

# **NL Quarterly Job Vacancy Report**

**3<sup>rd</sup> Quarter 2025**  
**(July – September)**

# Important Notes

- This report looks at new job postings collected by Vicinity Jobs from July to September 2025. It shows the total number of unique postings for each month during this time.
- The charts and tables in this report use only postings that could be sorted by things like job type, industry, or location. Because of this, the totals can be different depending on what is being measured. For example, there were 8,553 job postings in Newfoundland and Labrador in the third quarter (Q3). Of these, 6,601 could be sorted into one of five regions. The other 1,952 could only be sorted at the provincial level. This means the total for the five regions added together will not match the overall provincial total.
- The report shows job posting data for Newfoundland and Labrador as a whole and for these five regions: Labrador, Western, Central, Eastern, and Avalon. A map showing the areas covered by each region is included in the occupation charts.

## Terms and descriptions

- **Occupational data** is sorted (when possible) using the newest standard, the National Occupational Classification-2021 ([NOC](#)).
- **Industry data** is sorted (when possible) using the 2017 North American Industry Classification System ([NAICS](#)).
- **TEER levels** show the type and amount of training, education, experience, and responsibility needed for a job. These levels are based on the second digit of the job's 5-digit NOC code. In older reports, this was called "education and experience levels" and used fewer categories. From now on, TEER levels will be used in all reports. You can find more details about TEER levels in the link provided [here](#).
- **Sought Skills/Qualifications** include many different skills listed as requirements in job postings. A single job posting can ask for more than one skill or qualification.

