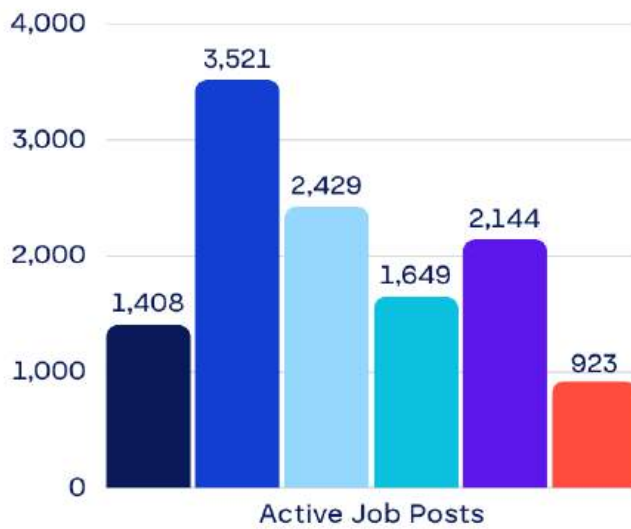
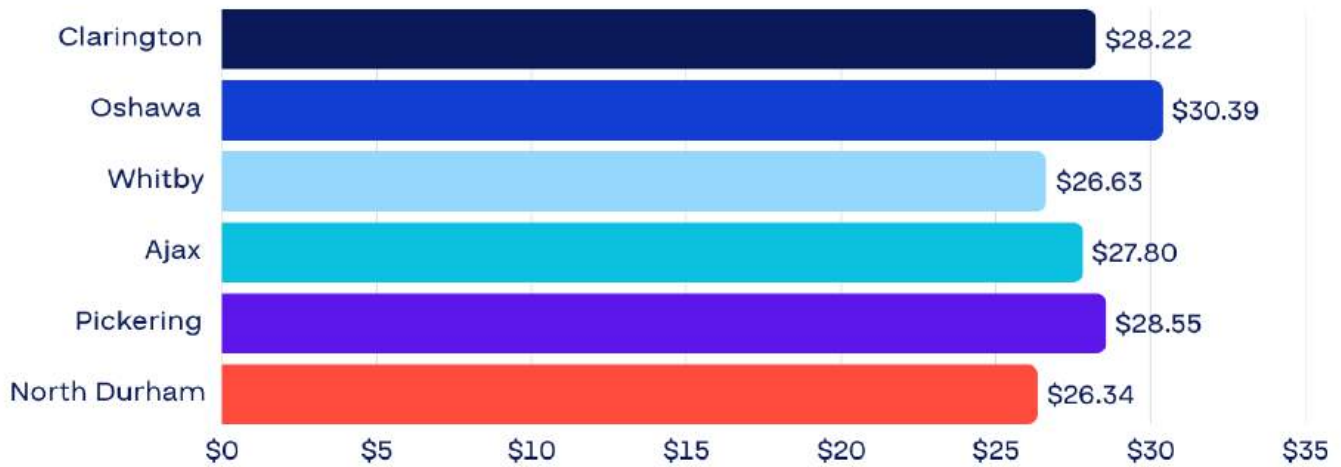
NAICS Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
22 - Utilities	\$134,000	\$152,096	14
53 - Real estate and rental and leasing	\$49,276	\$55,000	12
51 - Information and cultural industries	\$56,257	\$60,500	8
23 - Construction	\$65,000	\$68,250	5
45 - Retail trade	\$39,000	\$40,657	5

Top Declining Wages by Sector - based job posting data over the last 12 months.

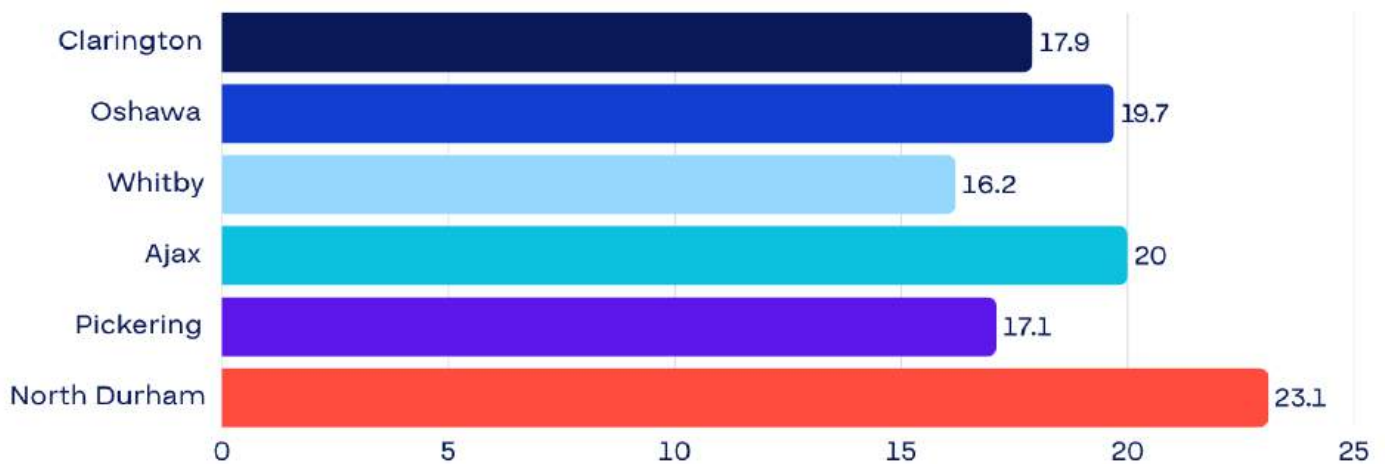
NAICS Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
54 - Professional, scientific and technical services	\$62,400	\$55,000	↓ 11
11 - Agriculture, forestry, fishing and hunting	\$39,000	\$35,100	↓ 10
48 - Transportation and warehousing	\$51,636	\$46,800	↓ 9
31 - Manufacturing	\$42,000	\$38,012	↓ 9
49 - Transportation and warehousing	\$43,095	\$39,273	↓ 8

Regional Comparison

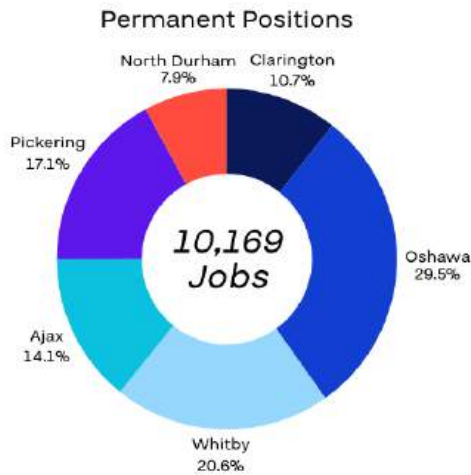
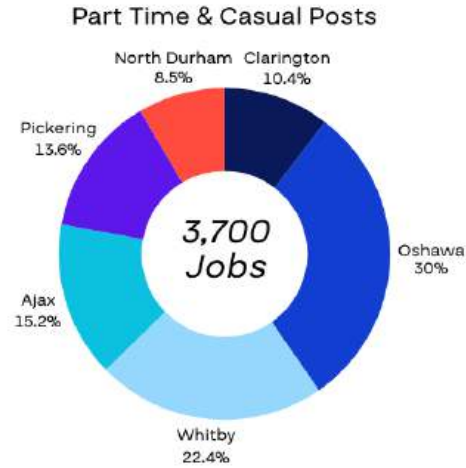
Average Posted Wage



