

**APRIL TO JUNE
2026**

Labour Market Insights





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EXECUTIVE SUMMARY



The Q2 2026 Durham Labour Market Insights Report provides a snapshot of employment activity in Durham Region from April to June 2026, highlighting how hiring activity evolved through the spring and into the early summer. The report is organized into two core sections. The Job Demand section examines employer hiring activity, recruitment patterns, and workforce requirements, while the Job Search section explores jobseeker behaviour and engagement across Jobs First Durham tools.

Compared with Q1 2026, hiring activity strengthened across nearly every key indicator. Active job postings increased from 12,118 to 14,709, new job postings rose from 10,657 to 12,772, and the number of companies hiring increased from 3,480 to 3,970.

At the same time, the average posting duration fell from 18.7 to 15.4 days, suggesting employers filled positions more quickly or moved through recruitment processes more efficiently. Together, these indicators point to a labour market that gained momentum during Q2, with stronger employer demand and broader hiring activity.

Demand remained concentrated in retail, education, community care, and employment services, while construction, utilities, and retail trade continued to demonstrate strong longer-term growth.

However, health care and social assistance emerged as the largest-declining sector in the 12-month trend data, indicating that even traditionally high-demand sectors continue to experience shifting recruitment patterns.

Overall, the findings suggest Durham Region entered the summer with a stronger and more competitive labour market than in Q1. Increased employer participation, higher job posting volumes, and shorter recruitment timelines indicate growing hiring activity. At the same time, continued shifts across sectors and occupations reinforce the importance of responsive workforce planning and targeted skills development.



KEY LABOUR MARKET HIGHLIGHTS

Core labour market indicators show hiring activity accelerated between Q1 and Q2 2026. Active job postings increased by 21%, while new job postings rose 20% and the number of companies hiring increased by 14%. Unlike the relatively stable conditions observed in Q1, Q2 reflects broader employer participation and stronger recruitment activity across the Durham Region.

The most significant change occurred in recruitment timelines. Average posting duration declined from 18.7 days to 15.4 days, suggesting employers were able to fill positions more quickly or moved through hiring processes more efficiently. Combined with higher posting volumes, this points to a labour market characterized by increased hiring momentum rather than simply more job advertisements.

These results indicate employers expanded hiring activity heading into the summer while maintaining relatively efficient recruitment practices. Together, the data reflects a labour market that strengthened quarter-over-quarter and remained resilient across a broad range of industries.

Indicator	Q1 2026	Q2 2026	Change	Key Insight
Active job postings	12,118	14,709	+21%	Strong increase in employer demand
Unique employers	3,480	3,970	+14%	Broader employer participation
Avg. posting duration	18.7 days	15.4 days	-18%	Faster recruitment and hiring cycle
Job post clicks	28,356	26,818	-5%	Jobseeker interest remained strong despite slightly fewer clicks.



EMPLOYMENT COMPOSITION

Hiring activity expanded across all major employment types during Q2 2026, while the overall composition of the Durham Region's labour market remained strongly oriented toward full-time and permanent employment. Full-time postings increased from 8,418 in Q1 to 10,446 in Q2, accounting for the majority of new opportunities during the quarter. Part-time postings also increased from 3,338 to 3,803, while casual positions rose modestly from 362 to 460. Rather than reflecting a shift in the types of jobs being offered, these increases suggest employers expanded recruitment across a broad range of employment arrangements as hiring activity accelerated heading into the summer months.

Permanent employment continued to dominate employer demand. Permanent postings increased from 10,169 in Q1 to 12,321 in Q2, while contract positions rose from 1,180 to 1,582 and temporary postings increased slightly from 769 to 806. Although contract and temporary opportunities grew during the quarter, permanent positions continued to represent the vast majority of available jobs, indicating that employers remained focused on recruiting workers for ongoing operational needs rather than short-term staffing needs.

The simultaneous growth in full-time, part-time, permanent, contract, and temporary postings reflects a labour market experiencing broad-based expansion rather than growth concentrated within a single employment category. This pattern is consistent with the overall increase in employer demand observed during Q2. It suggests organizations across multiple industries were actively recruiting to meet seasonal demand, support organizational growth, and address ongoing workforce needs.

Overall, the employment composition data indicates that Durham Region entered the summer with a labour market characterized by expanding hiring opportunities while maintaining a strong foundation of full-time, permanent employment. This balance provides flexibility for employers while continuing to offer jobseekers access to stable, long-term career opportunities across a diverse range of industries.





SECTORAL TRENDS

Sectoral hiring activity strengthened during Q2 2026, while remaining concentrated in many of the same industries that had driven employer demand earlier in the year. Employment placement agencies and executive search services continued to generate the highest number of postings, followed by elementary and secondary schools, community care facilities for older people, community health centres, and limited-service eating places. The continued prominence of education, health care, employment services, and hospitality reflects sustained demand for frontline workers, particularly as employers expanded hiring heading into the summer months.

The longer-term trend data highlights several sectors experiencing sustained growth over the previous twelve months. Utilities remained the fastest-growing sector, increasing 59%, followed by construction (16%) and retail trade (13%). Continued growth in these industries reflects ongoing investment in infrastructure, residential and commercial development, and consumer spending, all of which continue to generate demand for skilled trades, technical occupations, and customer-facing roles. The persistence of these trends suggests employer demand extends beyond seasonal hiring and reflects broader economic activity across Durham Region.

At the same time, several traditionally high-volume sectors continued to record lower posting volumes than one year earlier. Health care and social assistance became the largest declining sector, with postings falling 14%, followed by professional, scientific and technical services (21%), administrative and support services (13%), educational services (8%), and other services excluding public administration (15%). While these sectors continue to account for a significant share of overall hiring, the decline suggests that employer recruitment activity has moderated. This may reflect improved workforce retention, changing recruitment strategies, or the normalization of hiring following periods of exceptionally strong demand.

Taken together, the sectoral data suggest that the Durham Region's labour market continued to diversify during Q2. Growth remained concentrated in infrastructure, construction, utilities, retail, and other service-oriented industries, while several traditionally strong sectors transitioned toward more moderate hiring levels. This balance between expanding and moderating sectors reinforces the importance of ongoing labour market monitoring to ensure workforce development efforts remain aligned with evolving employer demand across the region.



OCCUPATIONAL TRENDS

Occupational demand strengthened across many of the same high-volume occupations that characterized the first quarter of 2026, with retail, food service, caregiving, and frontline supervisory roles continuing to dominate employer recruitment. Retail salespersons and visual merchandisers remained the most frequently advertised occupation with 685 postings, followed by food counter attendants and kitchen helpers (469), home support workers and caregivers (374), retail and wholesale trade managers (347), and cooks (295). The appearance of cooks in the top five reflects increased seasonal hiring entering the summer months, particularly across Durham's hospitality and food service industries.

Compared with Q1, the overall composition of in-demand occupations remained remarkably consistent, suggesting that employer demand continues to be concentrated in occupations that support retail activity, customer service, food preparation, health care support, and day-to-day business operations. While individual occupations shifted modestly in the rankings, the broader pattern of demand changed very little, indicating that employers continue to experience persistent recruitment needs across frontline service occupations rather than temporary increases within individual sectors.

The longer-term occupational trend data provides additional insight into where demand is evolving. Licensed practical nurses remained the fastest-growing occupation over the previous twelve months, increasing 83%, followed by material handlers (+48%), other services supervisors (+1,042%), food counter attendants (+12%), and retail salespersons (+7%). Although the percentage increase for other services supervisors appears exceptionally high, it reflects growth from a relatively small baseline rather than a dramatic expansion in overall hiring volume. More broadly, these trends reinforce continued employer demand for practical health care occupations, logistics workers, retail employees, and supervisory positions that support service delivery and business operations.

Conversely, several professional and administrative occupations continued to experience declining recruitment activity. Job postings for registered nurses and registered psychiatric nurses declined by 54%, while administrative assistants (-31%), early childhood educators and assistants (-29%), retail sales supervisors (-25%), and secondary school teachers (-13%) also recorded notable decreases over the twelve months. These declines do not necessarily indicate reduced employment in these occupations; rather, they suggest employers are posting fewer vacancies than one year earlier, potentially reflecting improved retention, reduced turnover, or changes in recruitment strategies.

Taken together, the occupational data suggest that Durham's labour market continues to be driven by occupations that are highly accessible to a broad range of workers, while also demonstrating sustained demand for skilled technical and health care occupations. This combination reinforces the importance of workforce development initiatives that both support entry into employment and create pathways toward occupations requiring specialized training, certifications, or technical expertise.



JOBSEEKER BEHAVIOUR

Jobseeker activity continued to play an important role in Durham Region's labour market during Q2 2026. Employer demand strengthened considerably, while overall engagement across Jobs First Durham remained stable. Interest remained concentrated in occupations with accessible entry points into the workforce, reflecting the continued importance of retail, service, logistics, and administrative roles for local jobseekers. Together, employer hiring activity and jobseeker behaviour suggest a labour market that remained active on both sides of the employment relationship.

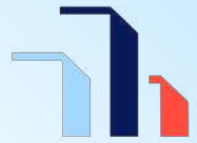
Interest continued to focus primarily on occupations classified within TEER 4 and TEER 5, consistent with patterns observed in previous quarters. These occupations typically require secondary school education, short-term training, or occupation-specific instruction and represent many of the region's highest-volume employment opportunities. Continued concentration within these occupational groups suggests that many jobseekers remain focused on positions that offer immediate employment opportunities and require relatively few formal barriers to entry.

Search behaviour also remained closely aligned with employer demand. Retail, food service, warehousing, and caregiving occupations continued to attract significant interest, demonstrating a strong relationship between the types of jobs employers are posting and the positions jobseekers are actively pursuing. This alignment helps support more efficient labour market matching and suggests that Jobs First Durham continues to connect users with occupations experiencing sustained hiring activity across the region.

Overall, Q2 reflects a labour market where employer demand strengthened while jobseeker engagement remained consistently high. Although interactions and job post clicks moderated slightly compared with Q1, activity remained strong, indicating continued confidence in the Jobs First Durham platform as a resource for exploring employment opportunities. Continued monitoring of search behaviour alongside employer demand will remain important for identifying emerging skills gaps and informing workforce planning initiatives.

Indicator	Metric	Key Insight
Total interactions	46,778	Engagement remained strong and consistent, up 2% from Q1
Job Board interactions	33,155	Down 3% but continues to be the primary gateway to employment opportunities
Job post clicks	26,818	Despite a 5% drop from Q1, jobseeker interest remained high as employer demand strengthened

SKILLS, WAGES, & EXPERIENCE



Labour market conditions in Q2 2026 remained relatively stable despite significant growth in hiring activity. While employer demand increased substantially, wage growth remained concentrated in a small number of occupations and sectors, suggesting employers continued to respond to labour shortages selectively rather than through broad-based increases in compensation.

Educational services recorded the strongest increase in median wages over the previous twelve months, followed by construction, real estate and rental and leasing, and manufacturing. These gains reflect continued demand for specialized skills, while transportation and warehousing recorded the largest wage decline. Utilities, professional, scientific and technical services, and wholesale trade also posted modest declines. However, many continue to offer wages above the regional average, suggesting changes in occupational composition rather than broad reductions in compensation.

Communication, management, driving, customer service, and leadership remained the most frequently requested skills, reinforcing the importance of transferable workplace competencies across industries. Organization, operations, and relationship-building also ranked highly, demonstrating employers' continued emphasis on both technical and interpersonal skills.

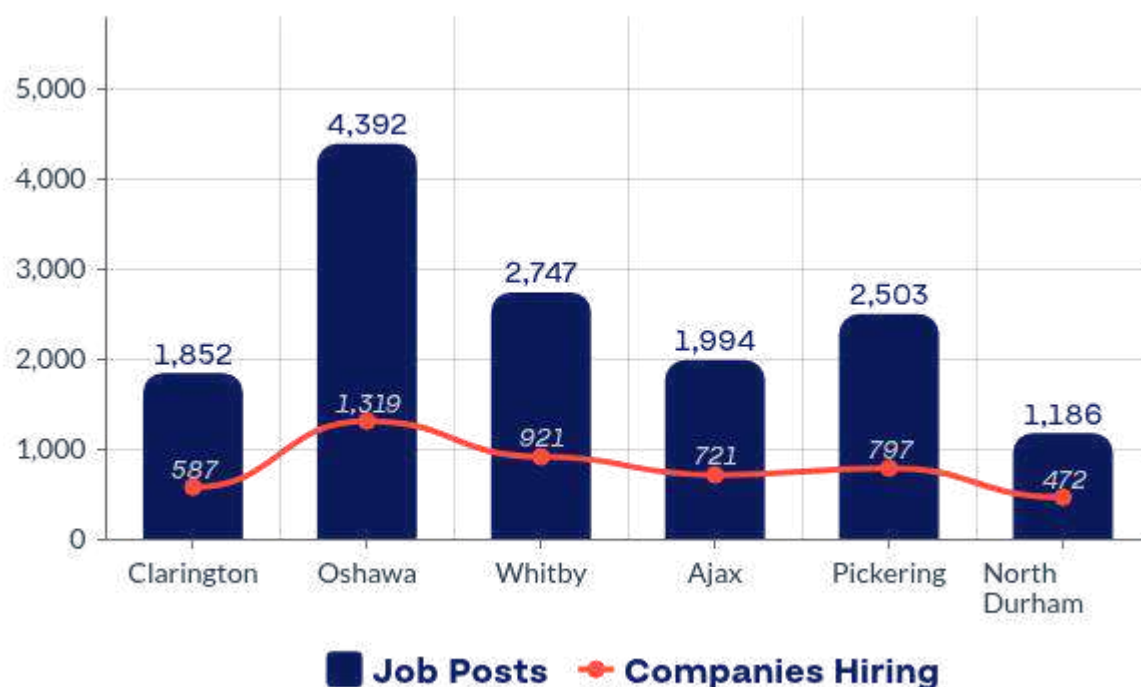
Accessibility remained a defining characteristic of the labour market. Many postings emphasized transferable skills and practical experience over formal educational credentials, creating accessible entry points for jobseekers, while higher-paying occupations continued to require specialized education or technical training.

Overall, the Q2 data suggests Durham's labour market remains accessible while continuing to reward specialized skills. As hiring activity strengthens, investment in both foundational employability skills and advanced training will remain essential to meeting evolving workforce needs.



REGIONAL COMPARISON

Hiring activity remained concentrated in the Durham Region's largest urban municipalities during Q2 2026, although virtually every municipality experienced increased recruitment compared with the previous quarter. Oshawa remained the region's largest employment centre with 4,390 active job postings, followed by Whitby (2,747), Pickering (2,503), Ajax (1,996), and Clarington (1,733). Together, these municipalities accounted for the vast majority of employer demand, reflecting their concentration of larger employers, commercial activity, educational institutions, and public services.



Employer participation followed a similar geographic pattern, with the largest concentration of hiring organizations located within Oshawa, Whitby, and Pickering. This continued alignment between employer participation and overall posting volume suggests that labour demand remained broadly distributed across numerous organizations rather than concentrated among only a handful of major employers. The increase in companies hiring during Q2 further reinforces the finding that hiring activity expanded across Durham's business community rather than being driven solely by existing high-volume recruiters.