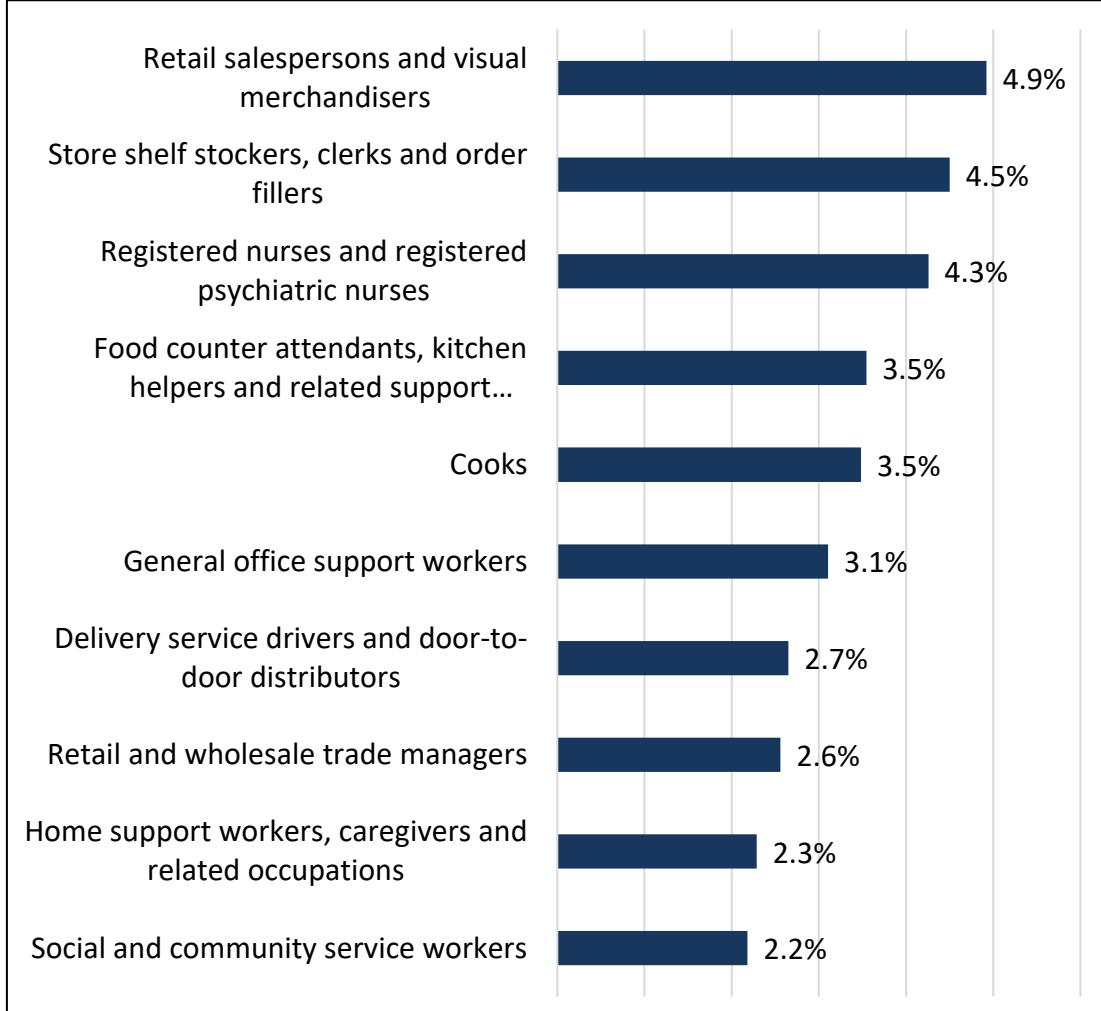
# Occupational Comparisons



## Top 10 Occupations Sought in 3<sup>rd</sup> Quarter Job Postings (5-Digit NOC), Newfoundland and Labrador

**Classified Job Postings for NL (July – September 2025): 6,601**

- Occupations most represented in the province's job postings included those related to sales (retail salespersons, store shelf stockers, retail and wholesale trade managers); food services (cooks, food counter attendants); and health (nurses, home support workers).
- Other areas represented in the top 10 included business (office support workers); supply chain (delivery drivers); and social services (social and community service workers).
- Provincially, the occupation with the highest percentage of job postings was Retail Salespersons and Visual Merchandisers (4.9 per cent), followed by Store Shelf Stockers, Clerks and Order Fillers (4.5 per cent).



**Note:** Does not include percentage share associated with unclassified occupations.

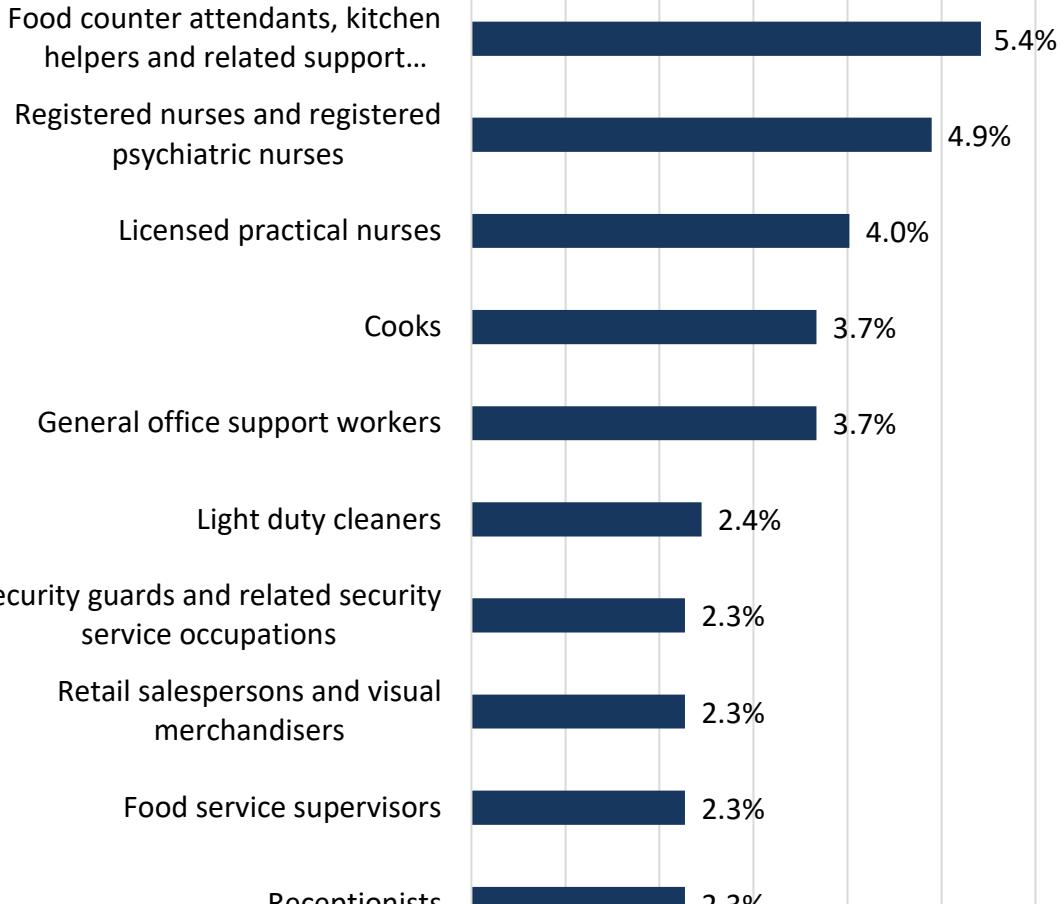
Source: Vicinity Jobs Data (July – September 2025)