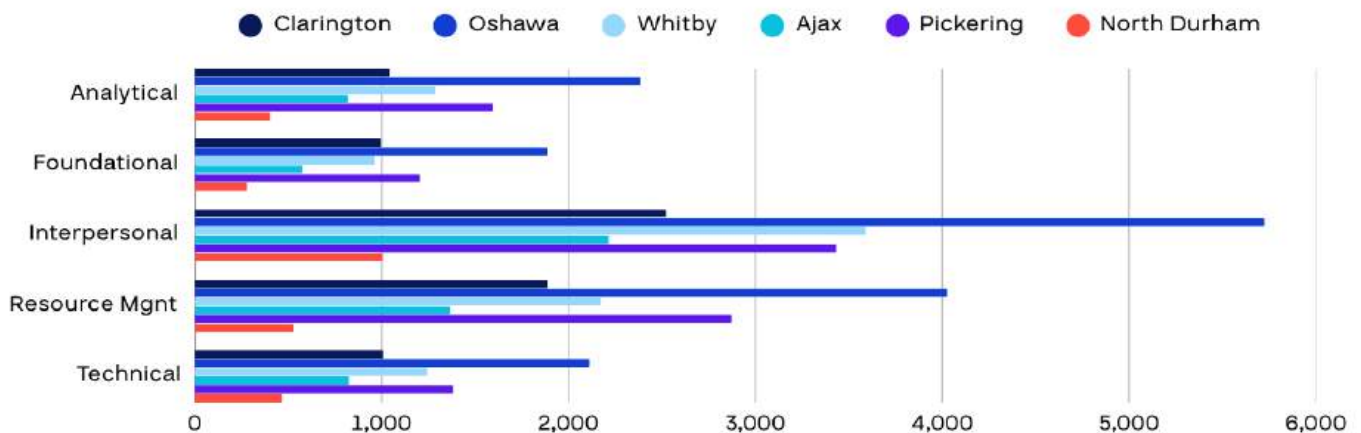
Average Days Posted



Distribution of Employment Type by Municipality



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

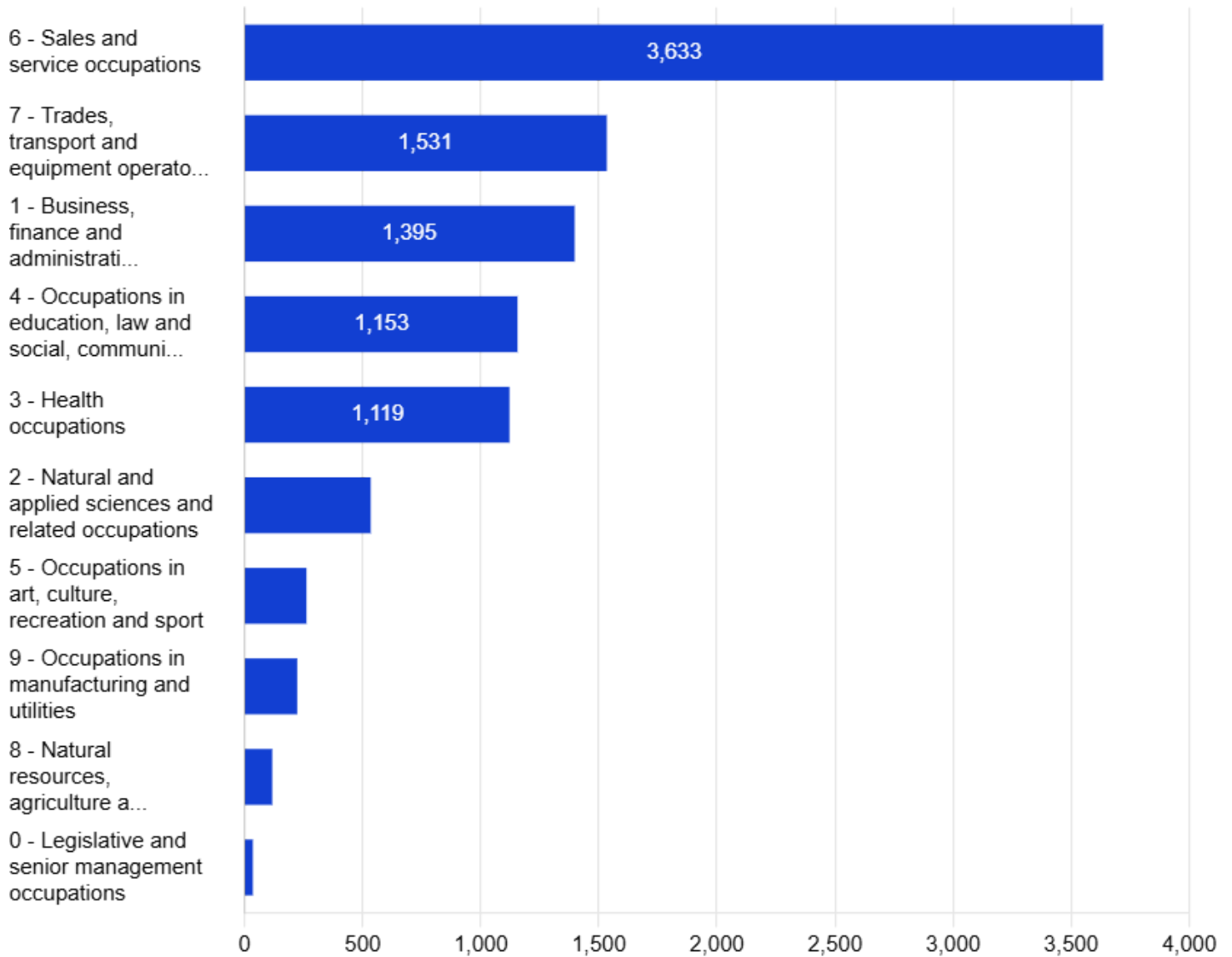
Demand by Occupation

Which occupations are hard to fill, or in demand?

NOC Code ↕	NOC Label ↕	Posting Count ↕
64100	Retail salespersons and visual merchandisers	556
65201	Food counter attendants, kitchen helpers and related support occupations	374
44101	Home support workers, caregivers and related occupations	365
60020	Retail and wholesale trade managers	301
73300	Transport truck drivers	254

Demand by Occupational Category

Which occupational categories are hard to fill, or in demand?



Demand by Major Group

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

NOC Code	NOC Label	Posting Count
65	Sales and service support occupations	1,180
64	Sales and service representatives and other customer and personal services occupations	984
63	Occupations in sales and services	513
31	Professional occupations in health	493
62	Retail sales and service supervisors and specialized occupations in sales and services	489

Demand by Minor Group

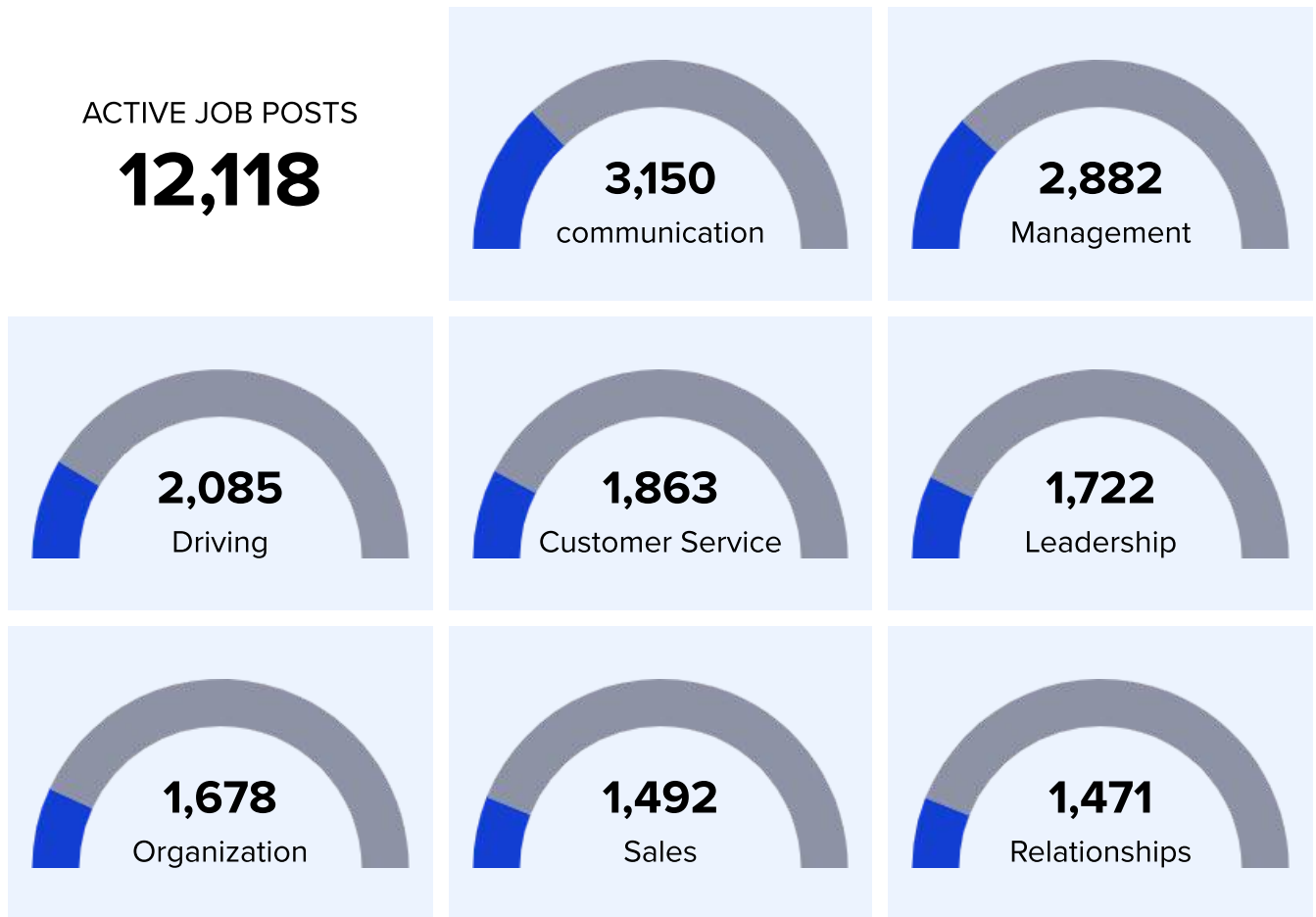
Which minor groups are hard to fill, or in demand?

NOC Code	NOC Label	Posting Count
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	563
6520	Food support occupations	454
4410	Home care provider occupations	403
6510	Cashiers and other sales support occupations	393
3210	Technical occupations in therapy and assessment	312

Skills & Experience

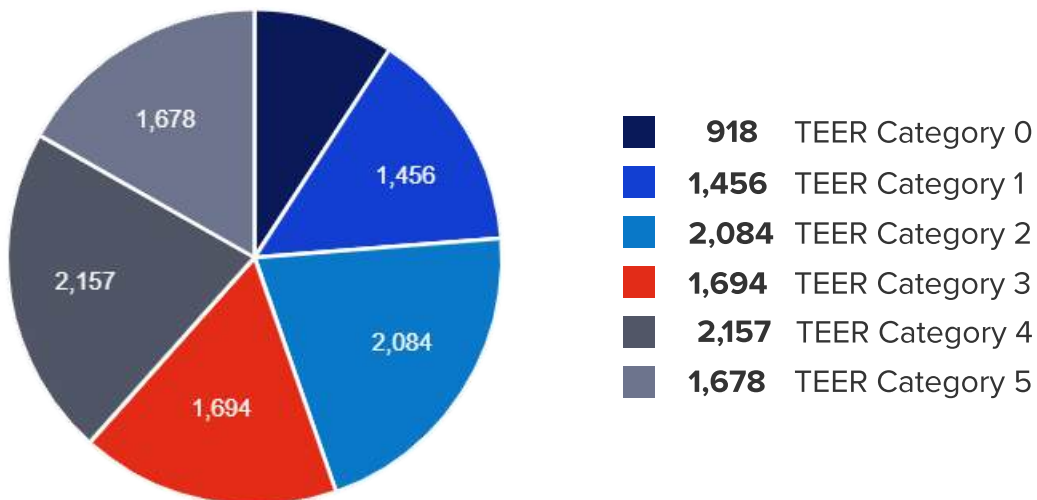
Top In-Demand Skills

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?