Wage levels continued to vary across Durham Region's municipalities, reflecting differences in local industry composition and occupational demand. In Q2, Oshawa recorded the highest average posted wage at \$30.30, followed by Pickering at \$29.86 and Clarington at \$29.32, while North Durham recorded the lowest at \$27.31. Although Oshawa continued to report the highest average posted wage, it was the only municipality to experience a decline compared with Q1, suggesting a shift in the mix of occupations or industries recruiting during the quarter rather than a broad decline in local wage levels.

Average posting duration also varied across the region. Whitby and Ajax recorded the shortest average posting duration at 14.6 days, suggesting relatively efficient hiring conditions, while Pickering had the longest at 16.5 days, suggesting that some positions may have required longer recruitment periods or more specialized candidate matching.

Together, these differences reinforce the point that, while the Durham Region functions as a single labour market, local hiring conditions continue to be shaped by each municipality's unique mix of industries, occupations, and workforce characteristics.



Regional differences also continue to illustrate the diversity of Durham's labour market. Larger urban municipalities generally offer the greatest variety of employment opportunities across sectors and occupations. In comparison, smaller municipalities offer important opportunities in manufacturing, construction, agriculture, local services, and tourism. Understanding these geographic differences remains essential for workforce planning, transportation planning, and employment service delivery.

Overall, the regional data suggest that employer demand strengthened throughout the Durham Region during Q2 while maintaining the geographic employment patterns observed in recent quarters. Continued growth across multiple municipalities reflects a labour market that remains broadly diversified and well-positioned to support ongoing economic development.



CONCLUSION

The Q2 2026 Labour Market Insights Report demonstrates that Durham Region's labour market strengthened considerably over the previous quarter. Employer demand increased across nearly every major indicator, with active job postings, new postings, and the number of companies hiring all recording substantial gains. At the same time, shorter posting durations suggest employers moved through recruitment more efficiently, reflecting a labour market characterized by stronger hiring activity rather than slower recruitment.

While overall hiring activity expanded, the composition of demand remained consistent with recent quarters. Retail, education, community care, hospitality, and employment services continued to account for a significant share of recruitment activity. At the same time, longer-term trend data reinforced continued growth in construction, utilities, logistics, and several skilled occupations. At the same time, declines in portions of the health care, professional services, and administrative sectors indicate that labour market conditions continue to evolve differently across industries, underscoring the importance of monitoring sector-specific trends rather than relying solely on overall employment indicators.

The report also reinforces the importance of transferable workplace skills. Communication, management, customer service, leadership, and organizational skills remained consistently among the most frequently requested employer requirements. At the same time, many positions continued to offer accessible entry points for workers without extensive formal education or experience. This balance between accessibility and growing demand for specialized technical skills highlights the importance of continued investment in workforce development, skills training, and career progression opportunities.

Overall, the second quarter indicates a positive outlook for Durham Region's labour market. Stronger employer participation, increasing hiring activity, and sustained demand across multiple industries suggest the regional economy continued to build momentum heading into the summer months. Although challenges remain in specific sectors and occupations, the data indicate a labour market that is resilient, diverse, and continues to create opportunities for workers, employers, and the broader community.

Jobs First
Durham

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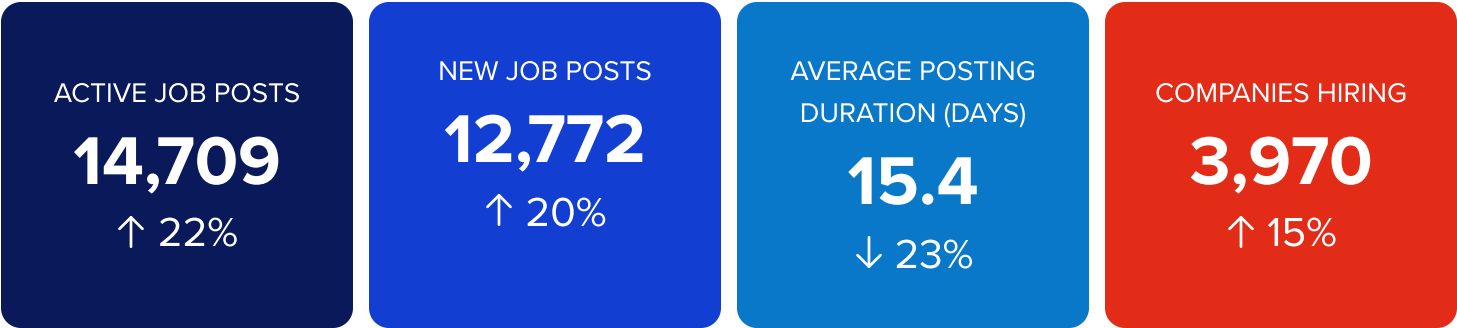


Source: <https://www.durhamworkforceauthority.ca> Job Posting Data. This report presents information sourced from job ads posted by employers and agencies on over 50 publicly accessible websites.

Snapshot

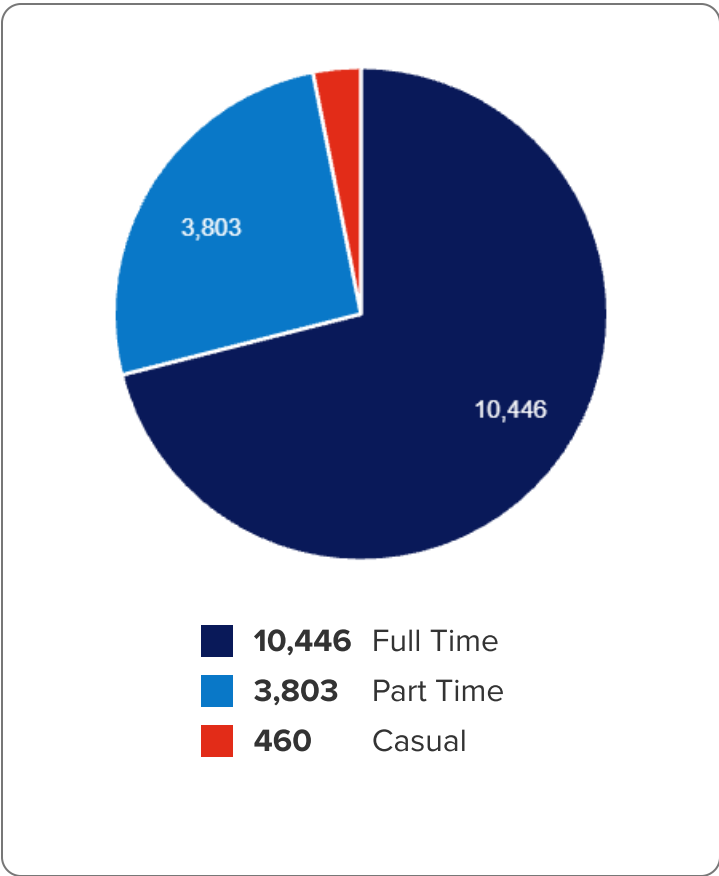
Quick Statistics

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



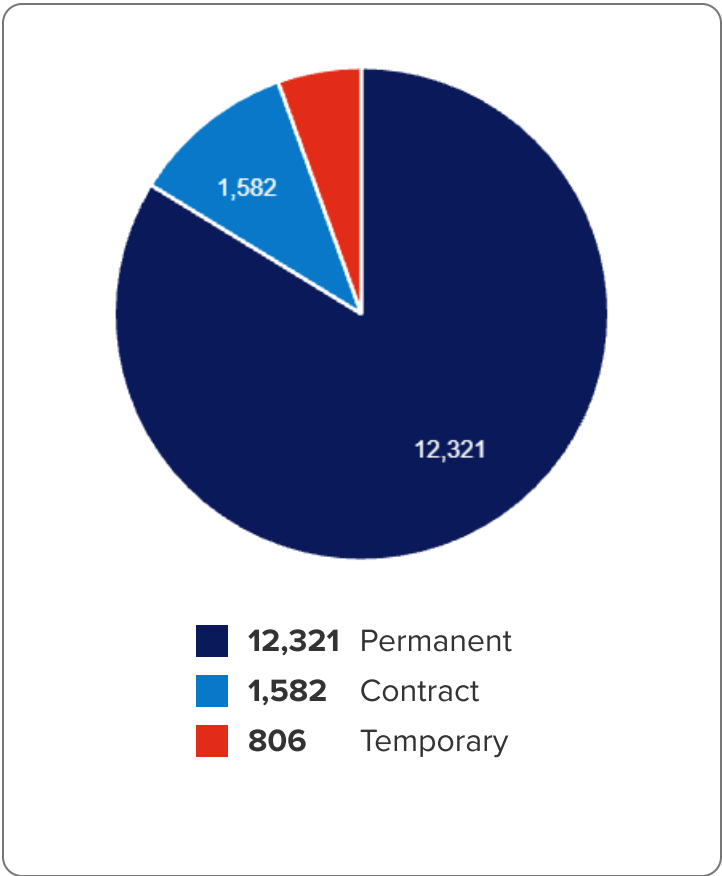
Job Type

Full time vs. Part time.



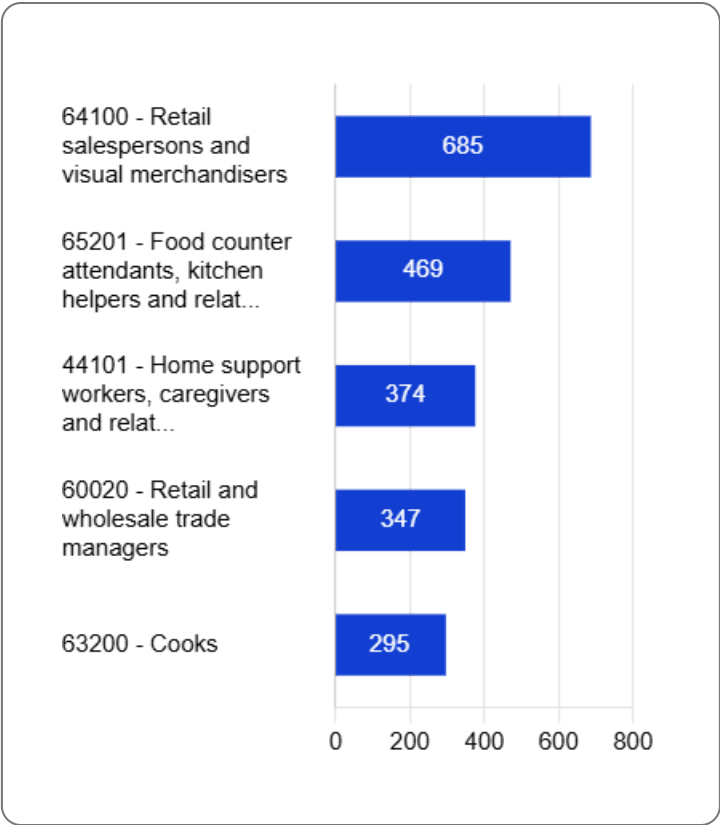
Job Duration

Permanency of jobs posted.



Top Occupations

Top in-demand occupations based on posting count.



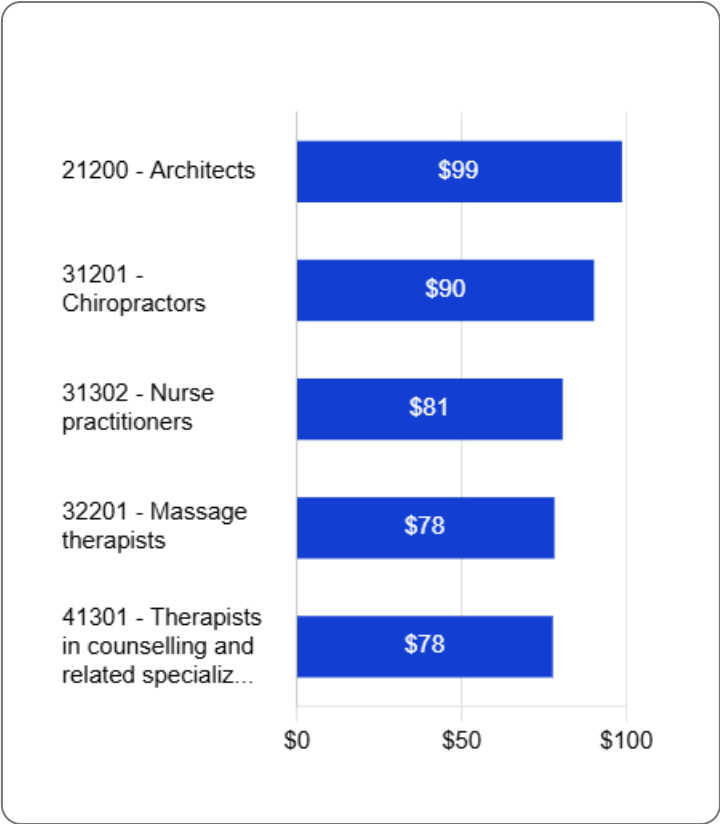
Top Skills

Top in-demand skills based on posting count.



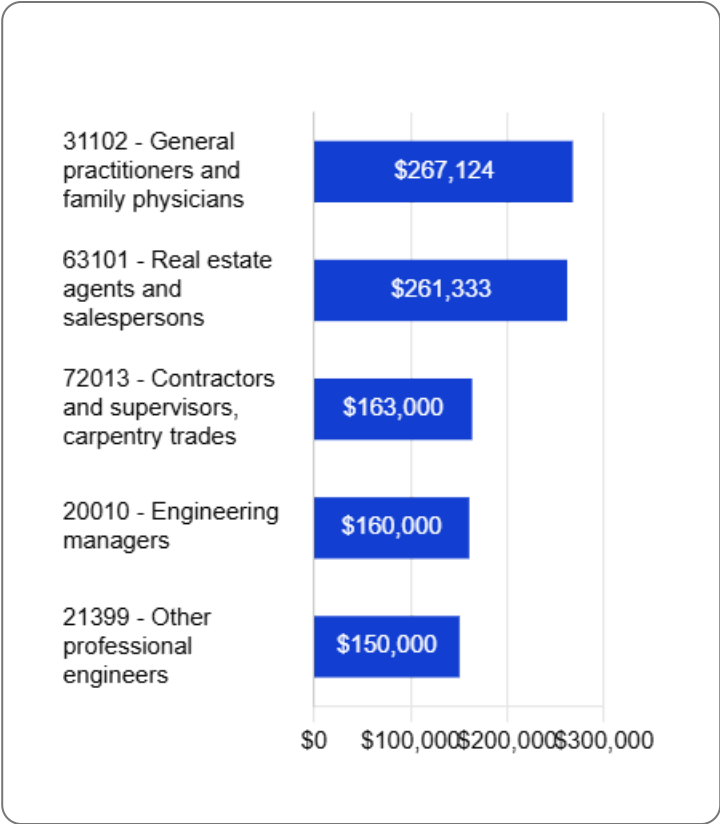
Top Hourly Wages

Top median hourly wages by occupation.