## Top 10 Occupations Sought in 3<sup>rd</sup> Quarter Job Postings (5-Digit NOC), Labrador Region

**Classified Job Postings for Labrador (July – September 2025): 572**

- Occupations most represented in Labrador's job postings included those related to food service (cooks, food counter attendants, food service supervisors); business (office support workers, receptionists); and health (registered nurses, licensed practical nurses).
- Other areas represented in the top 10 included sales (retail salespersons); cleaning services (light duty cleaners); and security services (security guards).
- For the Labrador region, the occupation with the highest percentage of job postings was Food Counter Attendants, Kitchen Helpers and Related Support Occupations (5.4 per cent); followed by Registered Nurses and Registered Psychiatric Nurses (4.9 per cent).



**Note:** Does not include percentage share associated with unclassified occupations.

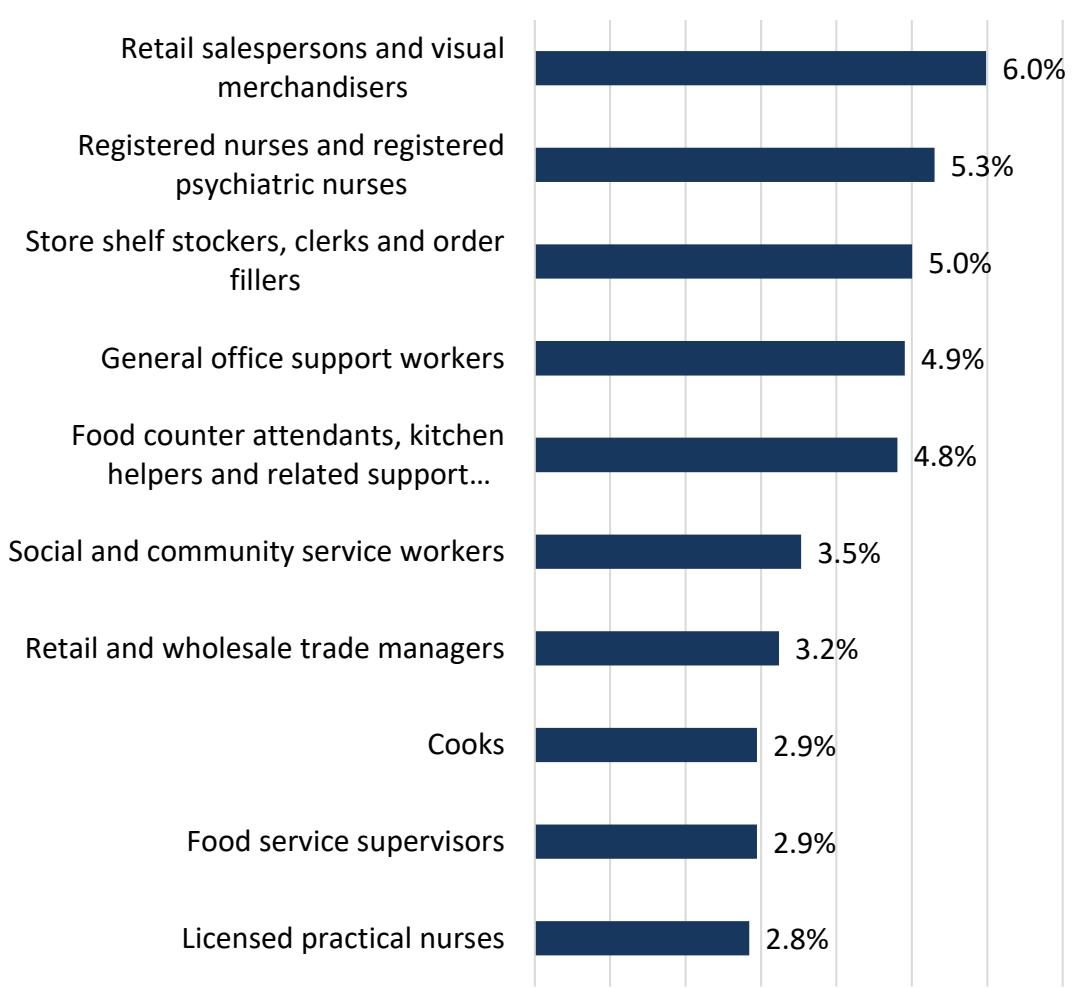
Source: Vicinity Jobs Data (July – September 2025)