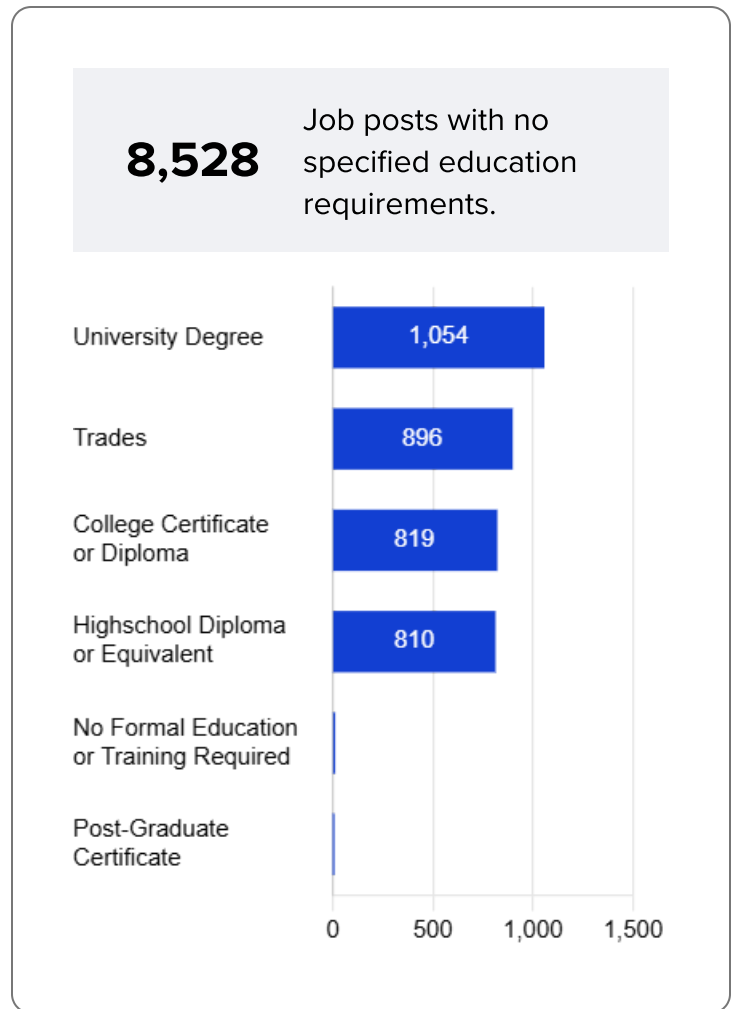
Experience Insights

A look at published experience requirements.



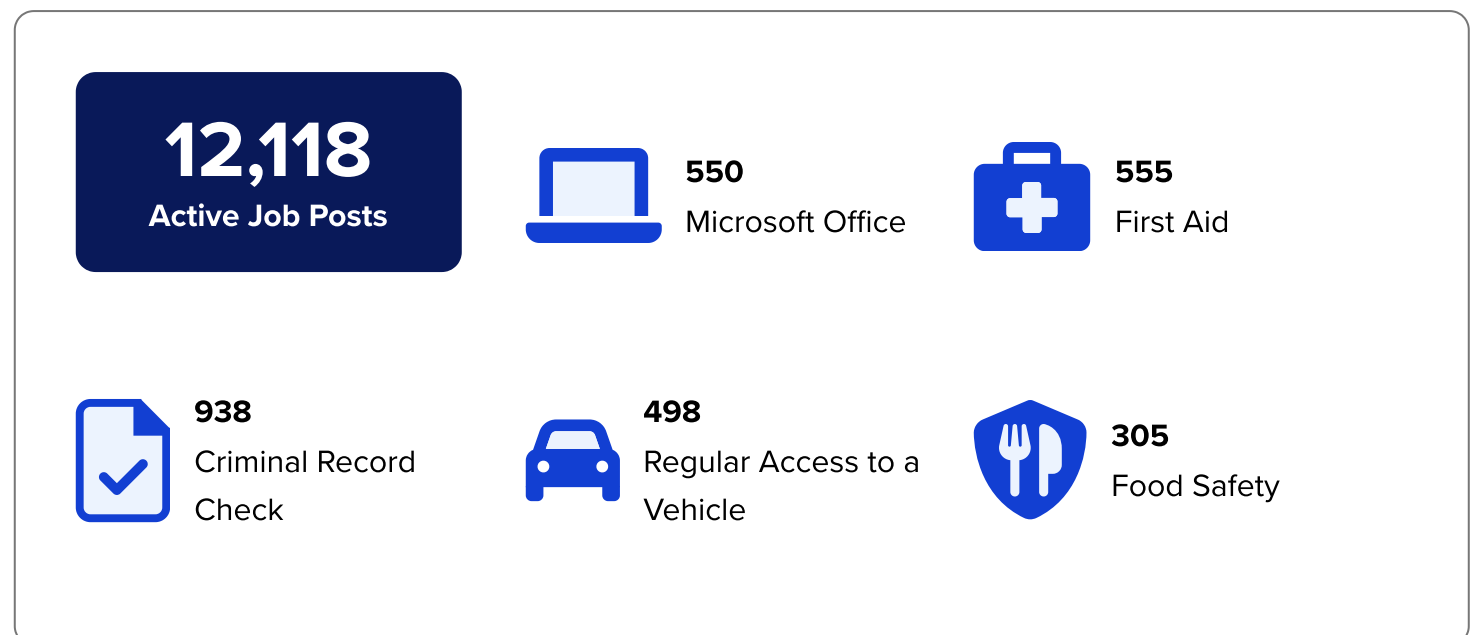
Education Insights

A look at published education requirements.



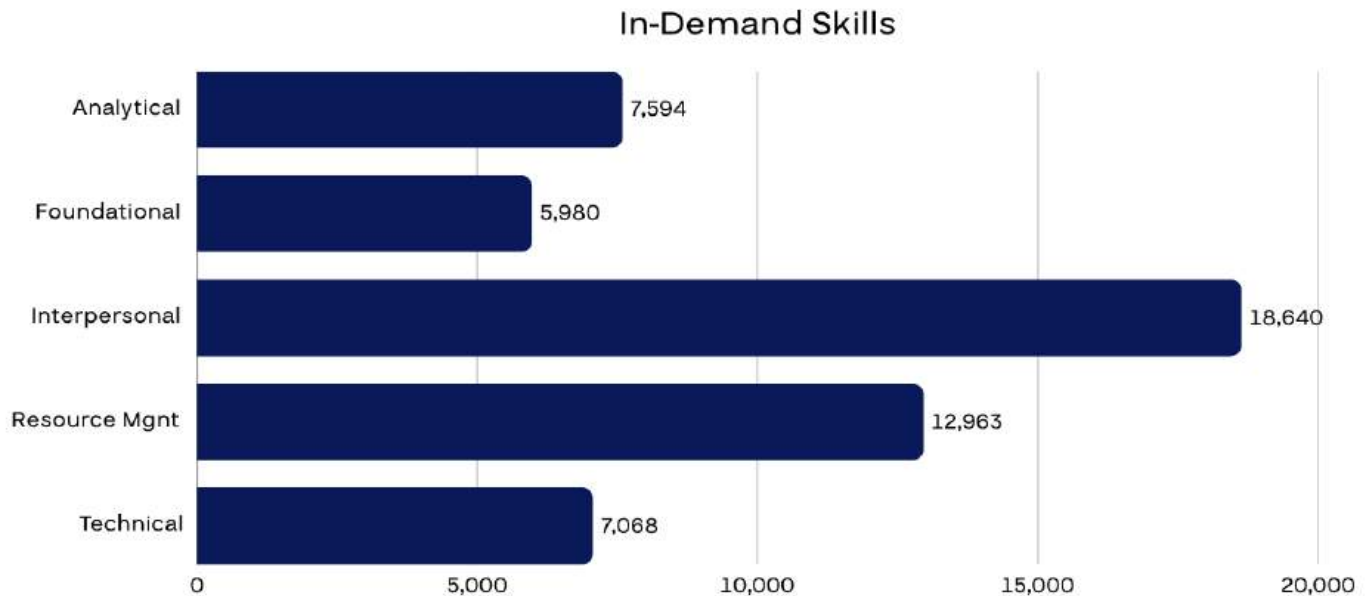
Key Job Requirements

How often are these requirements desired in job postings?