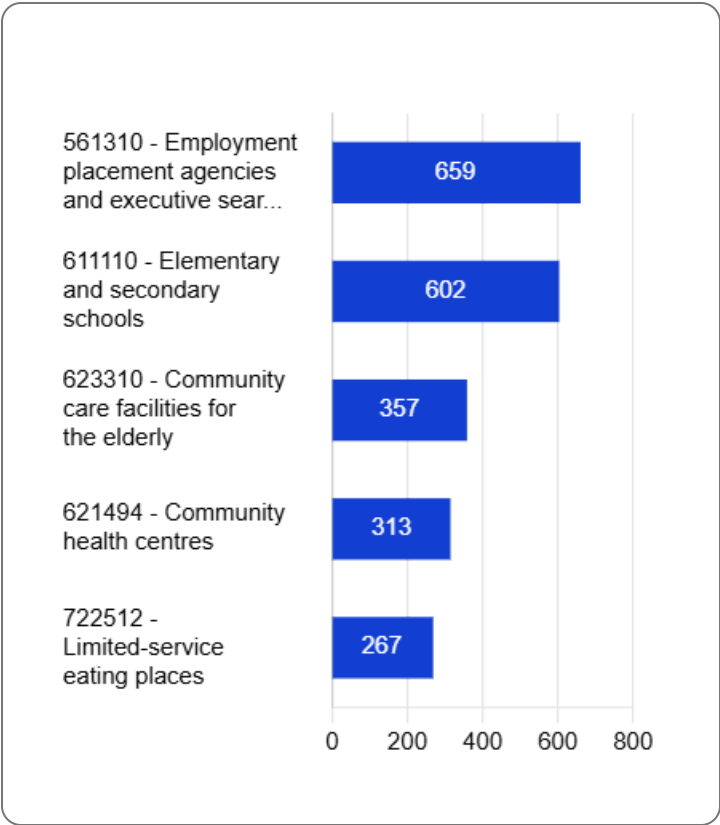
Top Salaries

Top median yearly salaries by occupation.



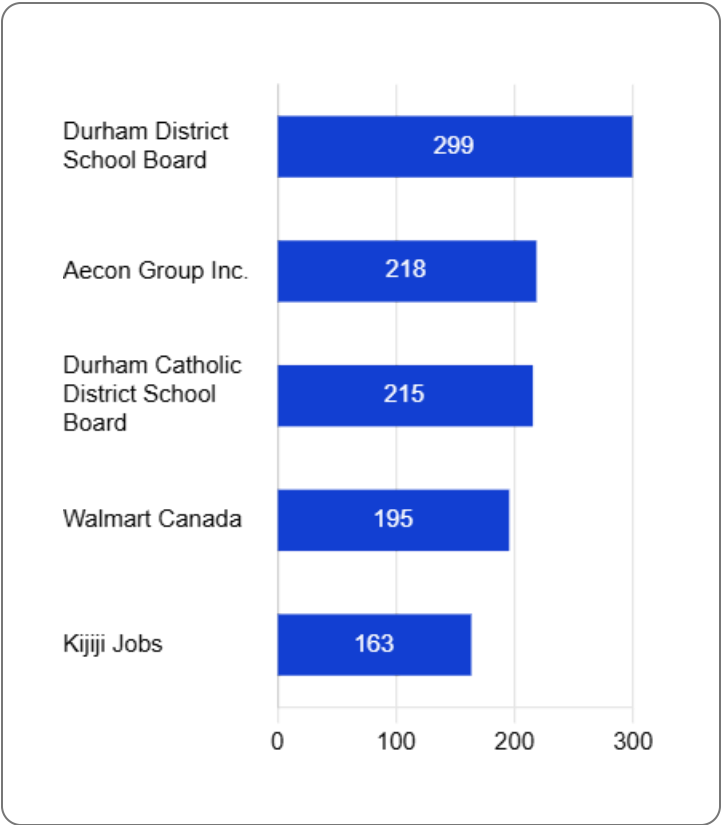
Top Sectors

Top in-demand sectors based on posting count.



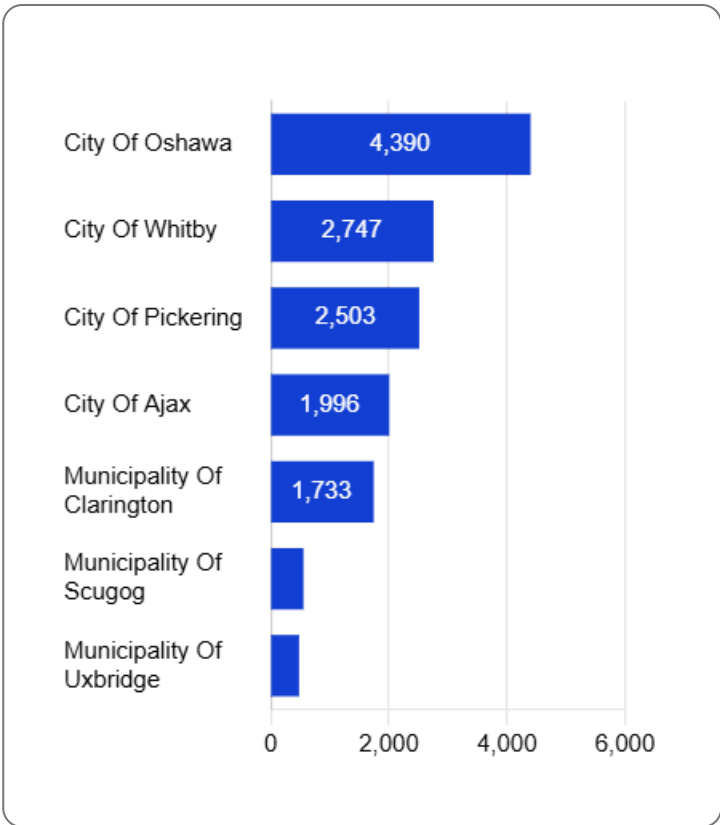
Top Hiring Employers

Top employers based on hiring activity.



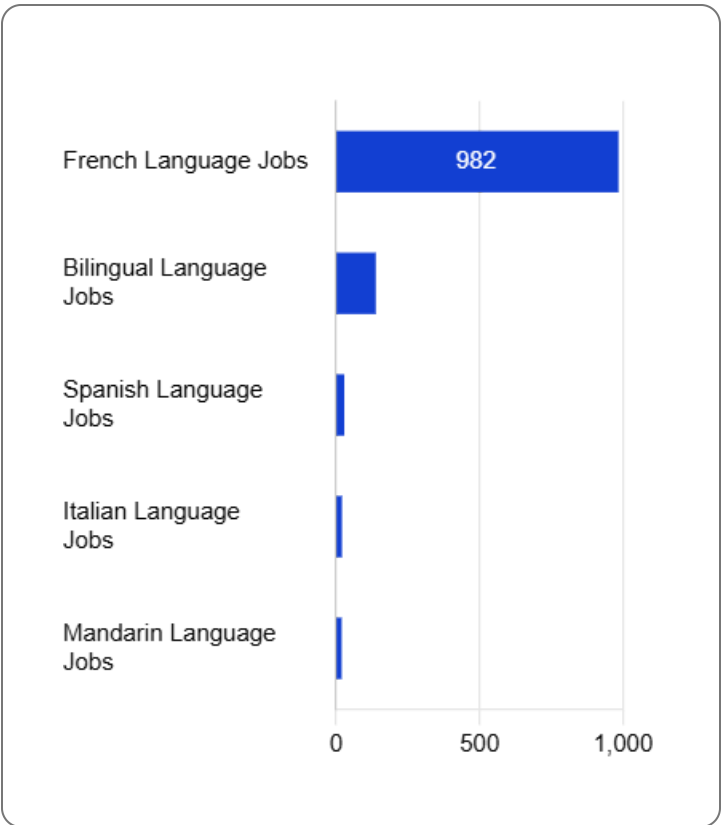
Top Locations

Top locations based on job posting count.



Top Languages

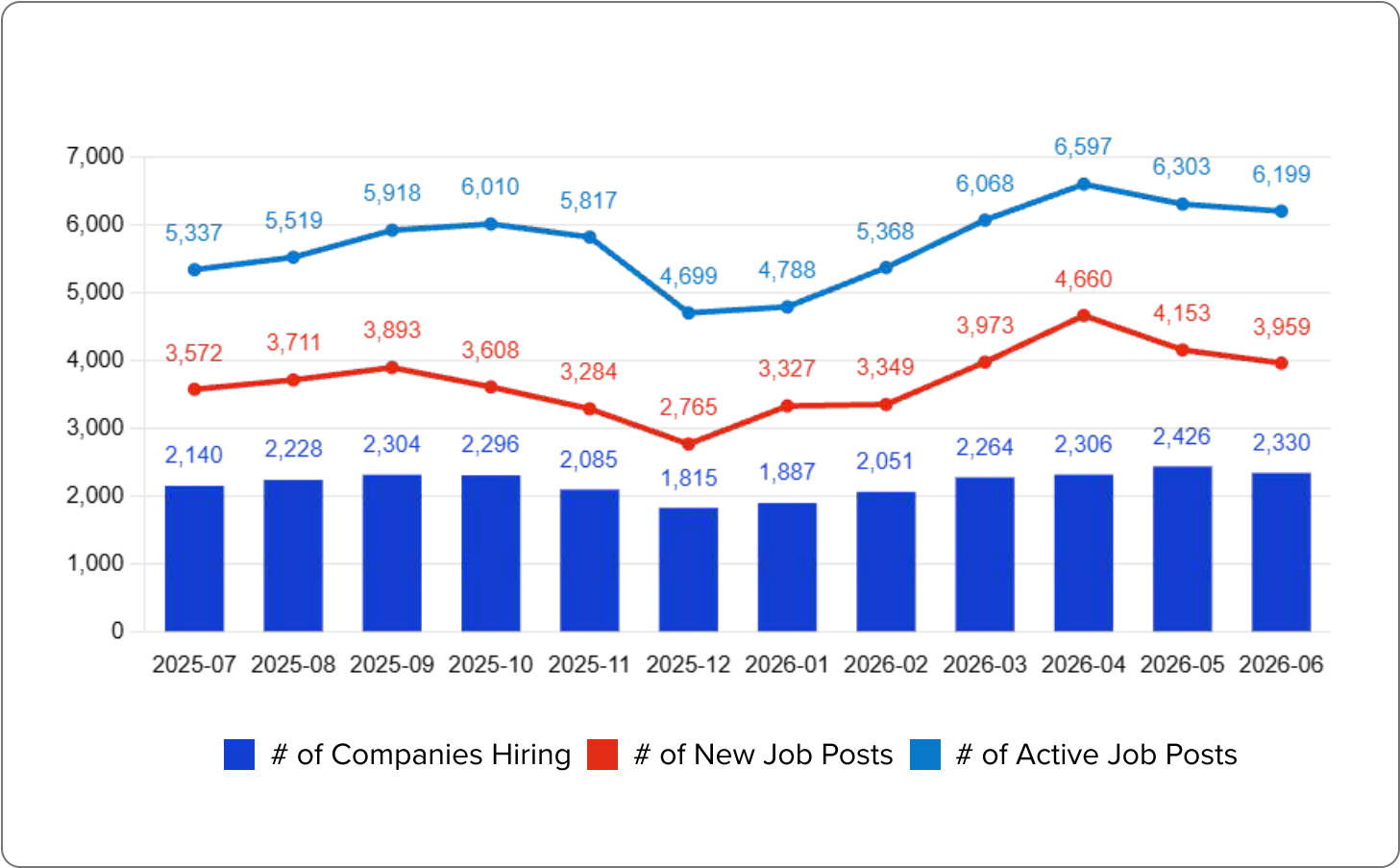
Top language skills being recruited for.



Trends

Job Post Trends

The number of new job posts, active job posts, and companies hiring over the last 12 months.



Sector Trends

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

GROWING SECTORS

11

46%

TOP GROWTH SECTOR

Utilities

↑ 59%

TOP DECLINE SECTOR

Health care and social assistance

↓ 14%

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	472	747	59	275
23 - Construction	1,618	1,866	16	248
45 - Retail trade	1,531	1,716	13	185
44 - Retail trade	4,140	4,231	3	91
52 - Finance and insurance	1,283	1,320	3	37

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.)
62 - Health care and social assistance	7,348	6,282	↓ 14	↓ 1,066
54 - Professional, scientific and technical services	2,347	1,850	↓ 21	↓ 497
56 - Administrative and support, waste management and remediation services	3,650	3,156	↓ 13	↓ 494
61 - Educational services	3,144	2,866	↓ 8	↓ 278
81 - Other services (except public administration)	1,421	1,194	↓ 15	↓ 227

Occupation Trends - based on number of job postings over the last 12 months.

GROWING OCCUPATIONS

223

54%

TOP GROWTH OCCUPATION

Licensed practical
nurses

83%

TOP DECLINE OCCUPATION

Registered nurses
and registered
psychiatric nurses

↓ 54%

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	429	785	83	356
75101 - Material handlers	469	692	48	223
62029 - Other services supervisors	17	194	1,042	177
65201 - Food counter attendants, kitchen helpers & related occupations	1,442	1,601	12	159
64100 - Retail salespersons and visual merchandisers	2,191	2,341	7	150

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	1,256	571	↓ 54	↓ 685
13110 - Administrative assistants	586	403	↓ 31	↓ 183
42202 - Early childhood educators and assistants	548	388	↓ 29	↓ 160
62010 - Retail sales supervisors	457	339	↓ 25	↓ 118
41220 - Secondary school teachers	784	678	↓ 13	↓ 106

Wage Trends by Occupation - based on job posting data over the last 12 months.

OCCUPATIONS WITH
GROWING WAGES

220
75%

TOP OCCUPATION WAGE
GROWTH

Elementary school
and kindergarten
teachers
147%

TOP OCCUPATION WAGE
DECLINE

Motor vehicle
assemblers,
inspectors & testers
↓ 58%

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

NOC Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
41221 - Elementary school and kindergarten teachers	\$48,750	\$119,967	147
14405 - Transportation route and crew schedulers	\$46,800	\$97,500	109
31209 - Other professional occupations in health diagnosing and treating	\$100,000	\$200,000	100
22230 - Non-destructive testers and inspectors	\$52,650	\$97,500	86
21321 - Industrial and manufacturing engineers	\$78,000	\$134,331	73

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

NOC Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
94200 - Motor vehicle assemblers, inspectors and testers	\$126,750	\$52,650	↓ 58
84120 - Specialized livestock workers and farm machinery operators	\$67,511	\$35,022	↓ 48
32209 - Other practitioners of natural healing	\$136,500	\$78,000	↓ 42
41320 - Educational counsellors	\$69,288	\$42,900	↓ 38
00014 - Senior managers - trade, broadcasting and other services	\$120,939	\$75,000	↓ 37

Wage Trends by Sector - based on job posting data over the last 12 months.