## Top 10 Occupations Sought in 3<sup>rd</sup> Quarter Job Postings (5-Digit NOC), Western Region

**Classified Job Postings for Western (July – September 2025): 1,019**

- Occupations most represented in Western's job postings included those related to sales (retail salespersons, store shelf stockers, retail and wholesale trade managers); food services (cooks, food counter attendants, food service supervisors); and health (registered nurses, licensed practical nurses).
- Other areas represented in the top 10 included business (office support workers); as well as social services (social and community service workers).
- For the Western region, the occupation with the highest percentage of job postings was Retail Salespersons and Visual Merchandisers (6.0 per cent); followed by Registered Nurses and Registered Psychiatric Nurses (5.3 per cent).



**Note:** Does not include percentage share associated with unclassified occupations.

Source: Vicinity Jobs Data (July – September 2025)



# Top 10 Occupations Sought in 3<sup>rd</sup> Quarter Job Postings (5-Digit NOC), Central Region

**Classified Job Postings for Central (July – September 2025): 864**

- Occupations most represented in the Central region's job postings included those related to sales (retail salespersons, store shelf stockers, retail and wholesale trade managers); food services (food counter attendants, food service supervisors); and health (registered nurses, paramedical occupations, nurse aides, home support workers).
- Other areas represented in the top 10 were related to business (office support workers).
- For the Central region, the occupation with the highest percentage of job postings was Retail Salespersons and Visual Merchandisers (6.4 per cent), followed by Registered Nurses and Registered Psychiatric Nurses (6.1 per cent).