Skills & Knowledge

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



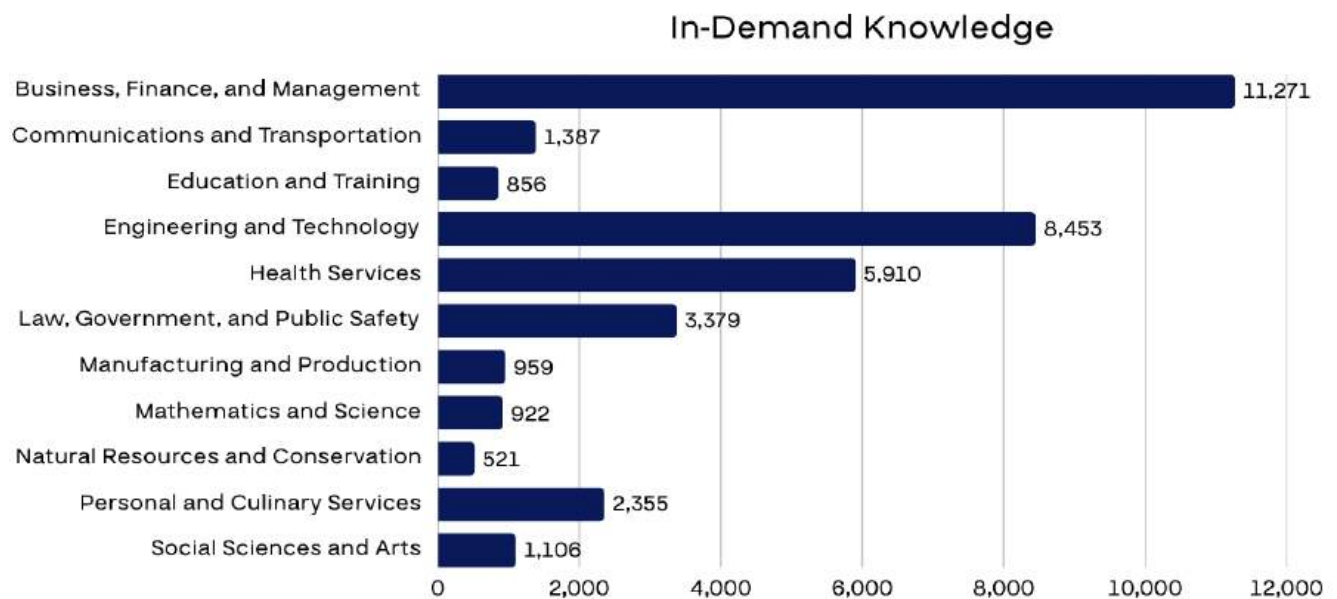
Analytical Skills - Critical Thinking, Decision-Making, Evaluation, Learning Strategies, Operations Analysis, Problem Solving, Quality, Control Analysis, Researching & Investigating

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.



Wages & Benefits

Quick Statistics

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



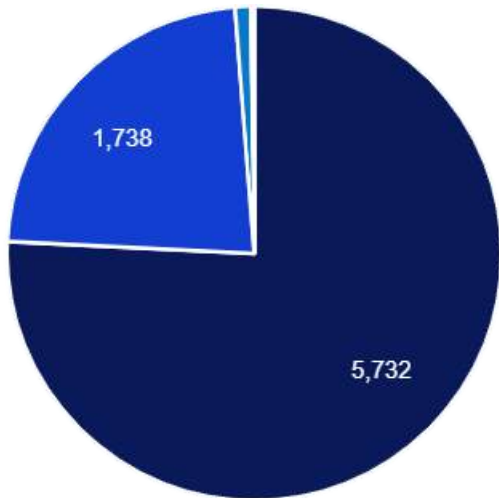
Published Wages/Salaries

What percentage of job postings include wage or salary information?

Advertised Benefits

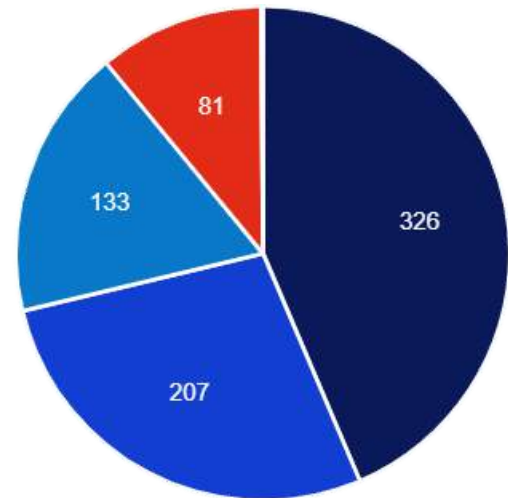
What percentage of job postings include benefit information?

4,552 Job posts with no specified wage/salary.



- 5,732** Hourly Wage/Salary
- 1,738** Yearly Wage/Salary
- 78** Weekly Wage/Salary
- 11** Daily Wage/Salary
- 7** Bi Weekly Wage/Salary

11,370 Job posts with no specified benefits.



- 326** Health Only
- 207** Health & Dental Only
- 133** Vision Only
- 81** Dental Only
- 1** Health, Dental, & Vision

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	\$67,000
41220	Secondary school teachers	\$119,967
64100	Retail salespersons and visual merchandisers	\$90,000
41221	Elementary school and kindergarten teachers	\$119,967
63100	Insurance agents and brokers	\$80,000

Top Salaries by Minor Group

Which minor groups pay the most?

NOC Code ↕	NOC Label ↕	Median Salary ↕
4122	Secondary, elementary and kindergarten school teachers	\$119,967
6002	Retail and wholesale trade managers	\$67,000
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	\$89,000
1110	Auditors, accountants and investment professionals	\$95,000
6310	Insurance, real estate and financial sales occupations	\$80,000

Top Salaries by Occupational Category

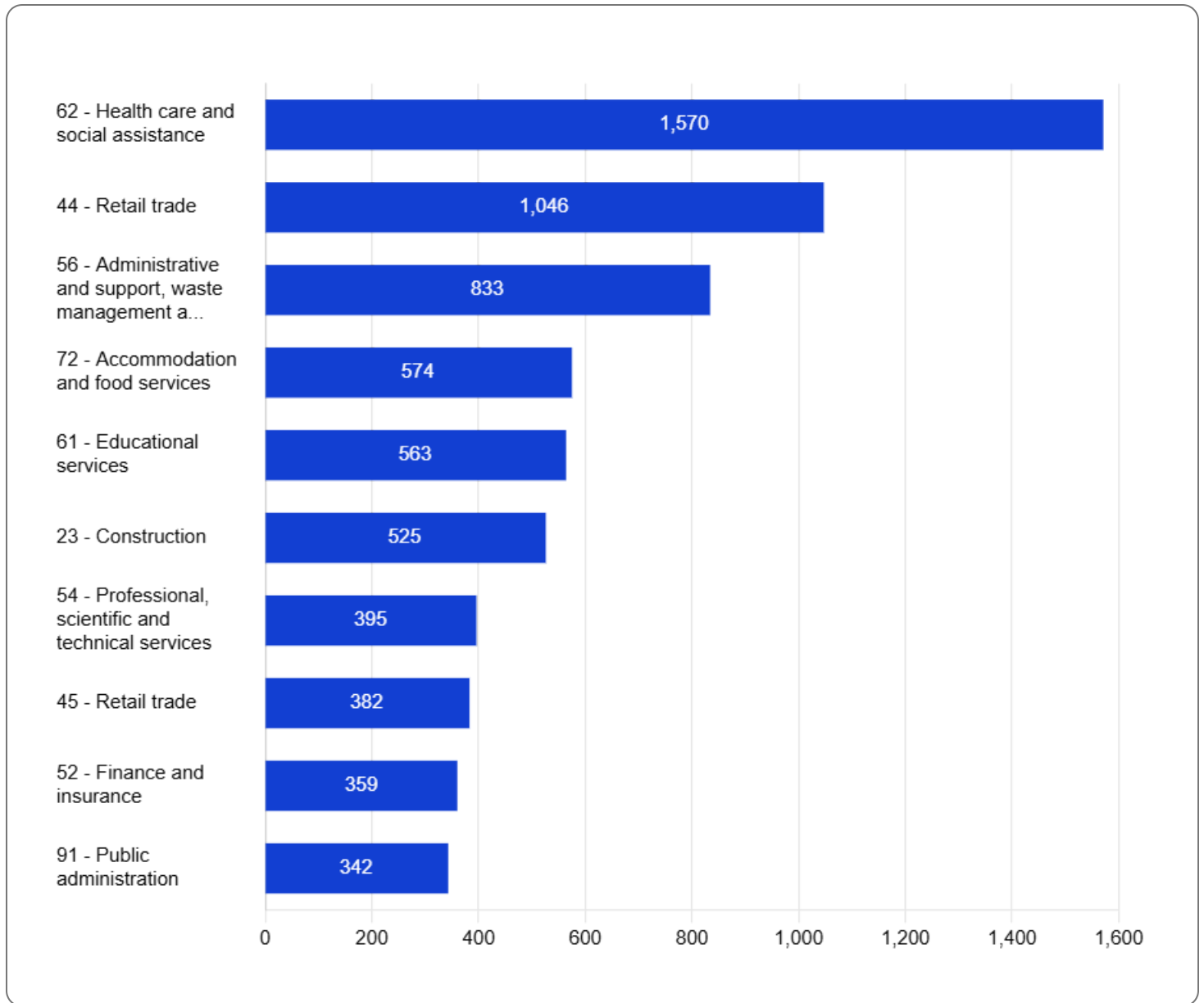
Which occupational categories pay the most?

NOC Code	NOC Label	Median Salary
0	Legislative and senior management occupations	\$ 125,000
4	Occupations in education, law and social, community and government services	\$ 119,967
9	Occupations in manufacturing and utilities	\$ 102,000
7	Trades, transport and equipment operators and related occupations	\$ 95,000
3	Health occupations	\$ 95,000
2	Natural and applied sciences and related occupations	\$ 90,000
1	Business, finance and administration occupations	\$ 75,000
6	Sales and service occupations	\$ 71,580
5	Occupations in art, culture, recreation and sport	\$ 58,508

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	Posting Count
62	Health care & social assistance	1798
44,45	Retail trade	1516
56	Admin & support, waste management & remediation services	860
23	Construction	737
72	Accommodation & food services	576
61	Educational services	563
31,32,33	Manufacturing	438
54	Professional, scientific & technical services	433
52	Finance & insurance	381
91	Public administration	346
81	Other services (except public administration)	268
48,49	Transportation & warehousing	259
71	Arts, entertainment & recreation	244
53	Real estate, rental & leasing	174
22	Utilities	128
41	Wholesale trade	116
51	Information & cultural industries	89
11	Agriculture, forestry, fishing & hunting	45
55	Management of companies & enterprises	21

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 ↕
Aecon Group Inc.	Bowmanville	204
Durham District School Board	Whitby	162
Durham Catholic District School Board	Oshawa	121
Lakeridge Health	Whitby	118
Walmart Canada	Pickering	116
Loblaw Companies Limited	Mississauga	96
Vaco by Highspring	N/A	90
AgeCare	N/A	89
Ontario Power Generation	Bowmanville	84

Job Search Report

January 2026 to March 2026



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.