SECTORS WITH GROWING
WAGES

12

53%

TOP SECTOR WAGE
GROWTH

Educational services

54%

TOP SECTOR WAGE DECLINE

Transportation and
warehousing

↓ 10%

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

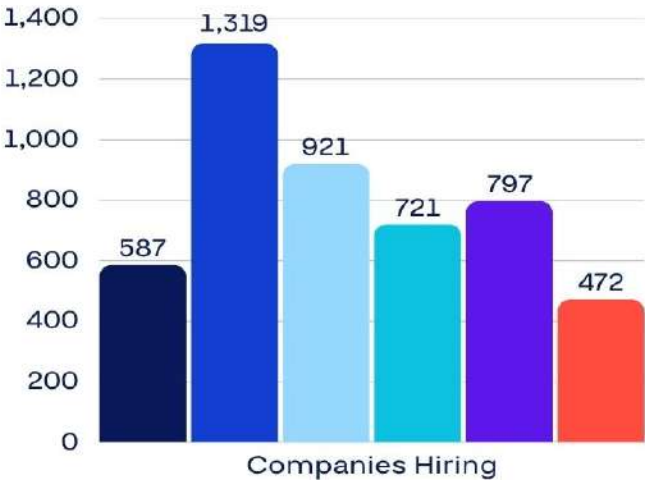
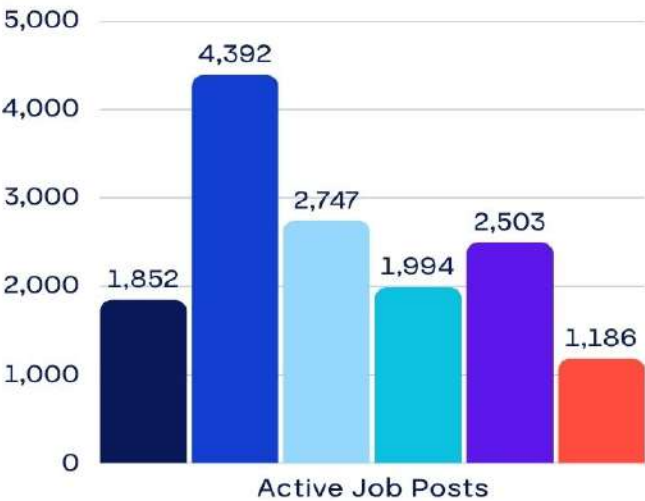
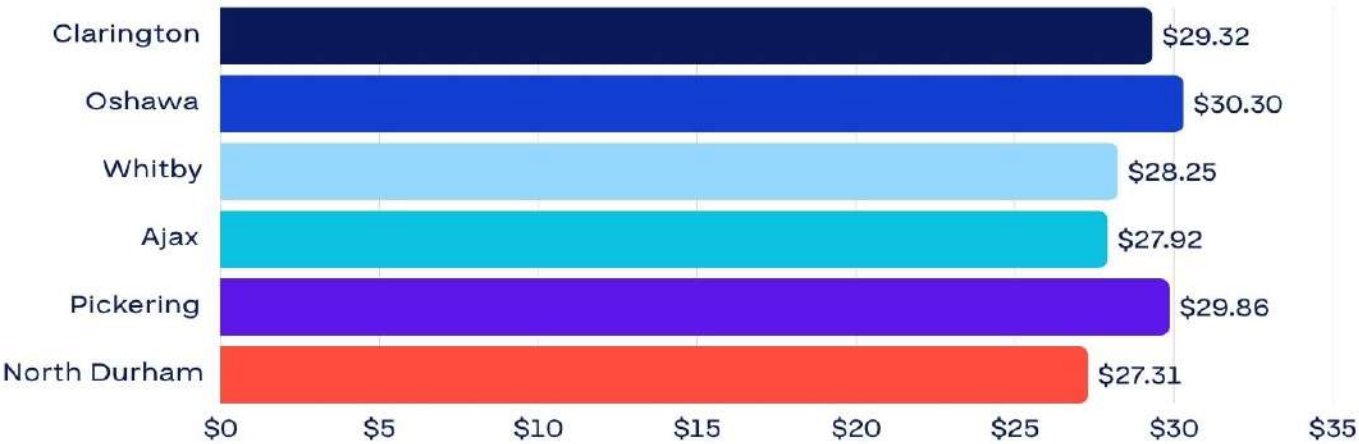
NAICS Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
61 - Educational services	\$63,063	\$96,939	54
23 - Construction	\$64,350	\$74,100	16
53 - Real estate and rental & leasing	\$48,750	\$56,550	16
33 - Manufacturing	\$60,000	\$62,400	4
32 - Manufacturing	\$48,750	\$50,700	4

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

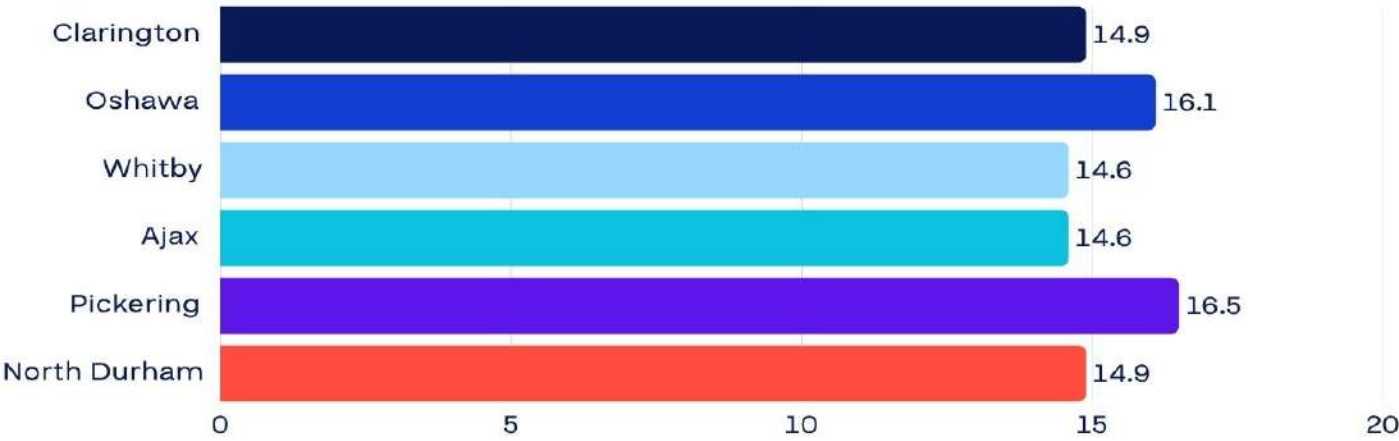
NAICS Label	Median Wage (Previous)	Median Wage (Current)	Change (%)
49 - Transportation & Warehousing	\$44,000	\$39,273	↓ 10
48 - Transportation & Warehousing	\$50,700	\$46,800	↓ 7
22 - Utilities	\$152,096	\$142,701	↓ 6
54 - Professional, scientific and technical services	\$60,000	\$56,697	↓ 5
41 - Wholesale trade	\$53,274	\$50,700	↓ 4

Regional Comparison

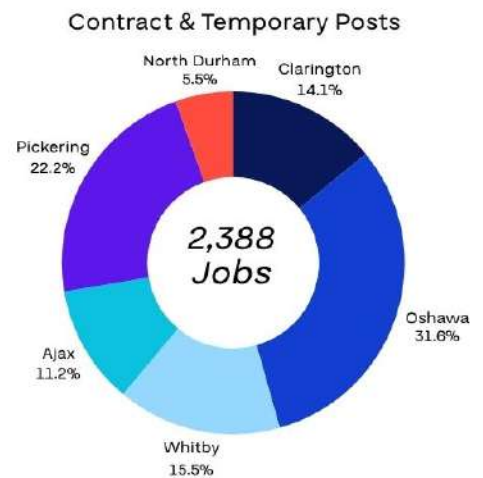
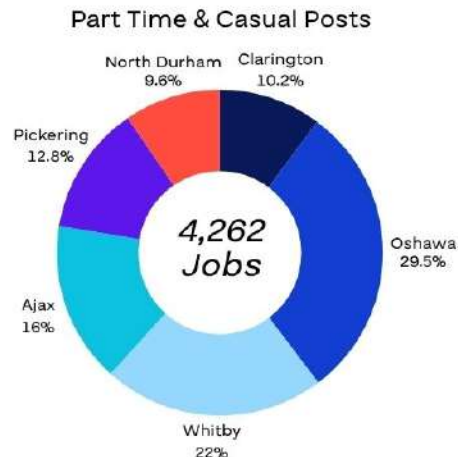
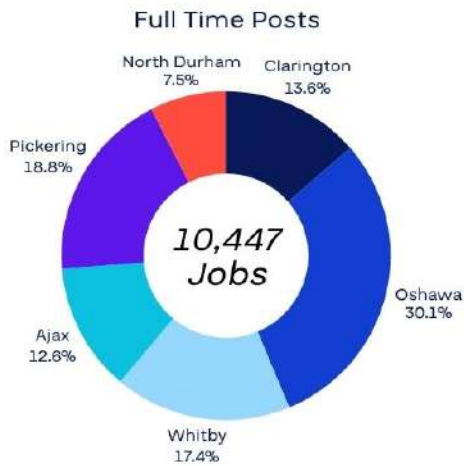
Average Posted Wage



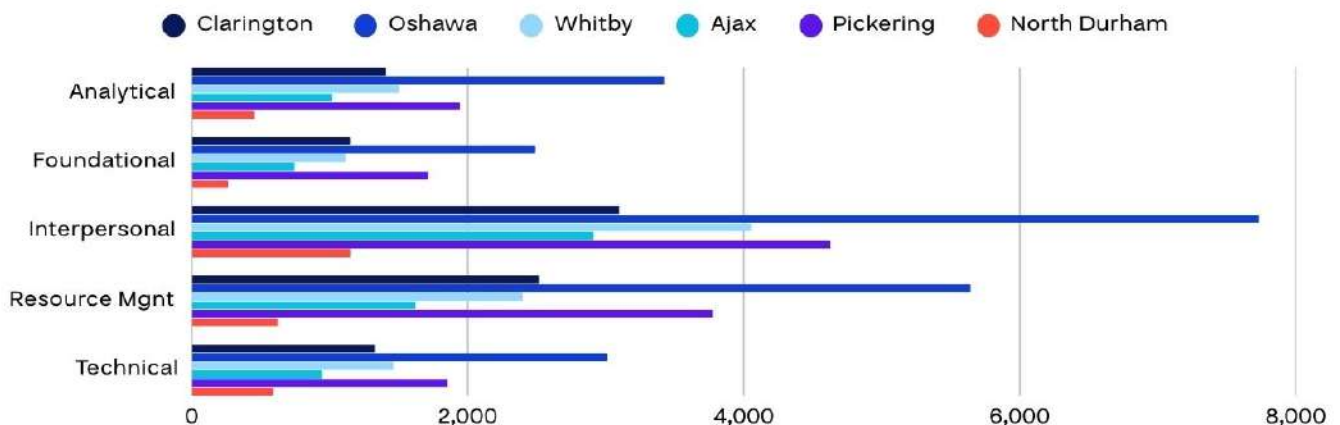
Average Days Posted



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

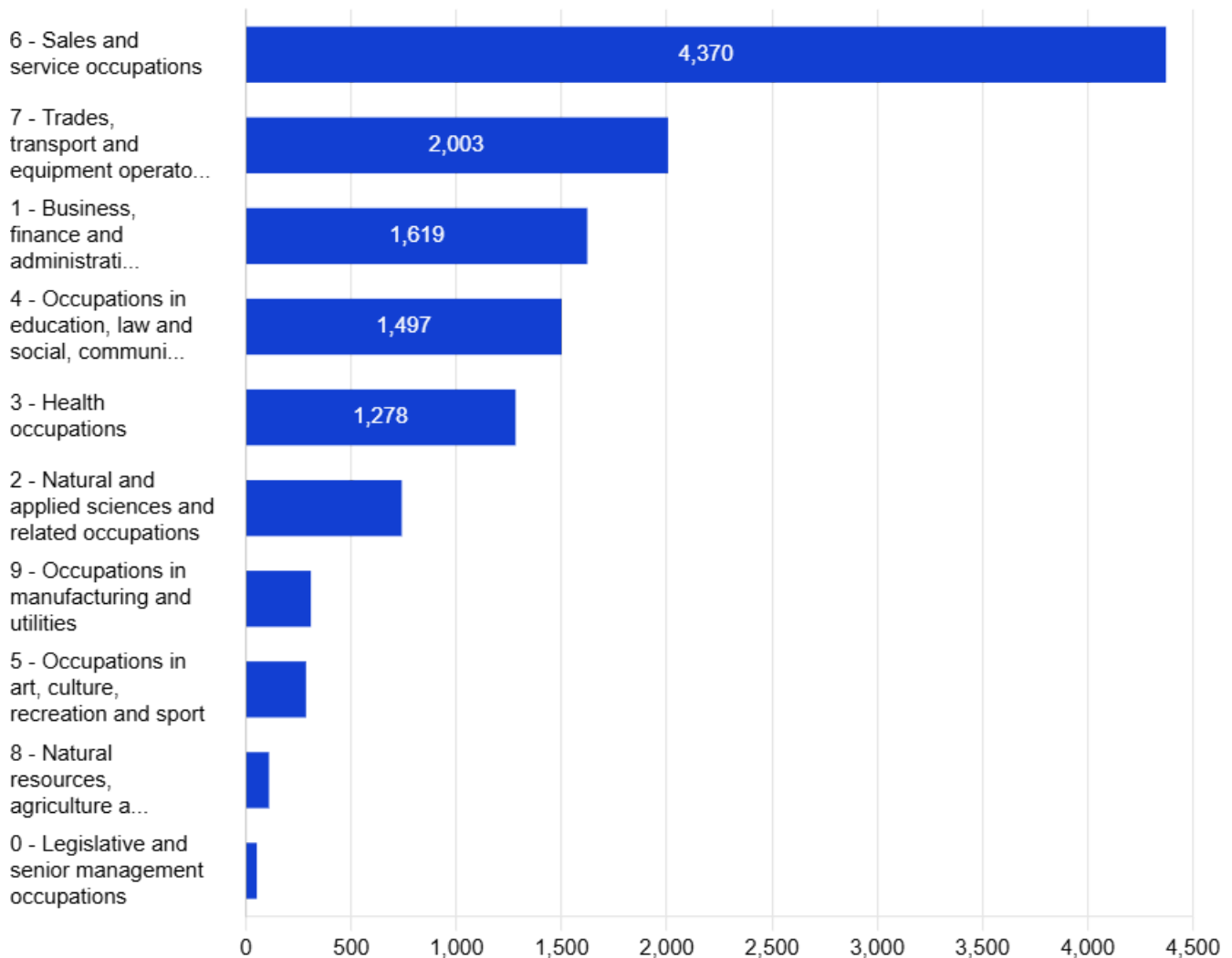
Technical Skills - Equipment Maintenance, Equipment Selection, Installing, Operation Monitoring, Operation & Control, Repairing, Setting up, Technology Design, Troubleshooting.