**Note:** Does not include percentage share associated with unclassified occupations.

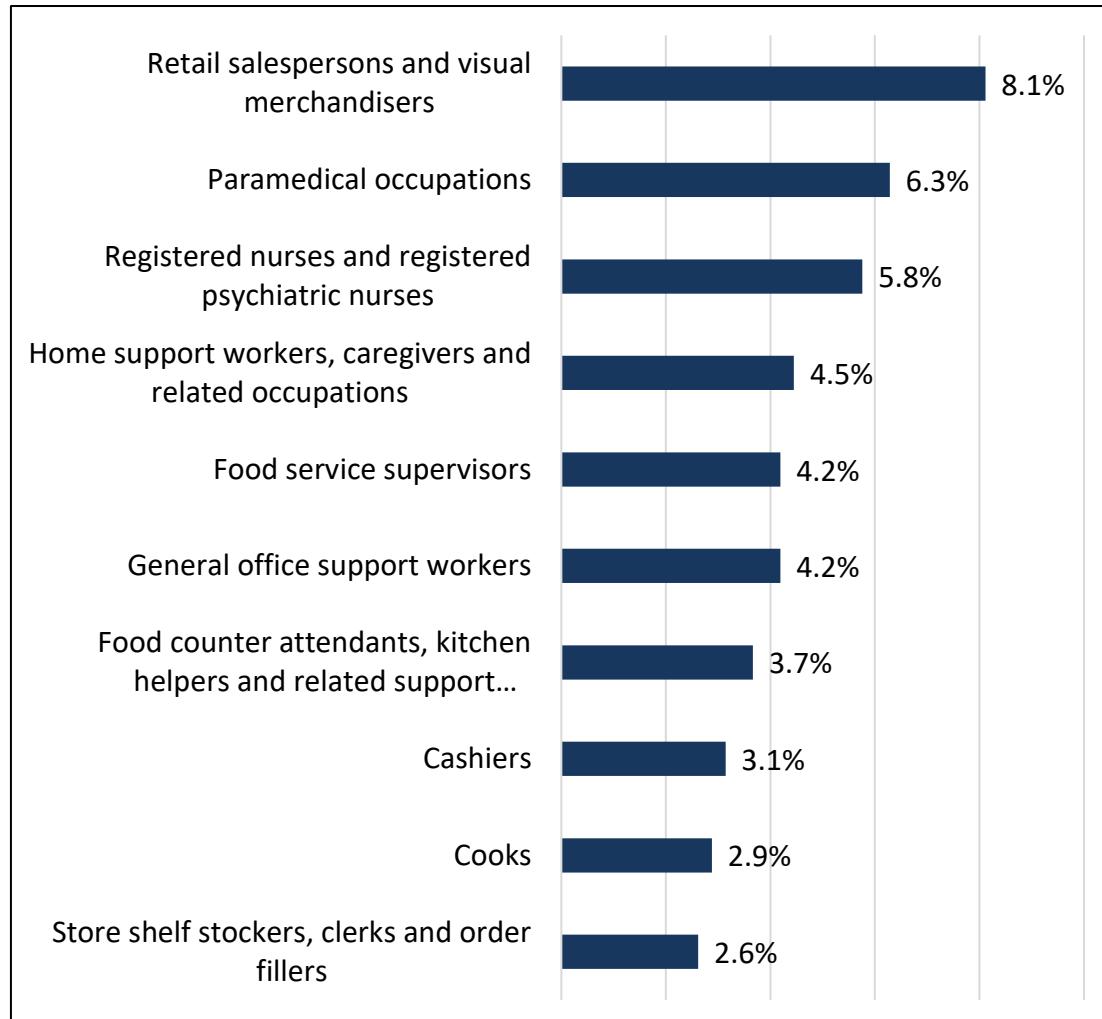
Source: Vicinity Jobs Data (July – September 2025)

# Top 10 Occupations Sought in 3<sup>rd</sup> Quarter Job Postings (5-Digit NOC), Eastern Region



**Classified Job Postings for Eastern (July – September 2025): 382**

- Occupations most represented in the Eastern region's job postings included those related to sales (retail salespersons, store shelf stockers, cashiers); food services (cooks, food counter attendants, food service supervisors); and health (nurses, paramedical occupations, home support workers).
- Other areas represented in the top 10 were related to business (office support workers).
- For the Eastern region, the occupation with the highest percentage of job postings was Retail Salespersons and Visual Merchandisers (8.1 per cent), followed by Paramedical Occupations (6.3 per cent).