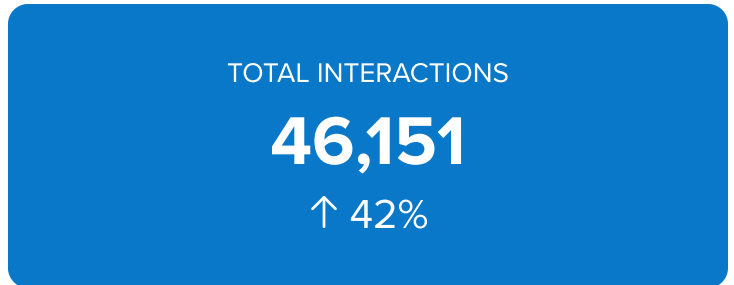


This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

Snapshot

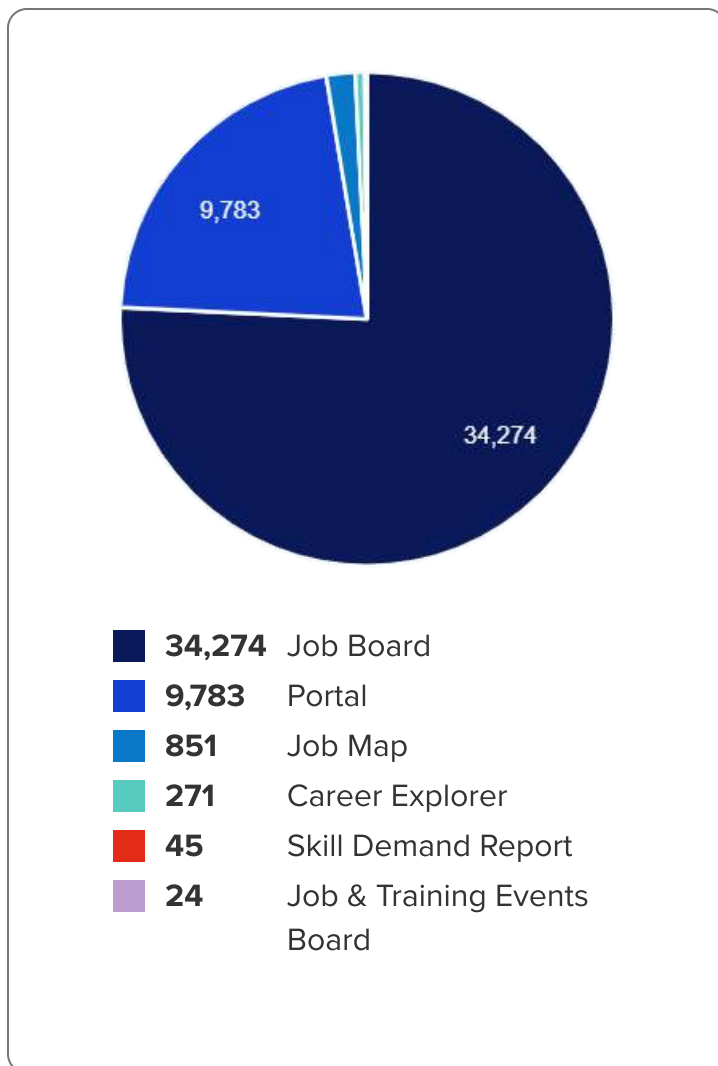
Quick Statistics

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



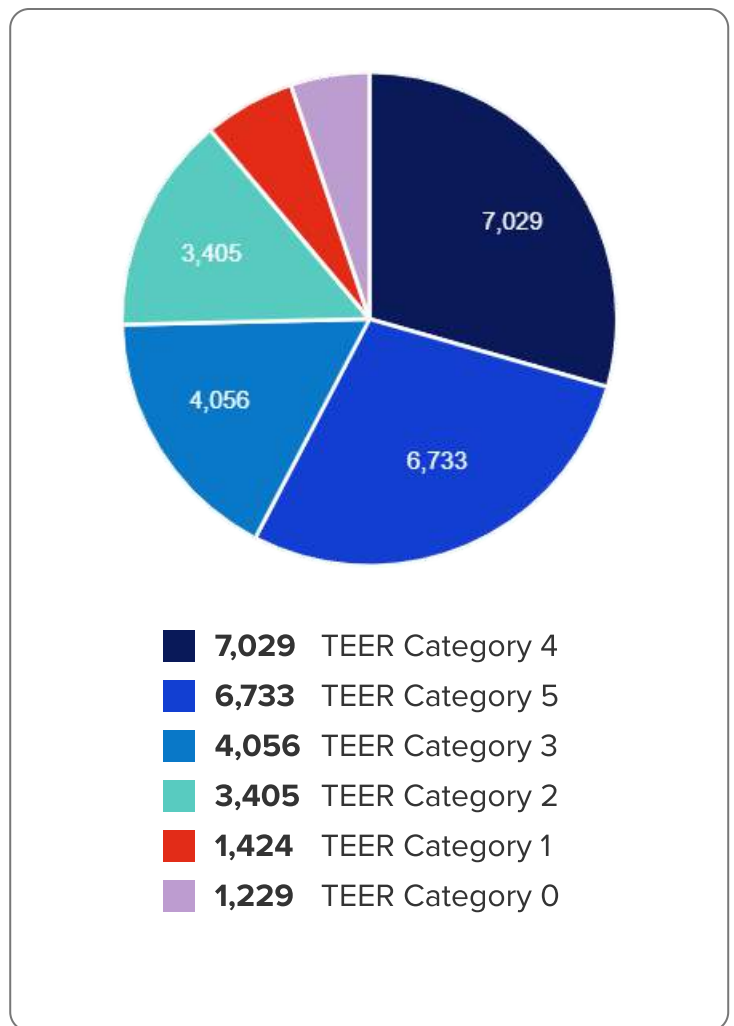
Interactions By Tool

Number of interactions by tool.



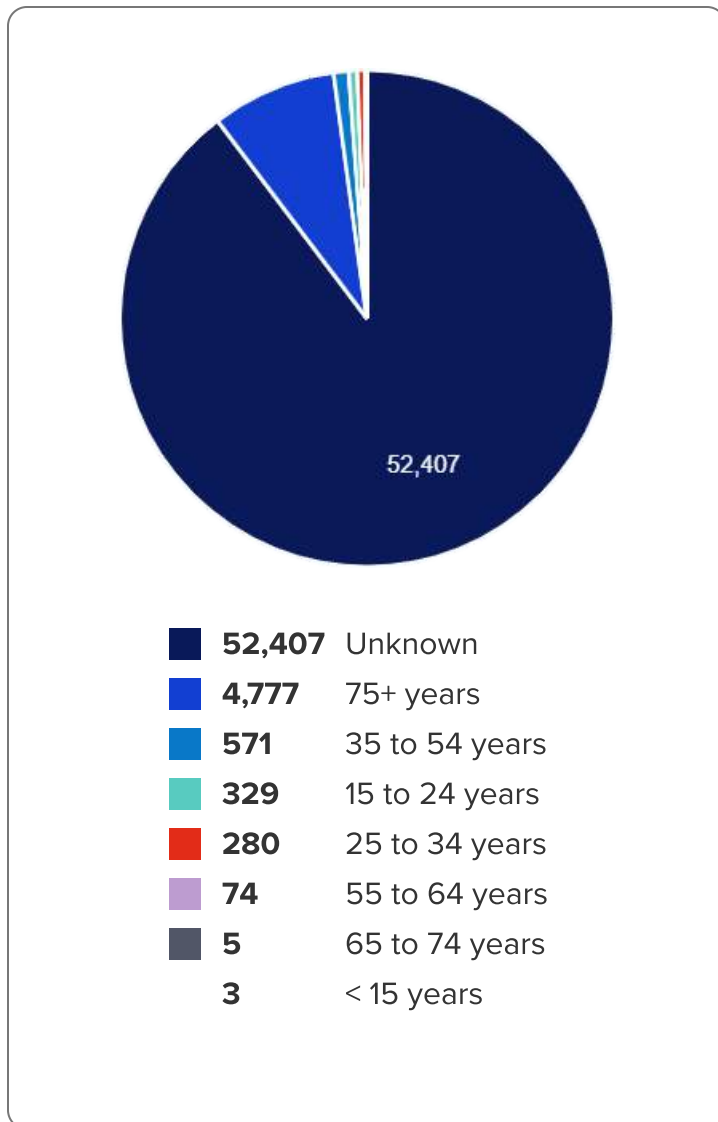
NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



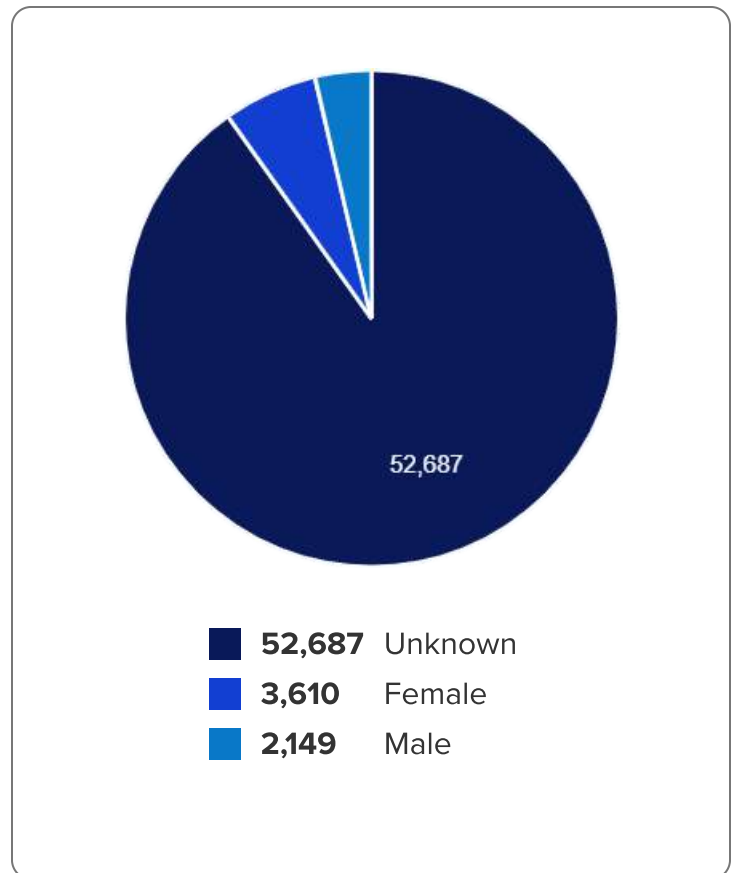
Age Interest

Number of interactions by age range.