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	685
65201	Food counter attendants, kitchen helpers & related occupations	469
44101	Home support workers, caregivers and related occupations	374
60020	Retail and wholesale trade managers	347
63200	Cooks	295

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	1,459
64	Sales and service representatives and other customer and personal services occupations	1,268
41	Professional occupations in law, education, social, community and government services	720
72	Technical trades and transportation officers and controllers	685
63	Occupations in sales and services	614

Demand by Minor Group

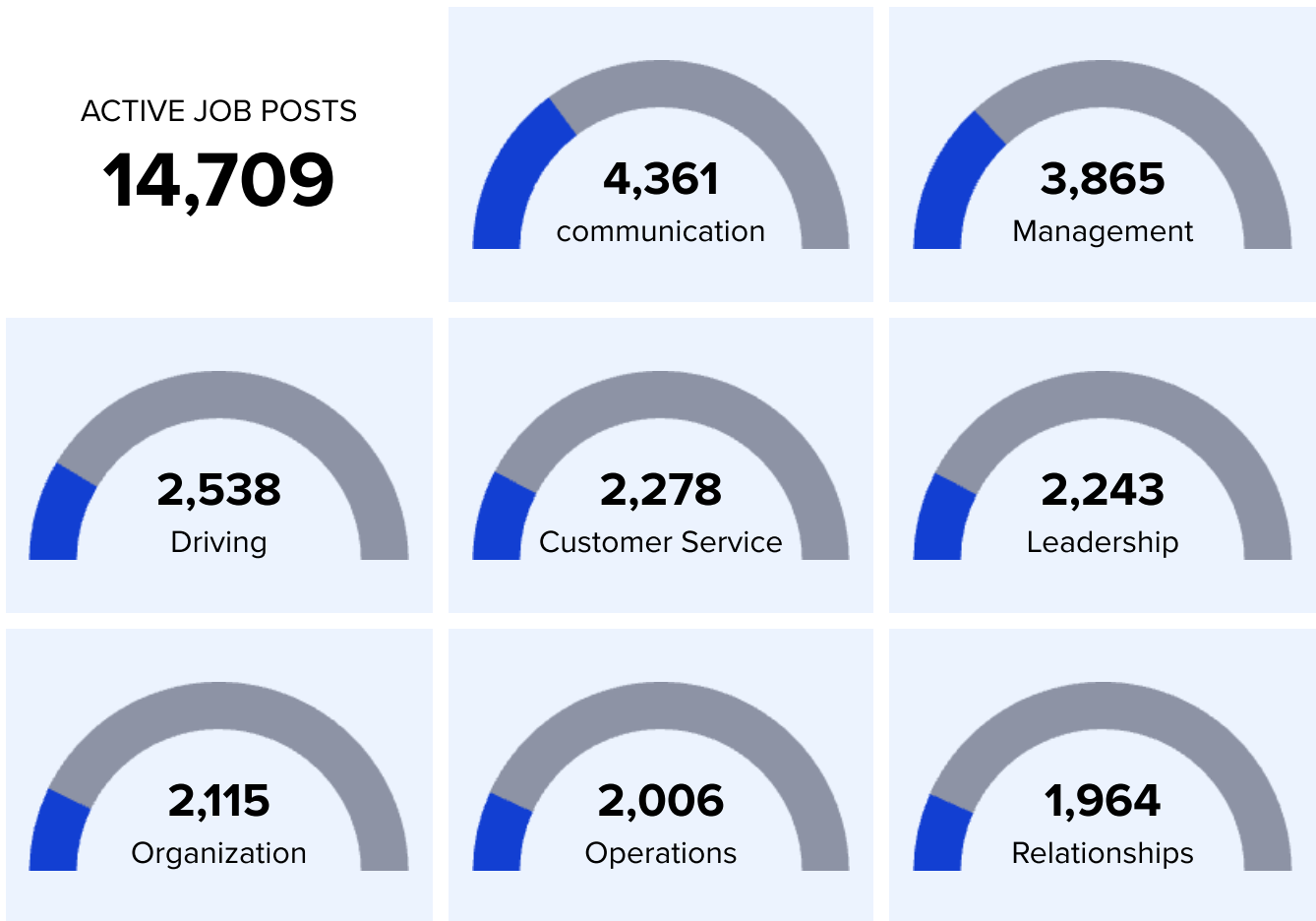
Which minor groups are hard to fill, or in demand?

NOC Code	NOC Label	Posting Count
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	701
6520	Food support occupations	593
6510	Cashiers and other sales support occupations	503
4122	Secondary, elementary and kindergarten school teachers	454
4410	Home care provider occupations	425

Skills & Experience

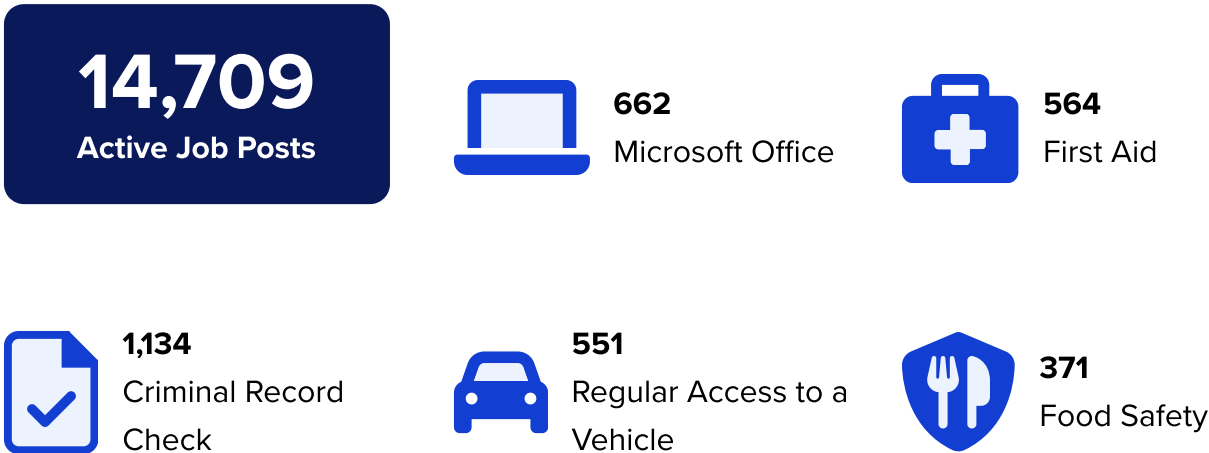
Top In-Demand Skills

How many times were these skills found in job postings?



Key Job Requirements

How often are these requirements desired in job postings?



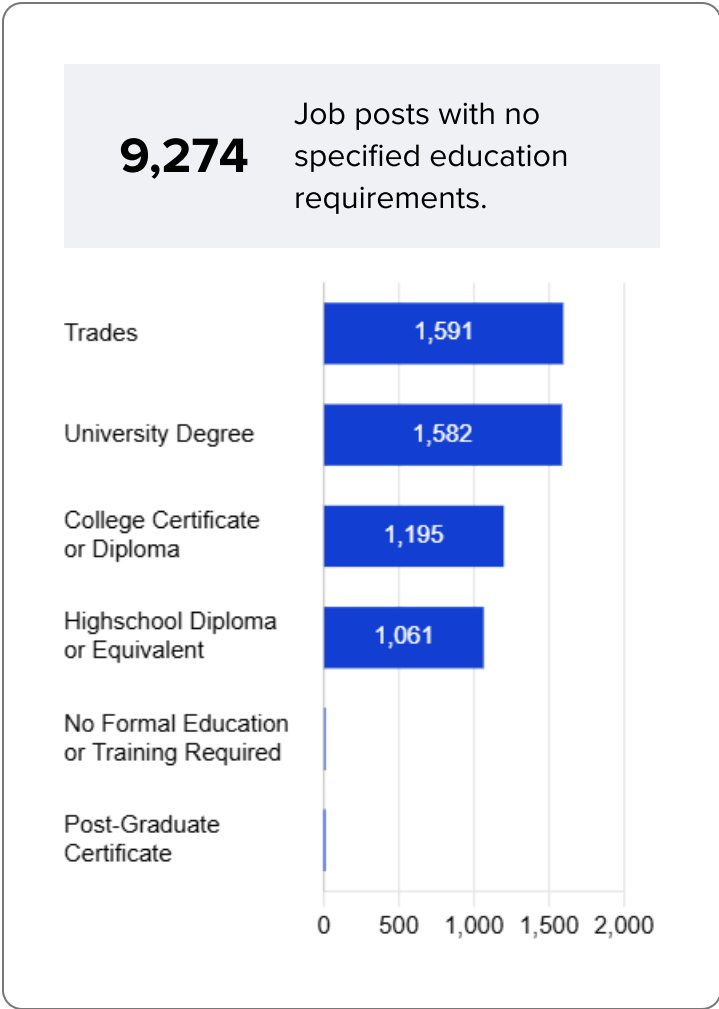
Experience Insights

A look at published experience requirements.



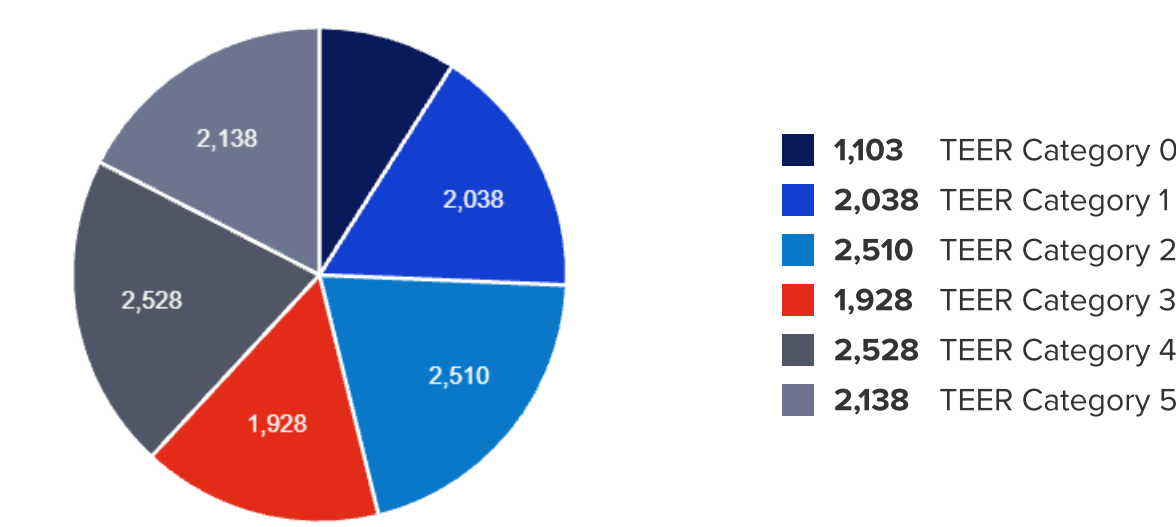
Education Insights

A look at published education requirements.



Postings By NOC TEER Category

What skills are employers looking for by occupational TEER Category?



Skills & Knowledge

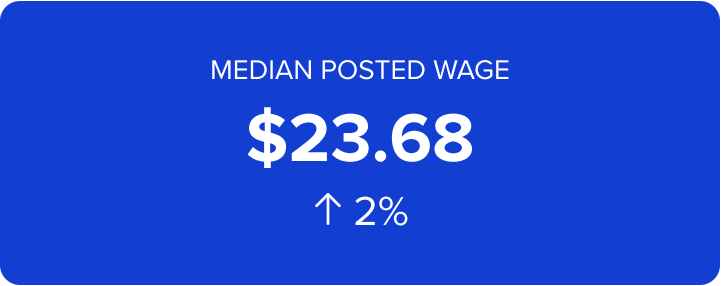
Browse the table below to discover how often skills and knowledge are specified in job postings.

Skills & Knowledge ↕	Frequency ↕
> Knowledge	47,673
> Skills	66,893
> Tools and Technologies	10,621

Wages & Benefits

Quick Statistics

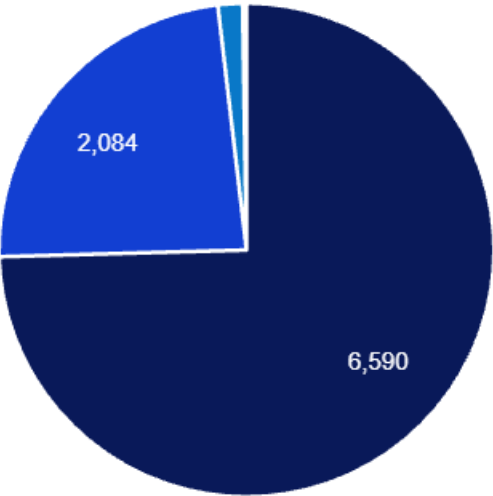
The following metrics include the % increase/decrease over the previous period.



Published Wages/Salaries

What percentage of job postings include wage or salary information?

5,869 Job posts with no specified wage/salary.

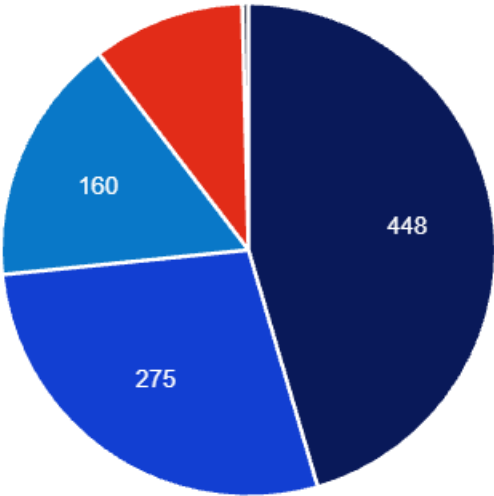


- 6,590** Hourly Wage/Salary
- 2,084** Yearly Wage/Salary
- 142** Weekly Wage/Salary
- 17** Daily Wage/Salary
- 5** Monthly Wage/Salary

Advertised Benefits

What percentage of job postings include benefit information?

13,724 Job posts with no specified benefits.



- 448** Health Only
- 275** Health & Dental Only
- 160** Vision Only
- 98** Dental Only
- 4** Health, Dental, & Vision

Top Salaries By Occupation

What are employers willing to pay to find the perfect candidate?

NOC Code ↕	NOC Label ↕	Median Salary ↕
41221	Elementary school and kindergarten teachers	\$119,967
41220	Secondary school teachers	\$119,967
64100	Retail salespersons and visual merchandisers	\$98,000
60020	Retail and wholesale trade managers	\$68,029
10010	Financial managers	\$140,000

Top Salaries by Occupational Category

Which occupational categories pay the most?