**Note:** Does not include percentage share associated with unclassified occupations.

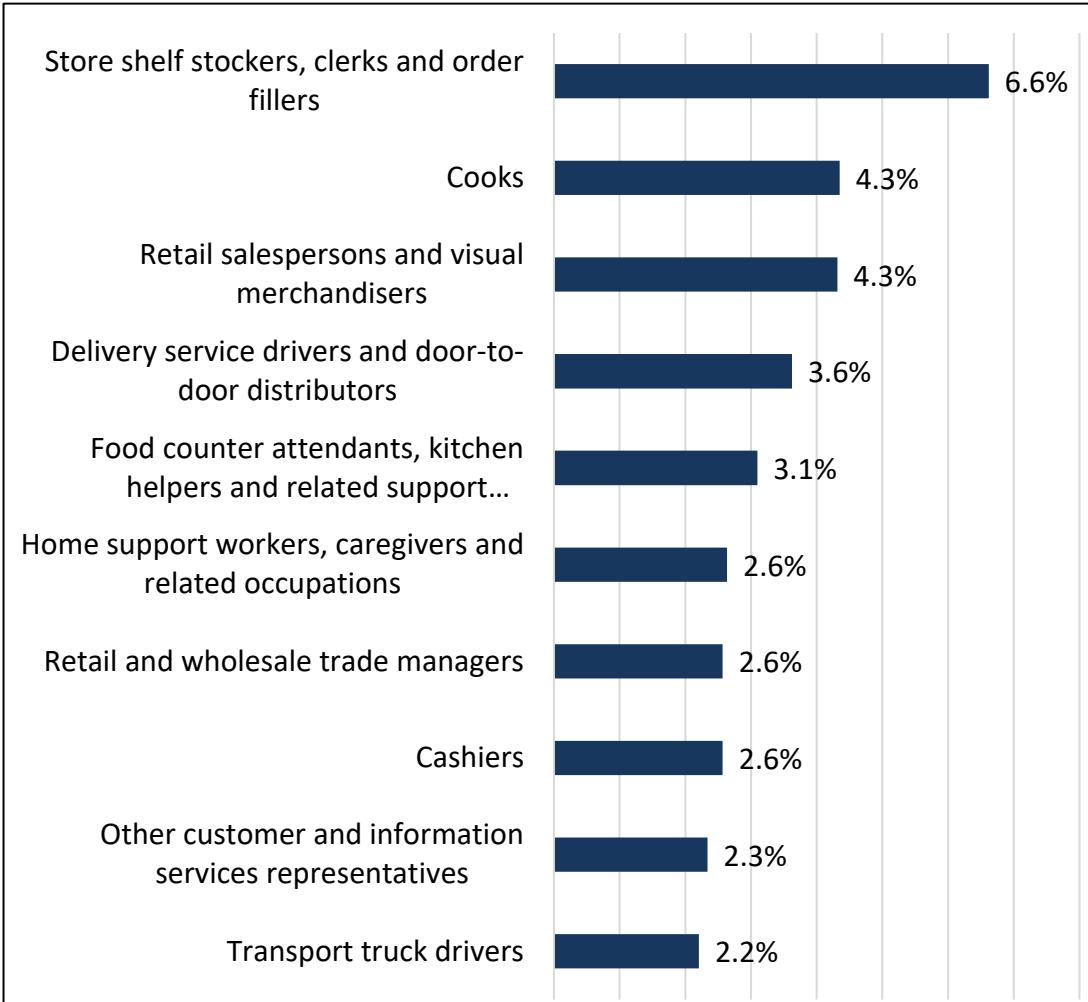
Source: Vicinity Jobs Data (July – September 2025)

# Top 10 Occupations Sought in 3<sup>rd</sup> Quarter Job Postings (5-Digit NOC), Avalon Region



**Classified Job Postings for Avalon (July – September 2025): 3,036**

- Occupations most represented in the Avalon region's job postings included those related to sales (retail salespersons, store shelf stockers, retail and wholesale trade managers, cashiers); food services (cooks, food counter attendants); and supply chain (delivery drivers, transport truck drivers).
- Other areas in the top 10 were related to health (home support workers); and information services (other customer and information services representatives).
- For the Avalon region, the occupation with the highest percentage of job postings was Store Shelf Stockers, Clerks and Order Fillers (6.6 per cent), followed by Cooks as well as Retail Salespersons and Visual Merchandisers (each at 4.3 per cent).



**Note:** Does not include percentage share associated with unclassified occupations.

Source: Vicinity Jobs Data (July – September 2025)