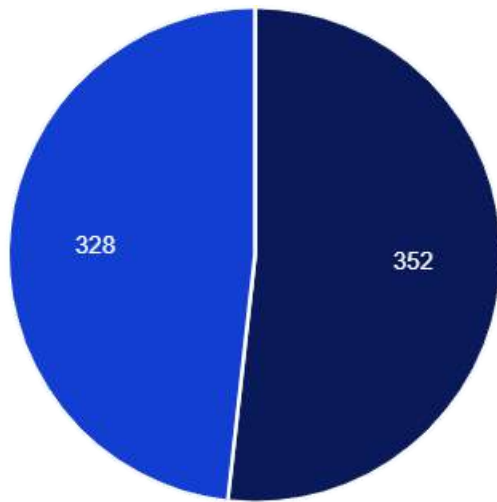
Gender Interest

Number of interactions by self-identified gender.



Job Type Interest

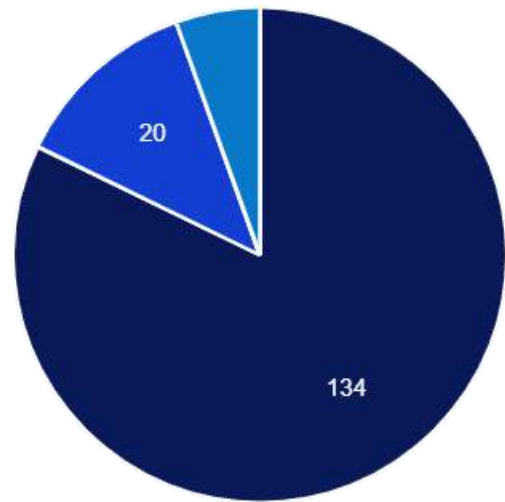
Number of interactions by job type (if used).



■ 352 Full Time
■ 328 Part Time

Job Duration Interest

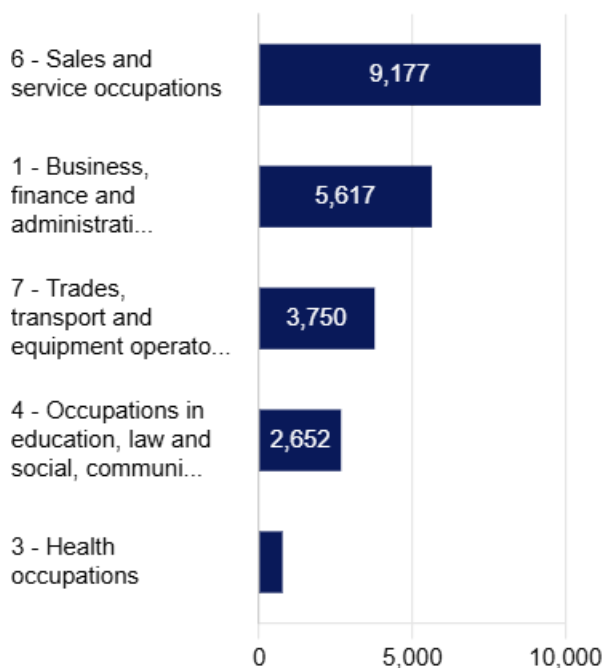
Number of interactions by job duration (if used).



■ 134 Permanent
■ 20 Temporary
■ 9 Contract

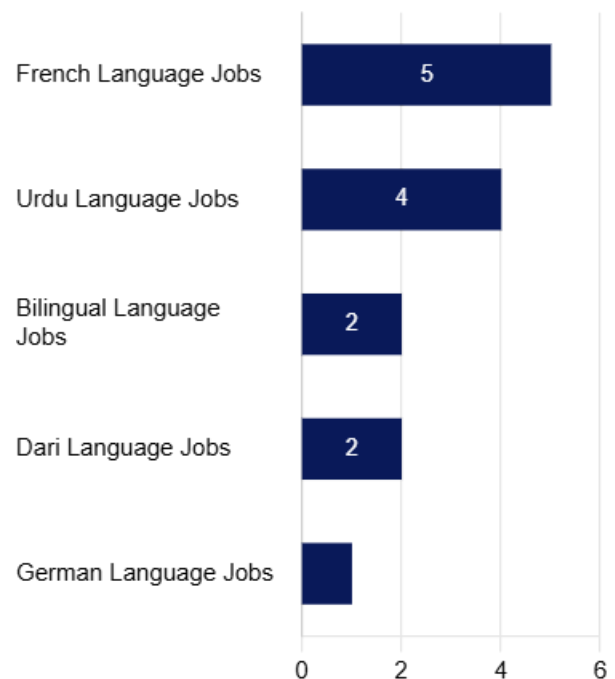
Top Occupational Categories

Top broad occupation categories interacted with.



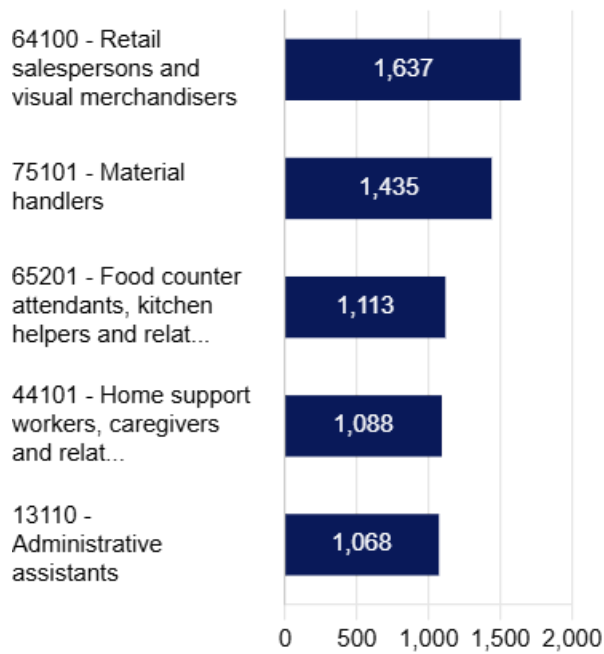
Top Languages

Top language skills being searched for (if used).



Top Occupational Interests

Top NOC categories clicked on by job seekers.



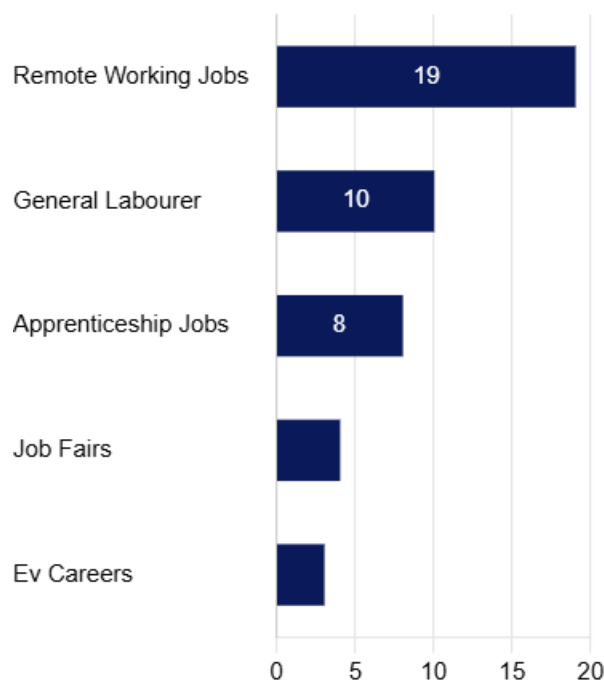
Top Employer Interests

Top employers with clicked job postings.



Top Special Interest Searches

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



Top Keyword Searches

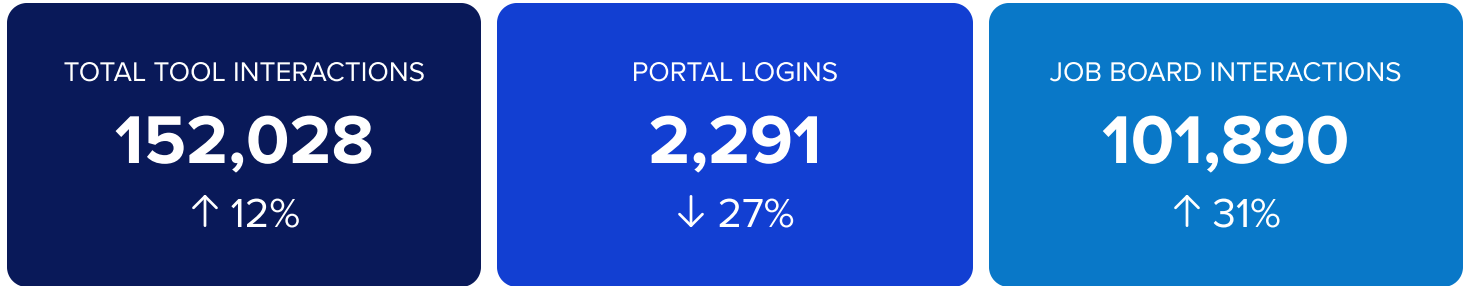
Top job board keyword searches.