NOC Code ↕	NOC Label ↕	Median Salary ↕
6	Sales and service occupations	\$74,379
1	Business, finance and administration occupations	\$75,000
4	Occupations in education, law and social, community and government services	\$119,967
7	Trades, transport and equipment operators and related occupations	\$90,000
2	Natural and applied sciences and related occupations	\$90,000

Top Salaries by Minor Group

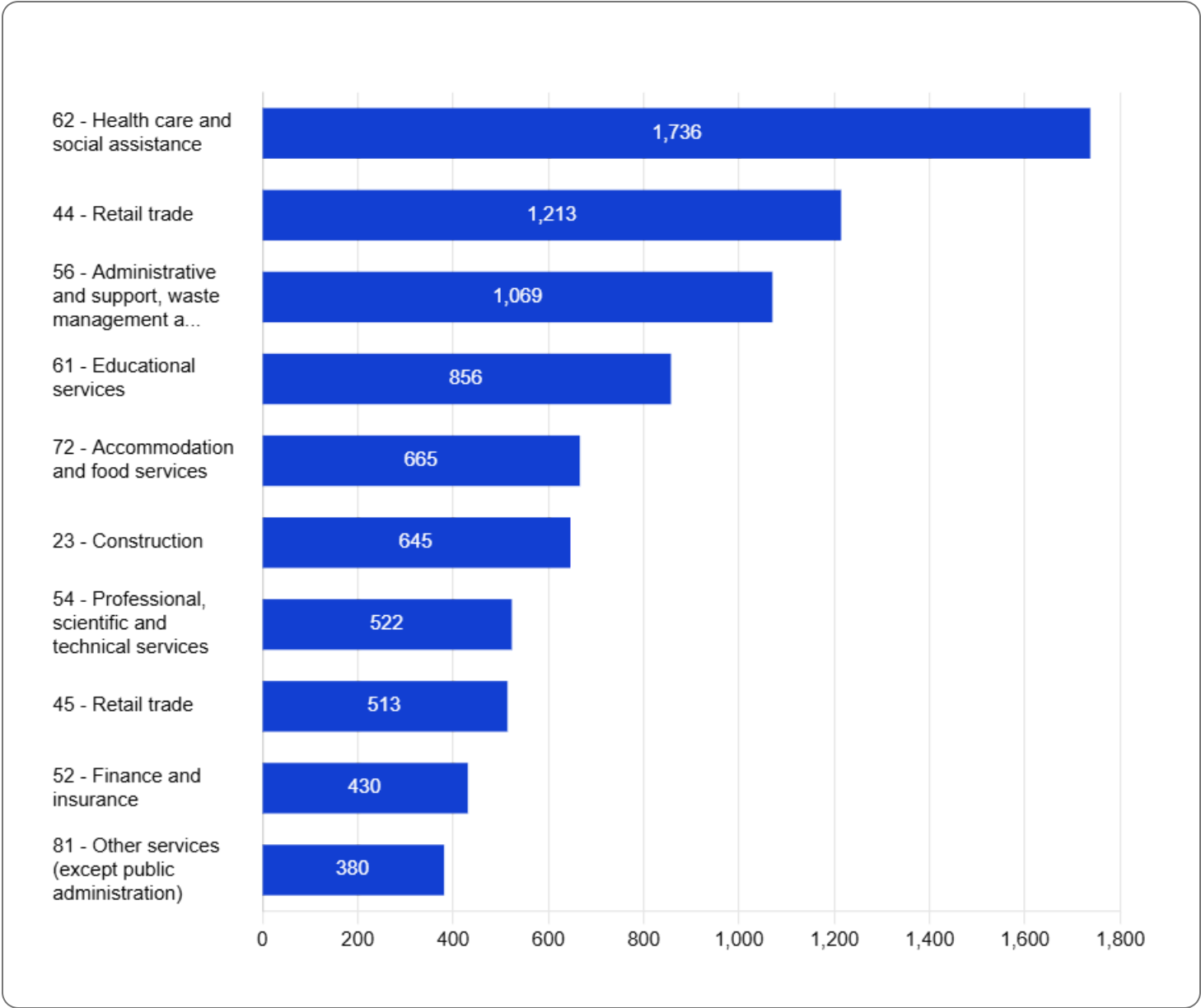
Which minor groups pay the most?

NOC Code ⚡	NOC Label ⚡	Median Salary ⚡
4122	Secondary, elementary and kindergarten school teachers	\$119,967
6410	Retail salespersons and non-technical wholesale trade sales and account representatives	\$96,000
6002	Retail and wholesale trade managers	\$68,029
7001	Managers in construction and facility operation and maintenance	\$90,000
1110	Auditors, accountants and investment professionals	\$90,000

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	Posting Count
44,45	Retail trade	1,950
62	Health care & social assistance	1,934
56	Admin & support, waste management & remediation services	1,115
23	Construction	881
61	Educational services	856
72	Accommodation & food services	668
54	Professional, scientific & technical services	576
31,32,33	Manufacturing	543
52	Finance & insurance	469
81	Other services (except public administration)	392
91	Public administration	280
22	Utilities	276
48,49	Transportation & warehousing	270
71	Arts, entertainment & recreation	230
41	Wholesale trade	168
53	Real estate, rental & leasing	141
51	Information & cultural industries	109
11	Agriculture, forestry, fishing & hunting	40
55	Management of companies & enterprises	25

Job postings may be double-counted to less specific NAICS categories if they are posted by an employer belonging to more than one 6-digit NAICS classification. This accounts for roughly 5% of all employers, and roughly 11% of all job postings.

Employers

Top Hiring Companies

What companies are hiring?

Company	Location ↕	Active Job Posts ↕
Durham District School Board	Whitby	299
Aecon Group Inc.	Bowmanville	218
Durham Catholic District School Board	Oshawa	215
Walmart Canada	Pickering	195
Ontario Power Generation	Bowmanville	161
Lakeridge Health	Whitby	134
Durham Community Health Centre	N/A	104
Vaco by Highspring	N/A	98
Ontario Power Generation Inc.	Pickering	89
University of Ontario Institute of Technology	Oshawa	88

Top Posting Employment Agencies

What employment agencies are posting jobs?

Agency	Location ↕	Active Job Posts ↕
Kijiji Jobs	Ajax	163
Randstad Canada	Oshawa	150
CPUS Engineering Staffing Solutions Inc.	N/A	50
Morson Talent (Canada & USA)	N/A	27
Adecco Canada	Oshawa	26
Advantage Personnel	Mississauga	13
Robert Half	Whitby	13
Trans-United Consultants Ltd.	N/A	13
Can-Tech Services	Vaughan	11
CarePartners	Oshawa	11

Job Search Report

April 2026 to June 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.

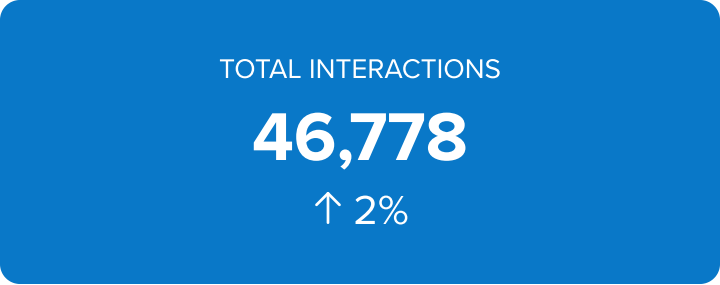


This Employment Ontario project is funded in part by the Government of Canada and the Government of Ontario.

Snapshot

Quick Statistics

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

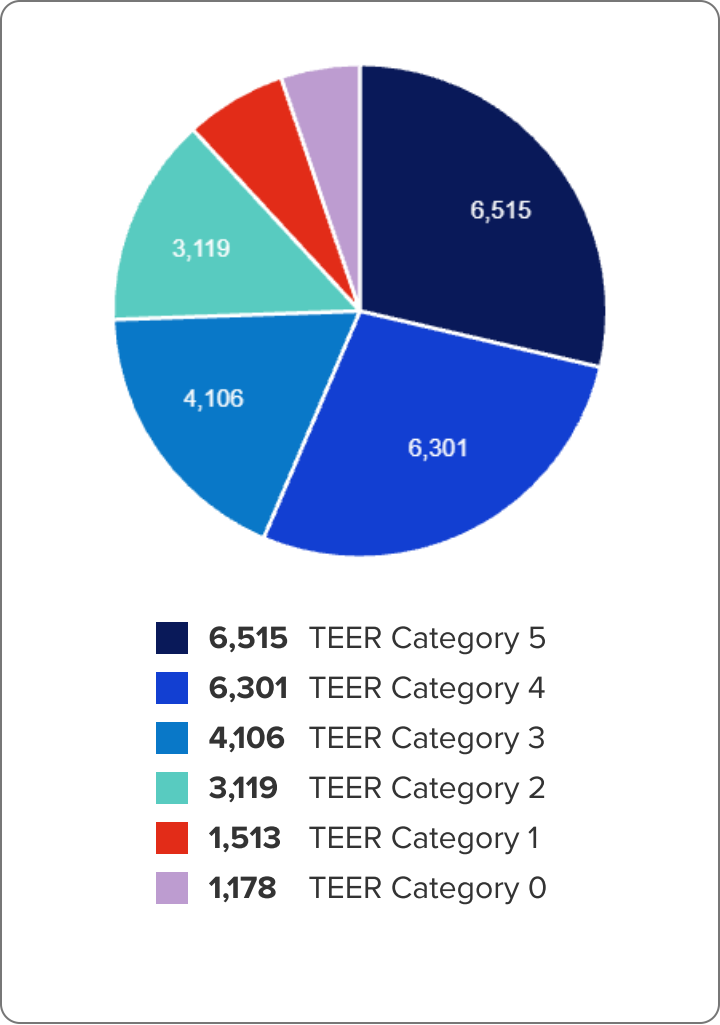
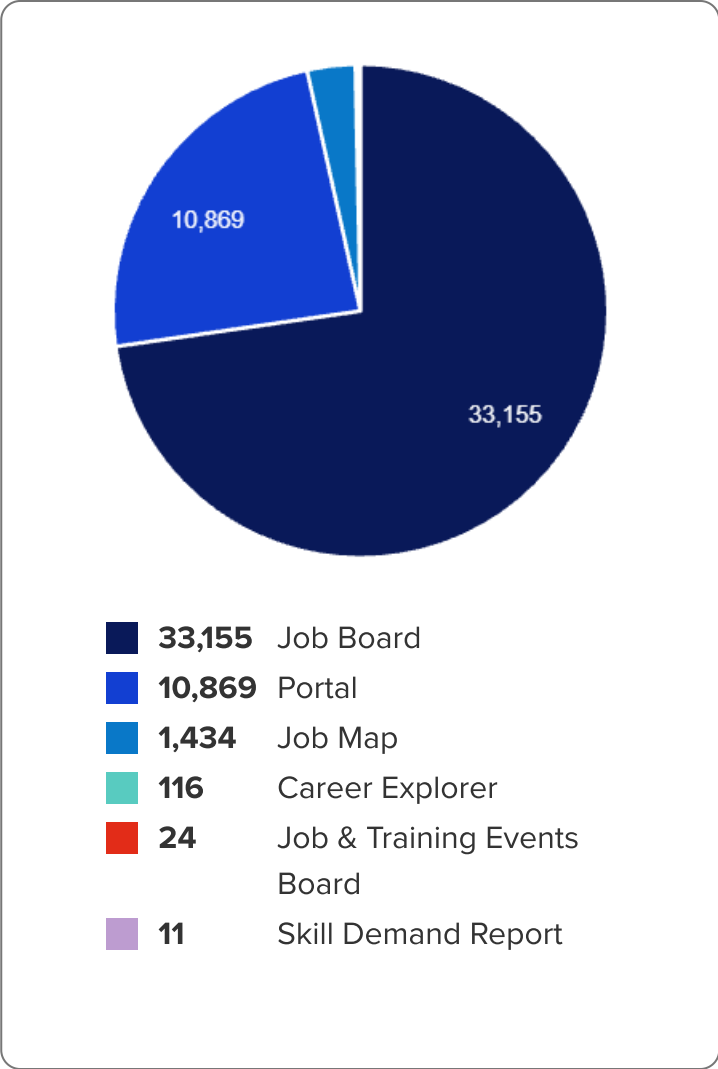


Interactions By Tool

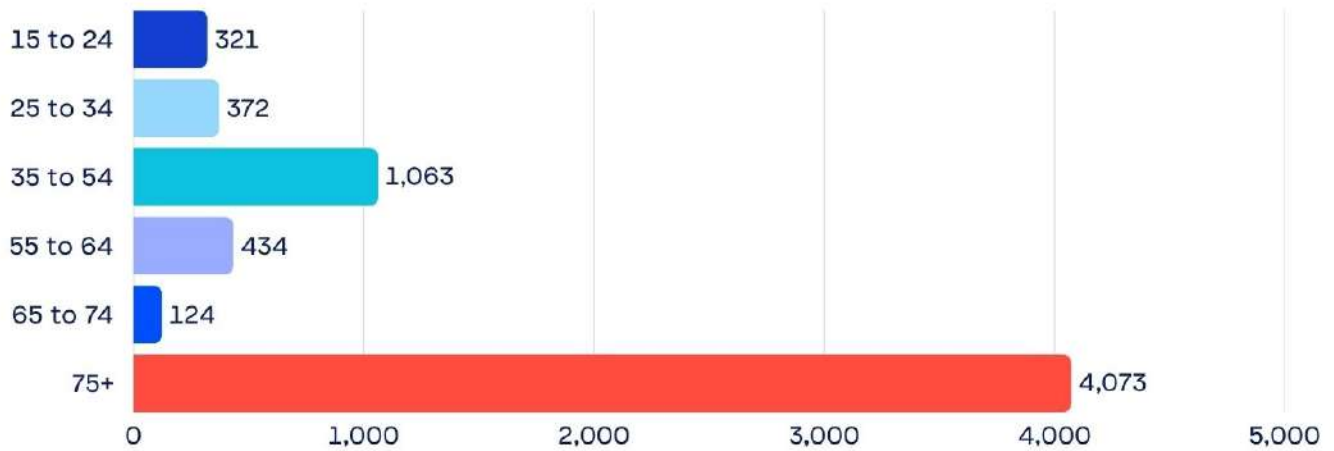
Number of interactions by tool.

NOC TEER Category Interest

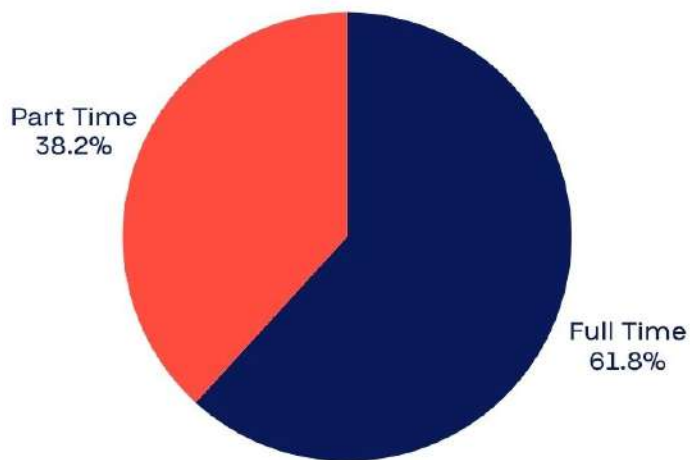
NOC skill level of jobs interacted with on Job Board.