Trends

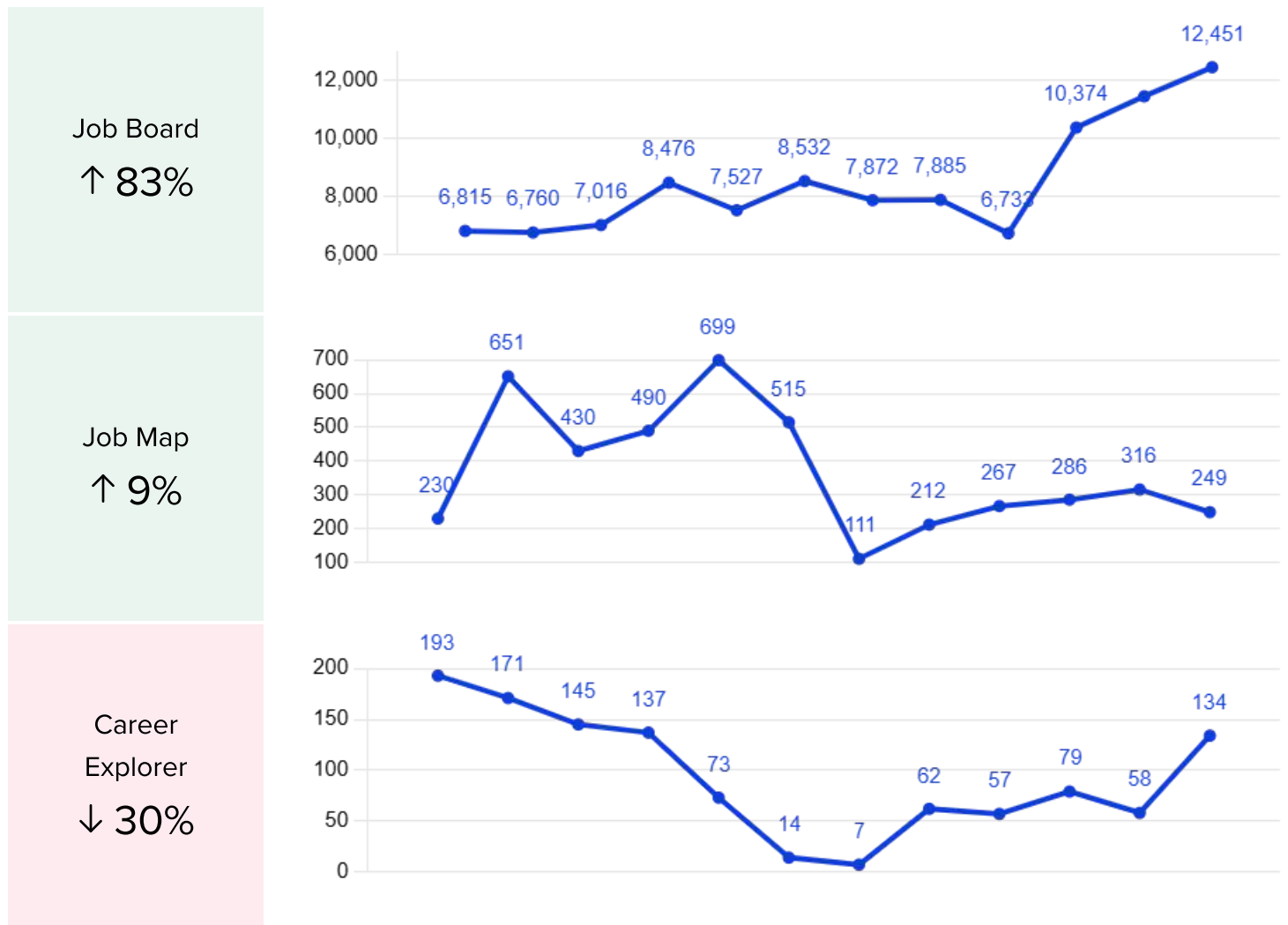
Quick Statistics

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



Interactions By Tool

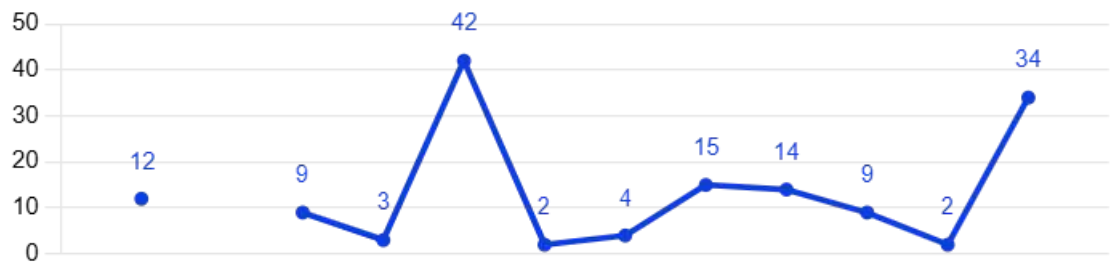
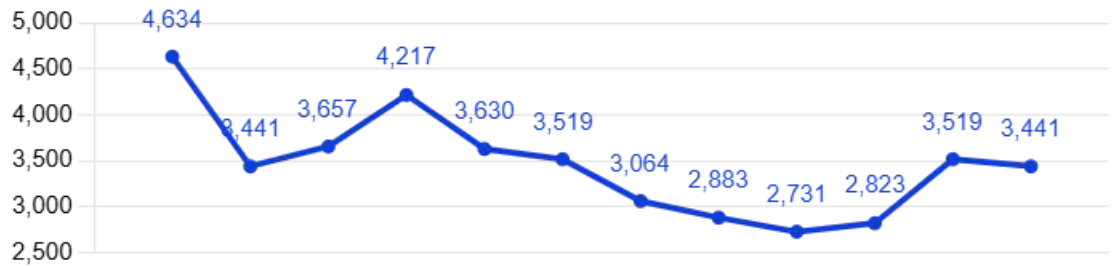
Tool interactions over the last 12 months.



Portal
↓ 25%

Job &
Training
Events
Board
↑ 260%

Skill
Demand
Report
↑ 184%



Occupational Trends

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

GROWING OCCUPATIONS

315

80%

TOP GROWTH OCCUPATION

**Sales and account
representatives -
wholesale trade
(non-technical)**

↑ 5,500%

TOP DECLINE OCCUPATION

**Customer and
information services
supervisors**

↓ 90%

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 (%)
64101	Sales and account representatives -wholesale trade (non-technical)	1	56	5,500
62029	Other services supervisors	8	262	3,175
52100	Library & public archive techs	1	19	1,800
95102	Labourers in chemical products processing and utilities	3	55	1,734
21110	Biologists and related scientists	1	15	1,400

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 (%)
12110	Court reporters, medical transcriptionists and related	21	2	↓ 90
62023	Customer and information services supervisors	10	1	↓ 90
52121	Interior designers and interior decorators	48	5	↓ 89
80020	Managers in agriculture	7	1	↓ 85
92012	Supervisors, food and beverage processing	28	5	↓ 82

Job Board

Quick Statistics

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

JOB BOARD POST CLICKS

27,029

↑ 57%

JOB BOARD INTERACTIONS

34,274

↑ 53%

Job Post Interest

Job post interactions on Job Board.

Job Post Title ↕	Company ↕	Interactions ↕
Warehouse Associate-ajax	Randstad Canada	89
Warehouse Associate I	Benjamin Moore & Co	56
Assembly Worker - Afternoon Shift	Swegon North America	47
Administrative Assistant	Auxilium Health	39
Warehouse Coordinator	Randstad Canada	36

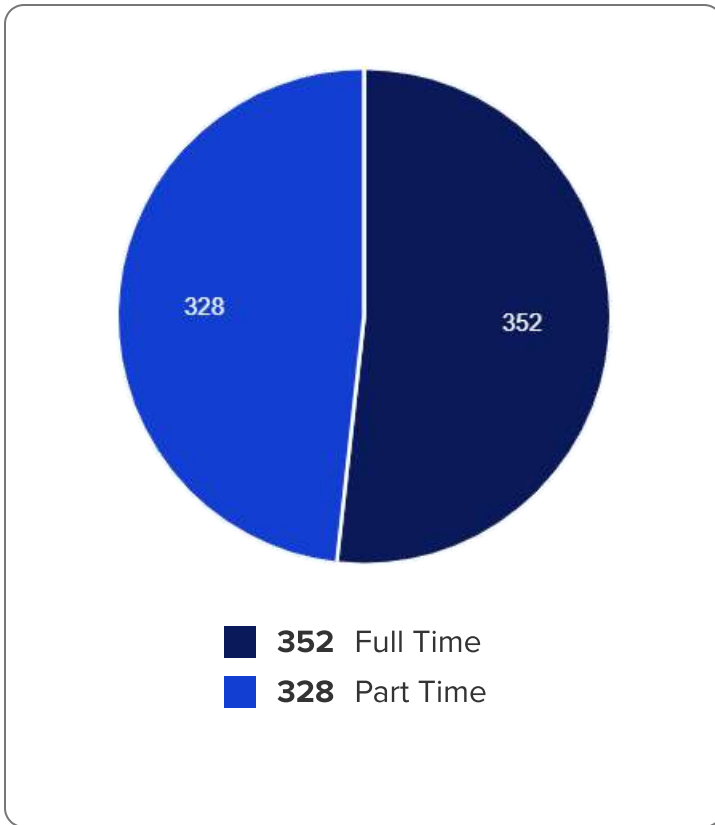
Occupational Interest

Job post interactions by NOC system on Job Board.