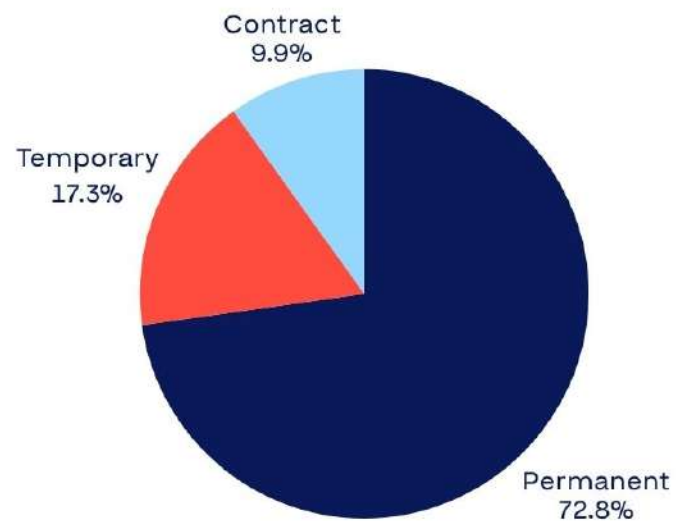
Number of interactions by age range



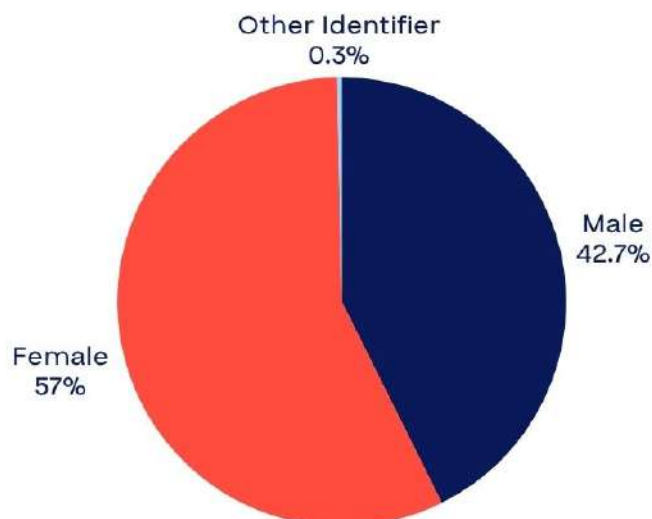
Job Type Interest



Job Duration Interest



Interactions by self-identified gender



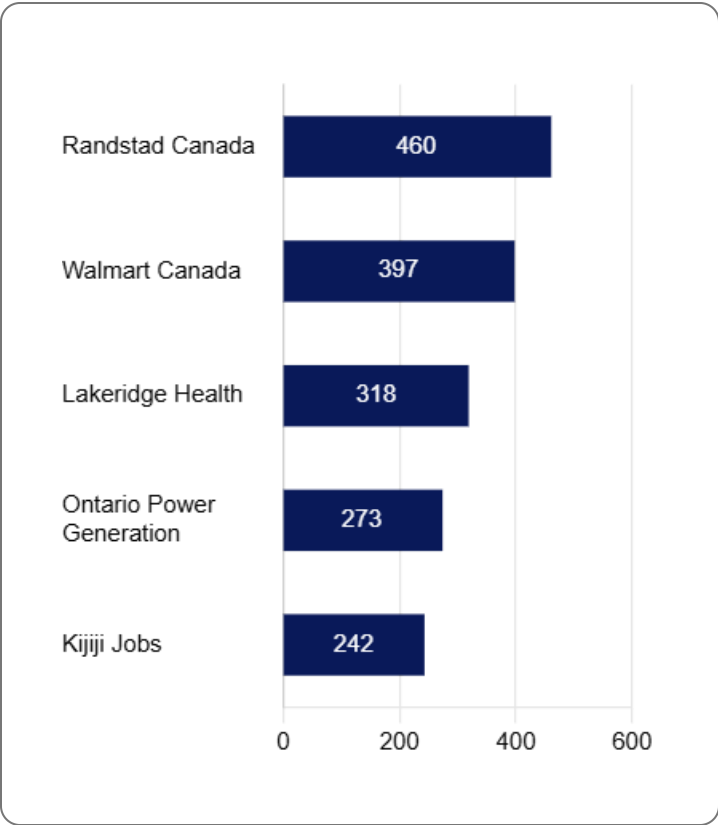
Top Occupational Interests

Top NOC categories clicked on by job seekers.



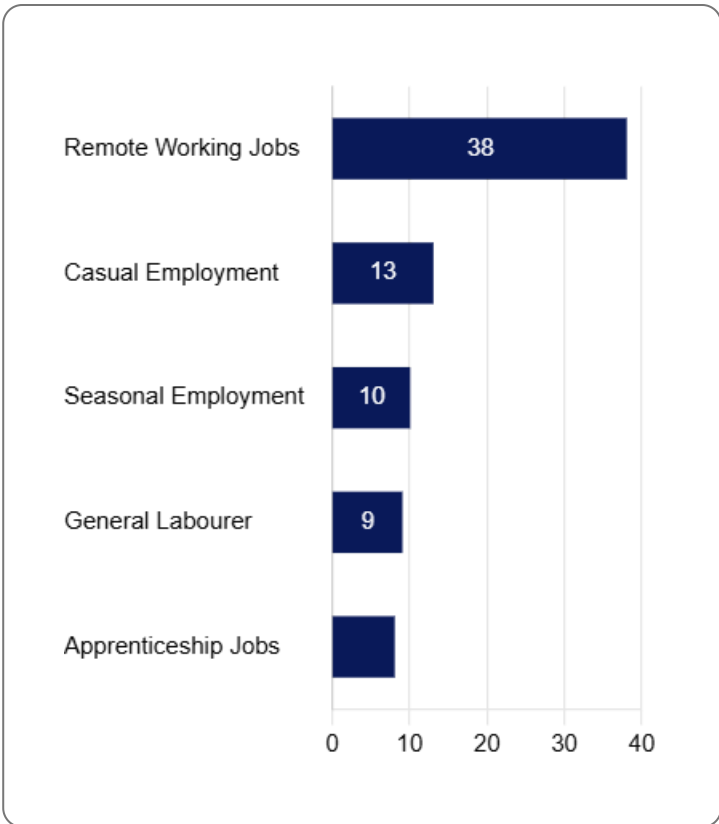
Top Employer Interests

Top employers with clicked job postings.



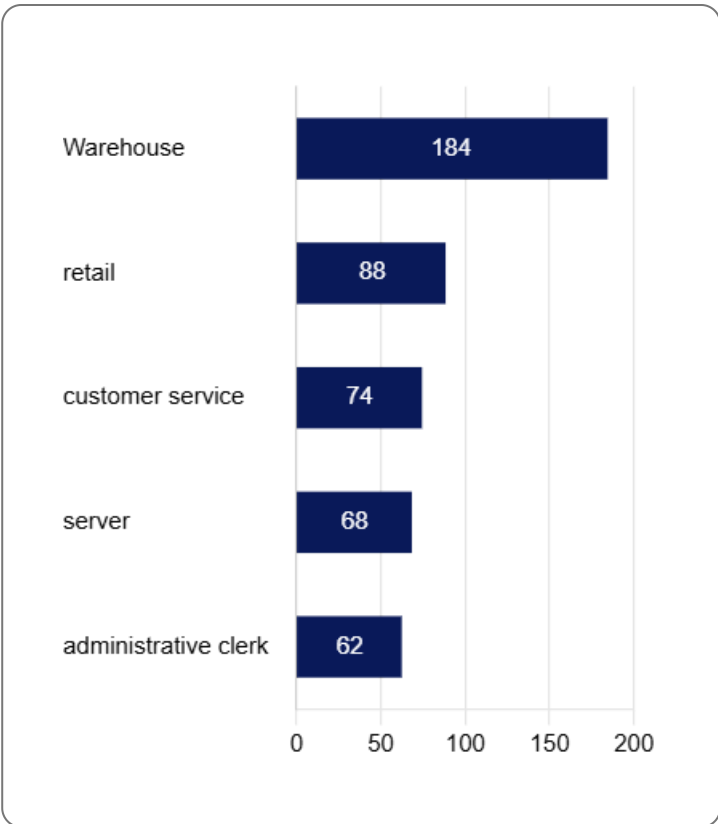
Top Special Interest Searches

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



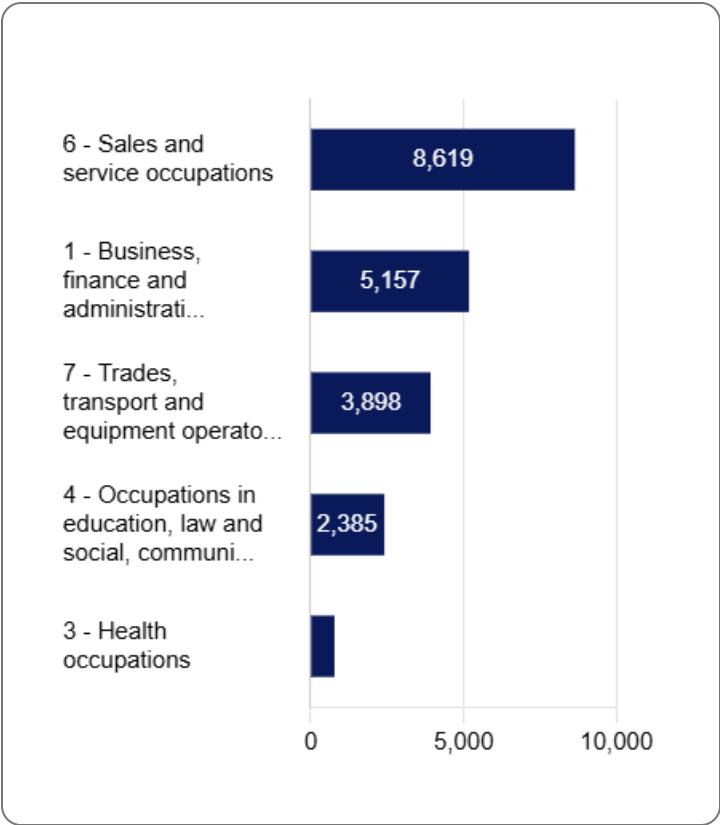
Top Keyword Searches

Top job board keyword searches.



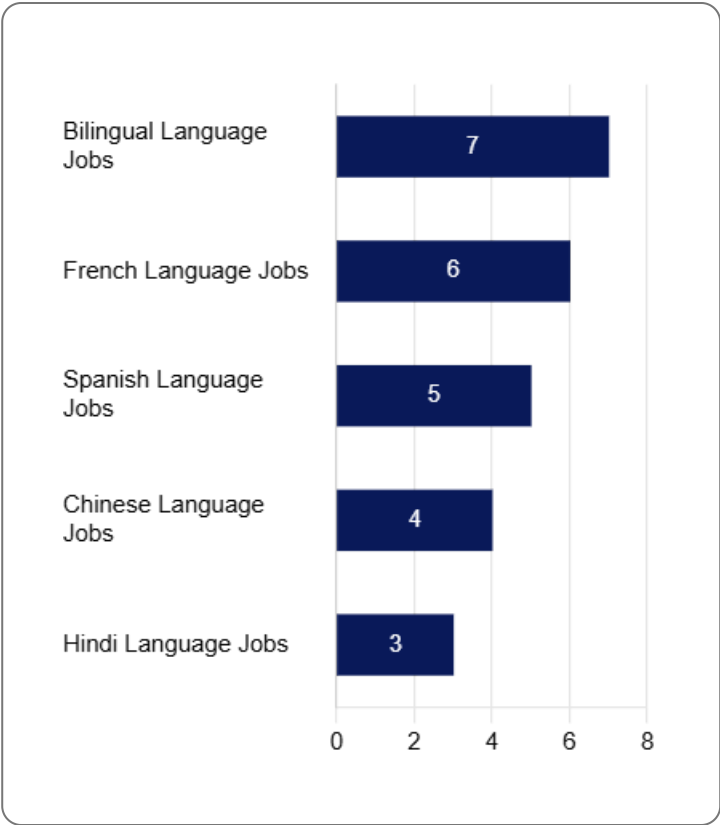
Top Occupational Categories

Top broad occupation categories interacted with (if used).



Top Languages

Top language skills being searched for (if used).



Trends

Quick Statistics

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

TOTAL TOOL INTERACTIONS

164,048

↑ 16%

PORTAL LOGINS

2,009

↓ 37%

JOB BOARD INTERACTIONS

114,454

↑ 40%

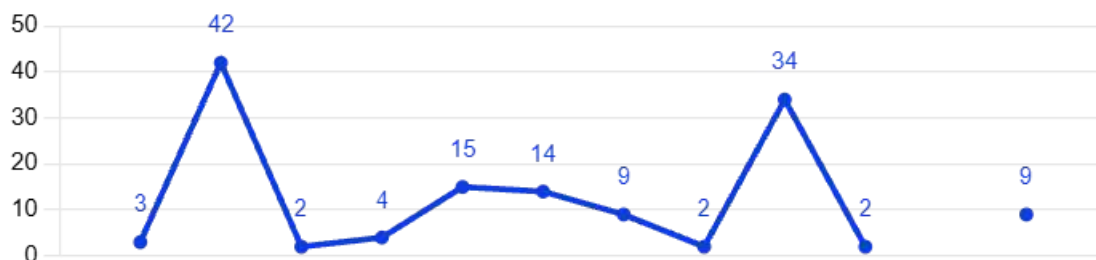
Interactions By Tool

Tool interactions over the last 12 months.



Portal
↓ 3%

Skill
Demand
Report
200%



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

GROWING OCCUPATIONS

310
79%

TOP GROWTH OCCUPATION

**Other services
supervisors**
2,770%

TOP DECLINE OCCUPATION

**Labourers in wood, pulp
& paper processing**
↓ 97%

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 (%)
95103	Labourers in wood, pulp and paper processing	44	1	↓ 97
12110	Court reporters, medical transcriptionists & related occupations	22	1	↓ 95
72204	Telecommunications line & cable installers & repairers	16	1	↓ 93
00015	Senior managers -construction, transportation, production and utilities	10	1	↓ 90
31103	Veterinarians	9	1	↓ 88

Top Occupational Interests

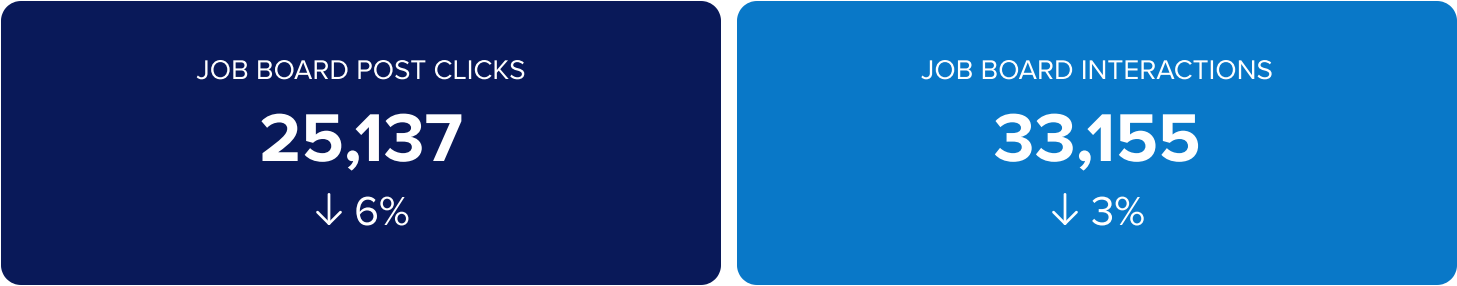
Top occupational interests based on number of job postings over the last 12 months.

NOC Code ↕	NOC Label ↕	Interaction Count (Previous) ↕	Interaction Count (Current) ↕	Change (%) ↕
62029	Other services supervisors	10	287	↑ 2,770
64101	Sales and account representatives - wholesale trade (non-technical)	4	74	↑ 1,750
95102	Labourers in chemical products processing and utilities	3	55	↑ 1,734
94141	Industrial butchers and meat cutters, poultry preparers and related workers	1	17	↑ 1,600
73402	Drillers and blasters - surface mining, quarrying and construction	1	16	↑ 1,500

Job Board

Quick Statistics

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



Job Post Interest

Job post interactions on Job Board.

Job Post Title ↕	Company ↕	Interactions ↕
Warehouse Associate-ajax/pickering	Randstad Canada	76
Warehouse Associate	Merangue International Limited	62
Administrative Assistant	University of Ontario Institute of Technology	59
Early Childhood Assistant	Where We Grow Early Learning Centre	46
Early Childhood Assistant (eca)	Sentient HR Services Inc.	42

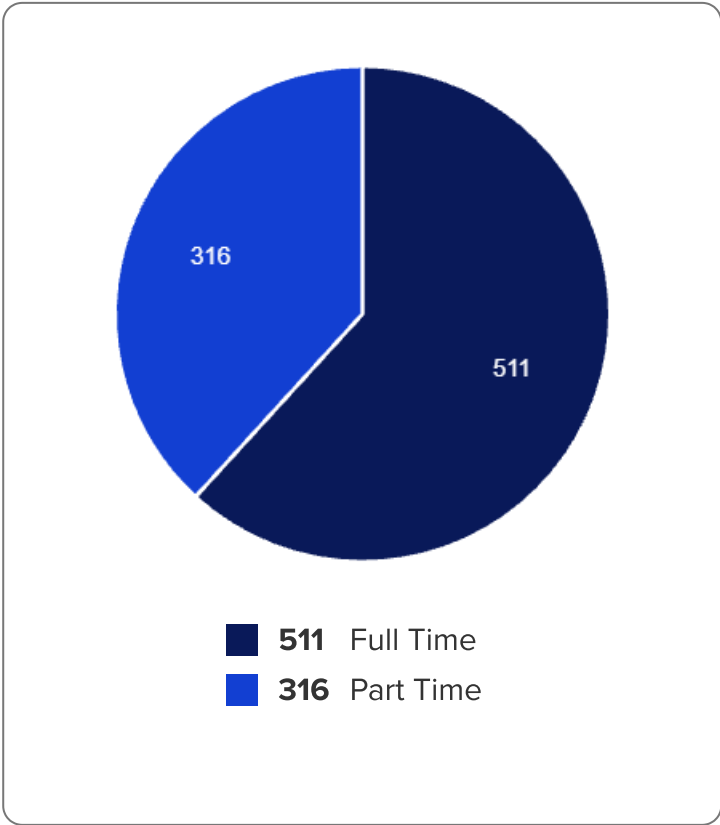
Occupational Interest

Job post interactions by NOC system on Job Board.

NOC Code ↕	NOC Label ↕	Interactions ↕
64100	Retail salespersons and visual merchandisers	1,657
75101	Material handlers	1,460
65201	Food counter attendants, kitchen helpers and related support occupations	1,078
13110	Administrative assistants	901
65102	Store shelf stockers, clerks and order fillers	875

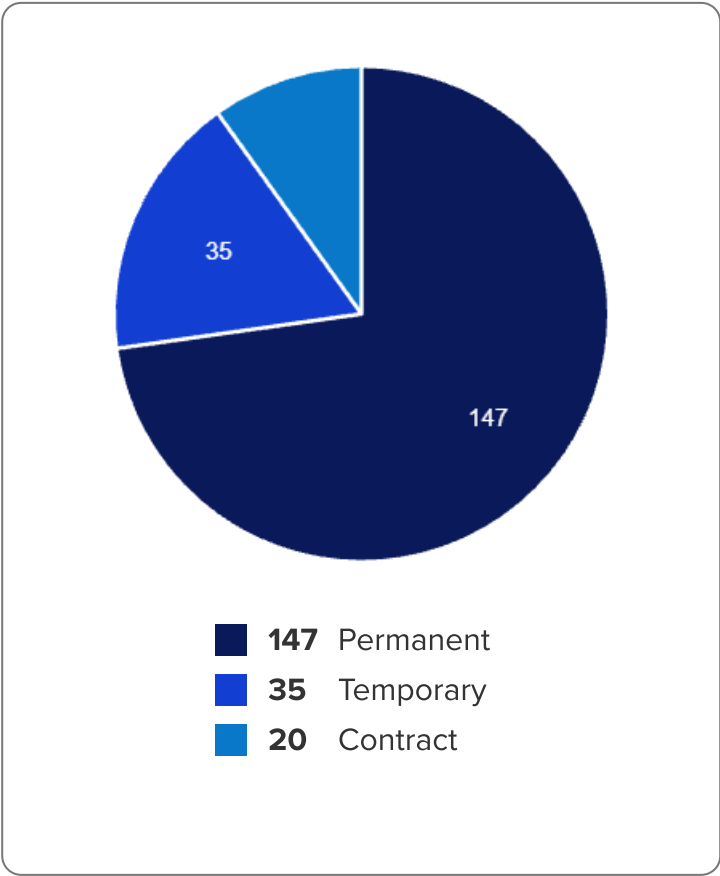
Job Type Interest

Number of interactions by job type (if used).



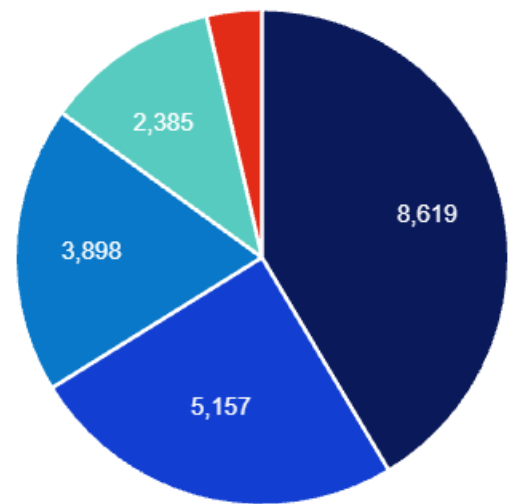
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Categories

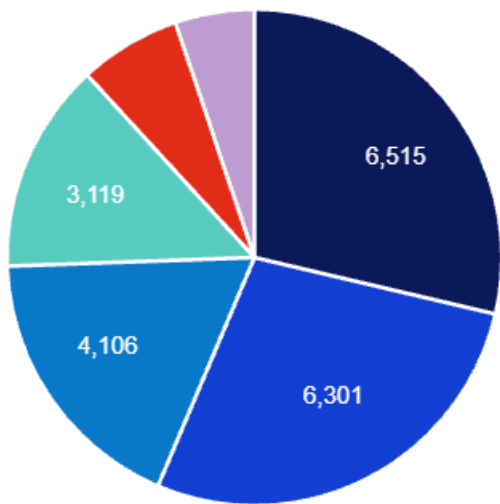
Top broad categories of occupation interacted with on Job Board (if used).



- 8,619** Sales and service occupations
- 5,157** Business, finance and administration occupations
- 3,898** Trades, transport and equipment operators and related occupations
- 2,385** Occupations in education, law and social, community and government services
- 754** Health occupations

NOC TEER Category Interest

NOC skill level of jobs interacted with on Job Board.



- 6,515** TEER Category 5
- 6,301** TEER Category 4
- 4,106** TEER Category 3
- 3,119** TEER Category 2
- 1,513** TEER Category 1
- 1,178** 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	38
Casual Employment	13
Seasonal Employment	10
General Labourer	9
Apprenticeship Jobs	8

Language Searches

Languages being searched for on Job Board.

Language ↕	Interactions ↕
Bilingual Language Jobs	7
French Language Jobs	6
Spanish Language Jobs	5
Chinese Language Jobs	4
Hindi Language Jobs	3

Keyword Searches

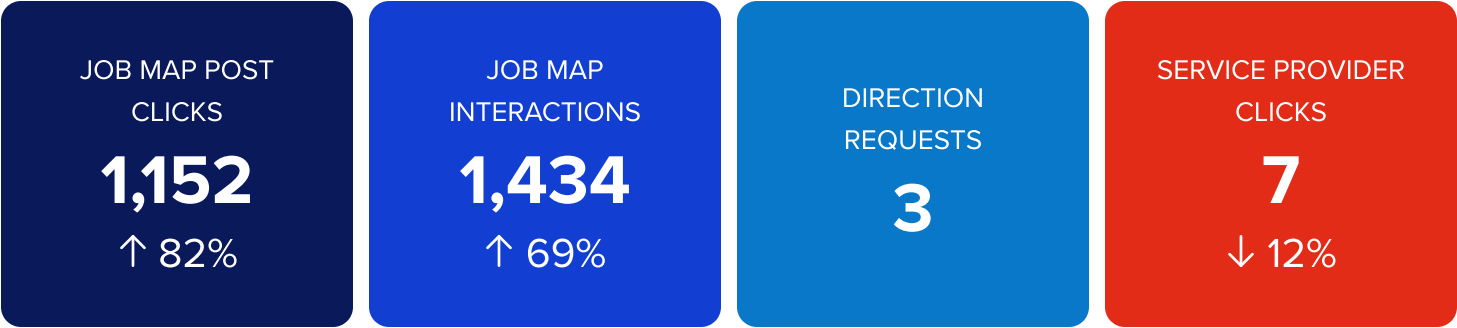
Keywords being searched for on Job Board.

Search Terms ↕	Interactions ↕
Warehouse	184
retail	88
customer service	74
server	68
administrative clerk	62

Job Map

Quick Statistics

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



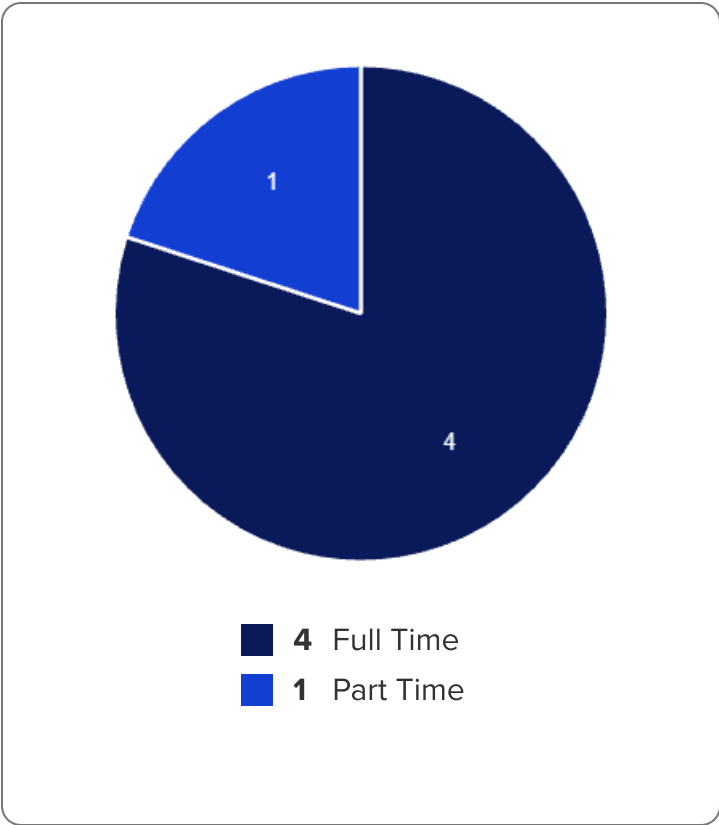
Map Layers

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

Map Layers ↕	Interactions ↕
Durham Region Transit Routes	35
Job Postings	5
Child Care Centres	5
Education - Secondary Schools	4
Service Canada	2

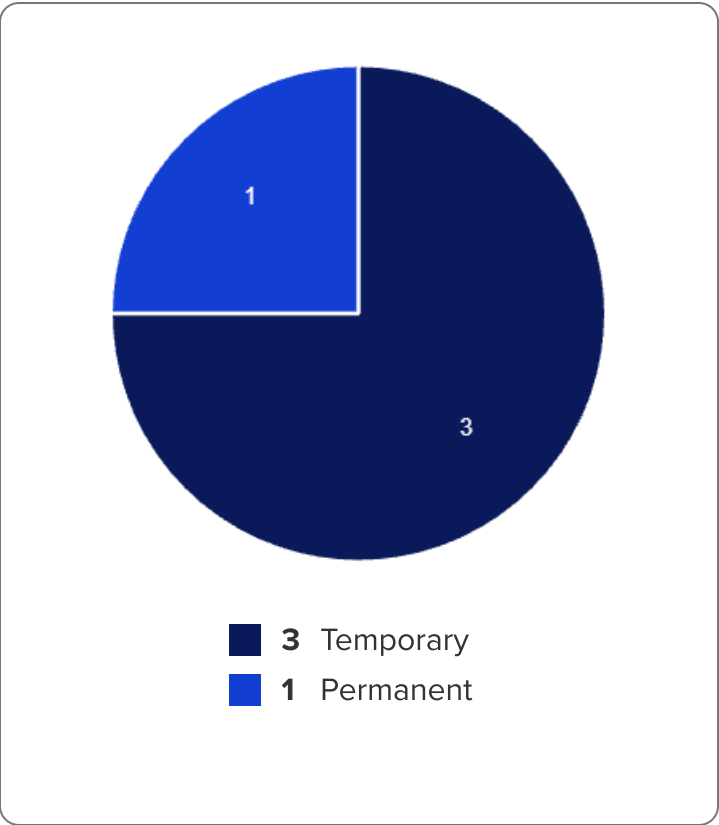
Job Type Interest

Number of interactions by job type (if used).



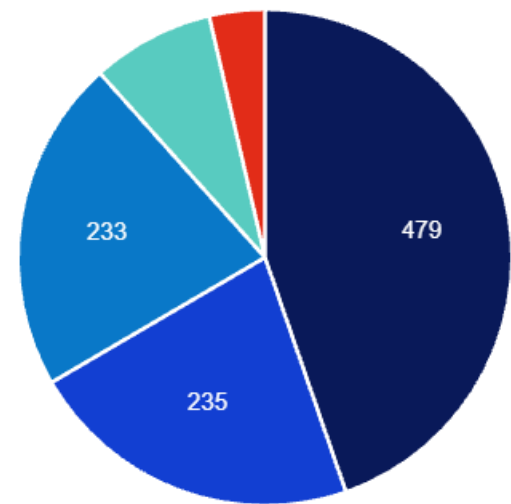
Job Duration Interest

Number of interactions by job duration (if used).



Top Occupational Categories

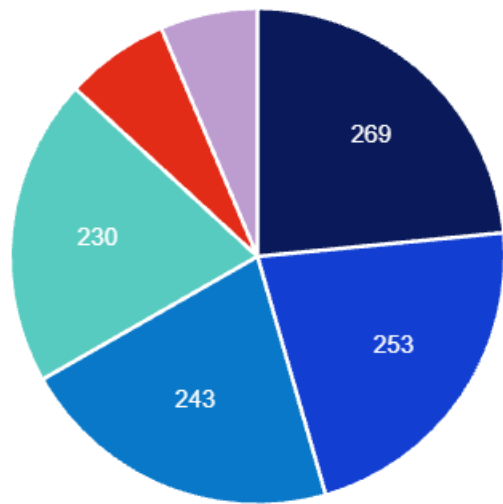
Top broad categories of occupation interacted with on Job Map (if used).



- 479** Sales and service occupations
- 235** Business, finance and administration occupations
- 233** Trades, transport and equipment operators and related occupations
- 86** Health occupations
- 39** Occupations in education, law and social, community and government services

Skill Level Interest

NOC skill level of jobs interacted with on Job Map.



- 269** TEER Category 5
- 253** TEER Category 3
- 243** TEER Category 4
- 230** TEER Category 2
- 78** TEER Category 1
- 73** TEER Category 0

Special Interest Searches

Special interests being searched for on Job Map (if used). Special interest filters on Job Map refer to the use of job tags when filtering.

Search Terms ↕	Interactions ↕
casual Employment	5
apprenticeship Jobs	3
Job Fairs	2
Work From Home Jobs	2
seasonal Employment	1

Keyword Searches

Keywords being searched for on Job Map.

Search Terms ↕	Interactions ↕
truck driver	2
ENFORCMENT	1
SECURITY	1
pickering	1
stocking	1