NOC Code	NOC Label	Interactions
64100	Retail salespersons and visual merchandisers	1,637
75101	Material handlers	1,435
65201	Food counter attendants, kitchen helpers and related support occupations	1,113
44101	Home support workers, caregivers and related occupations	1,088
13110	Administrative assistants	1,068

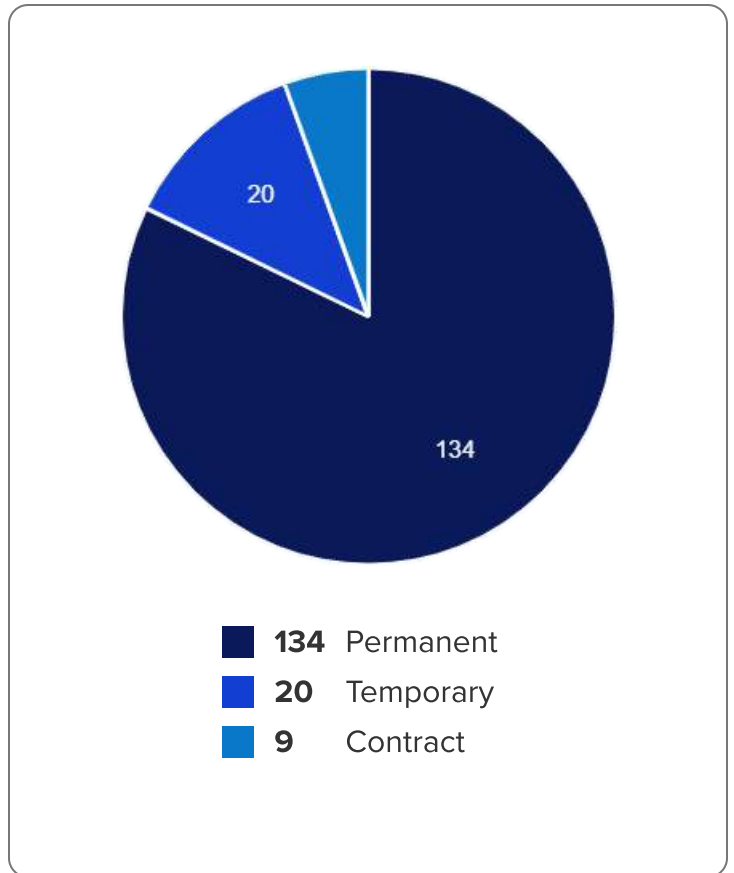
Job Type Interest

Number of interactions by job type (if used).



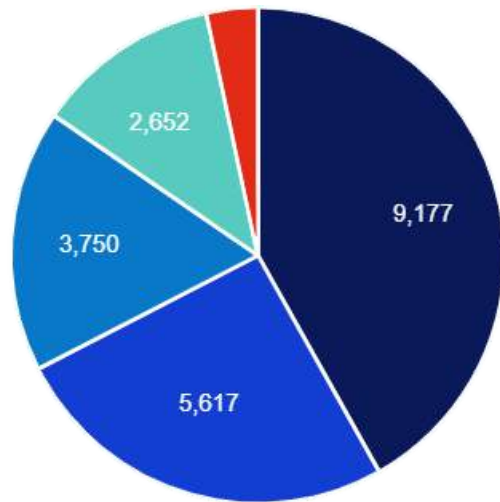
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Categories

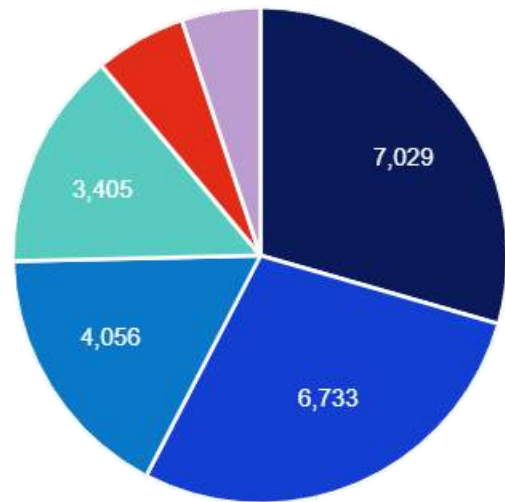
Top broad categories of occupation interacted with on Job Board (if used).



- 9,177** Sales and service occupations
- 5,617** Business, finance and administration occupations
- 3,750** Trades, transport and equipment operators and related occupations
- 2,652** Occupations in education, law and social, community and government services
- 739** Health occupations

NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



- 7,029** TEER Category 4
- 6,733** TEER Category 5
- 4,056** TEER Category 3
- 3,405** TEER Category 2
- 1,424** TEER Category 1
- 1,229** 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	19
General Labourer	10
Apprenticeship Jobs	8
Job Fairs	4
Electric Vehicle Sector Jobs	3

Keyword Searches

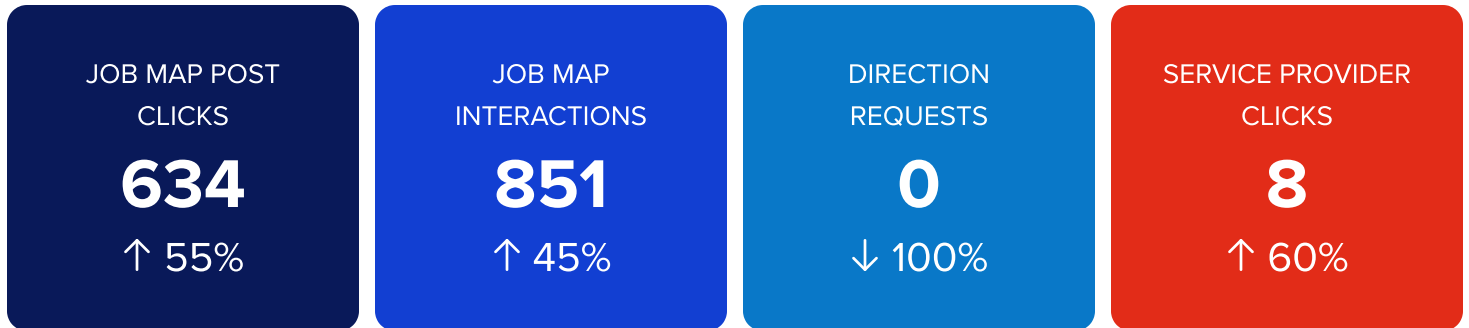
Keywords being searched for on Job Board.

Search Terms ↕	Interactions ↕
Warehouse	145
personal support worker	79
RETAIL	77
cashier	75
administrative assistant	74

Job Map

Quick Statistics

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



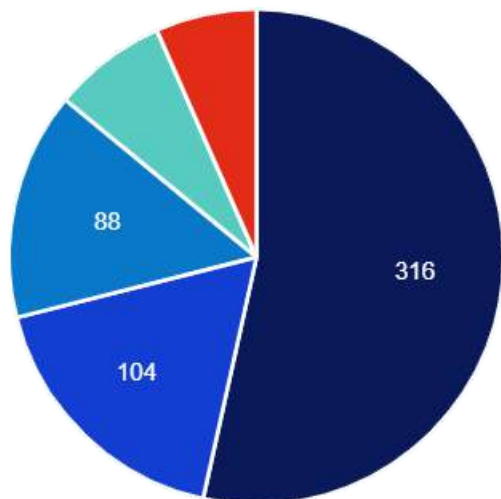
Map Layers

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

Map Layers ↕	Interactions ↕
Durham Region Transit Routes	16
Child Care Centres	7
Cycle Tour Routes	5
Job Postings	4
Education - Secondary Schools	3

Top Occupational Categories

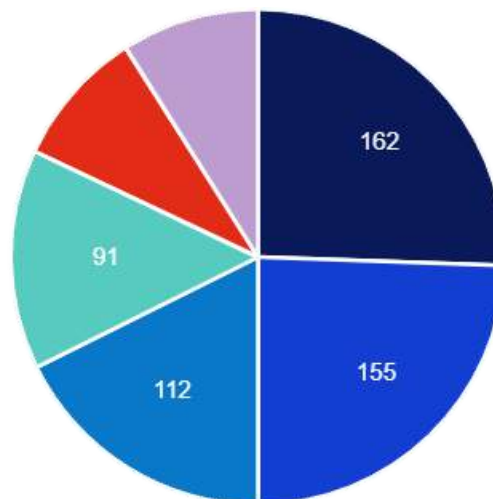
Top broad categories of occupation interacted with on Job Map (if used).



- **316** Sales and service
- **104** Trades, transport & equipment operators & related occupations
- **88** Business, finance and administration
- **44** Occupations in education, law & social, community & government services
- **39** Health occupations

Skill Level Interest

NOC skill level of jobs interacted with on Job Map.



- **162** TEER Category 4
- **155** TEER Category 5
- **112** TEER Category 2
- **91** TEER Category 3
- **57** TEER Category 0
- **57** TEER Category 1

Keyword Searches - searched for on Job Map.

Search Terms ↕	Interactions ↕
warehouse	5
admin	3
customer service	3
ajax	3
Retail	2

Career Explorer

Quick Statistics

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

CAREER EXPLORER JOB POST CLICKS

99

↑ 254%

CAREER EXPLORER INTERACTIONS

271

↑ 116%

Occupational Interest

Job post interactions by NOC system on Career Explorer.

NOC Code	NOC Label	Interactions
13110	Administrative assistants	34
13100	Administrative officers	26
65102	Store shelf stockers, clerks and order fillers	19
64409	Other customer and information services representatives	14
13112	Medical administrative assistants	12

Occupational Categories Interest

Broad categories of occupation interacted with on Career Explorer (if used).

1 Digit NOC Code	NOC Label	Interactions
1	Business, finance and administration occupations	99
6	Sales and service occupations	72
7	Trades, transport and equipment operators and related occupations	15
4	Occupations in education, law and social, community and government services	14
5	Occupations in art, culture, recreation and sport	11