# Occupation Highlights

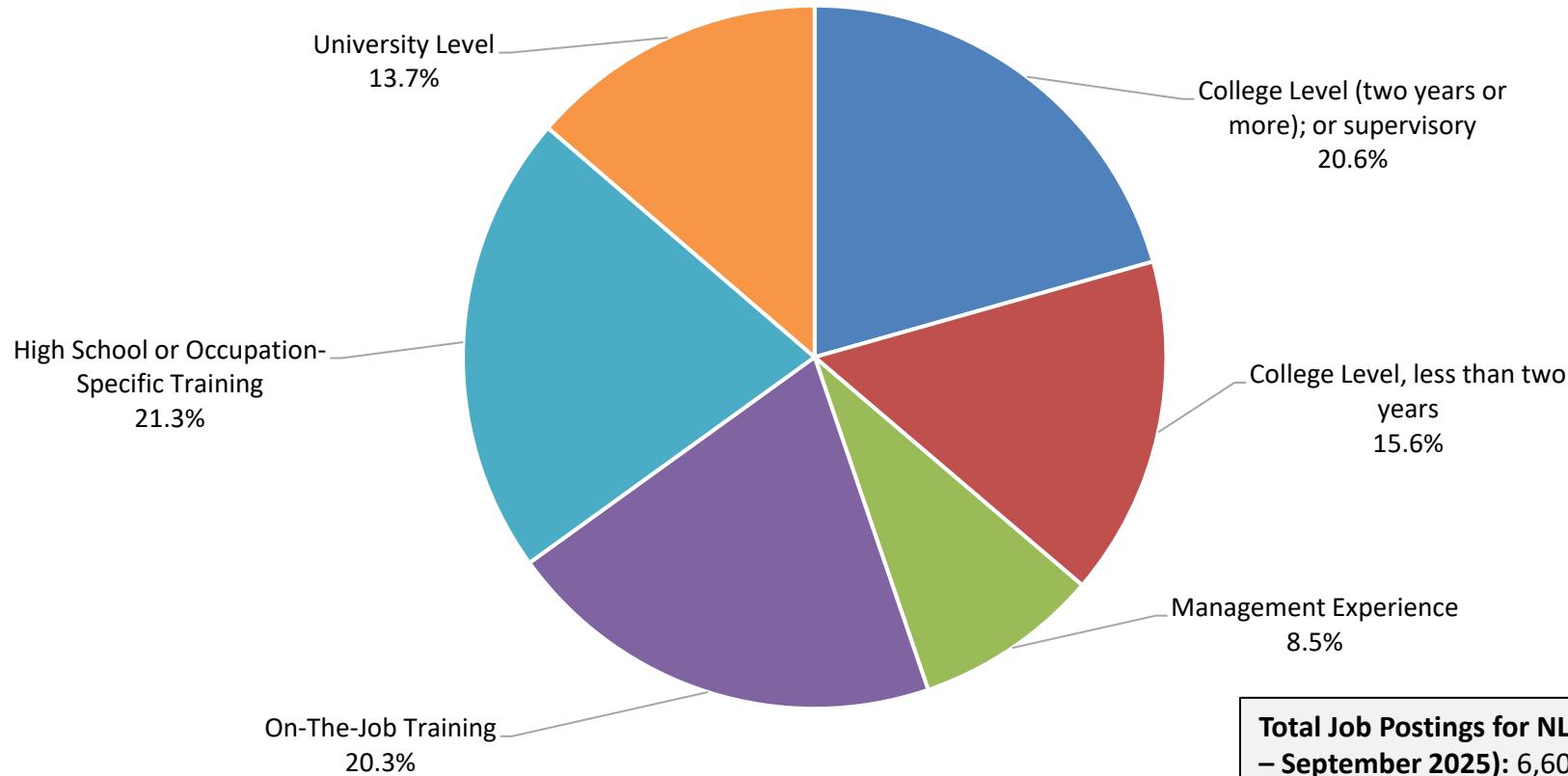
- In the third quarter of 2025, **6,601 job postings in Newfoundland and Labrador could be sorted by occupation**. This is higher than the first quarter (4,108) and the second quarter (5,225). The Avalon region had the most postings (3,036), while the Eastern region had the fewest (382).
- The job with the most postings in the province was **Retail Salespersons and Visual Merchandisers**. This was also the top job in the Western, Central, and Eastern regions. For Avalon, the top job was **Store Shelf Stockers**, and for Labrador, it was **Food Counter Attendants**.
- The most common job areas were **sales** and **food services**. Health jobs became more important in most regions (except Avalon), especially for **nurses and home support workers**. Other areas that stood out in some regions included **business** and **supply chain**.
- Management jobs were mostly in **sales**, especially **retail and wholesale trade managers**, but **food service supervisors** were also common. The demand for retail and wholesale trade managers stayed strong, just like in the first two quarters of 2025.
- As in earlier quarters, job postings showed a mix of skill levels. Some jobs needed fewer skills, like **salespersons** and **delivery drivers**, while others needed more training, like **retail managers**, **nurses**, and **office workers**.

# **TEER Levels**

**(Training, Education, Experience and Responsibility)**

# Distribution of TEER Levels Sought in 3<sup>rd</sup> Quarter Job Postings, Newfoundland and Labrador

**Percentage of 3rd Quarter Postings by TEER Type  
(Newfoundland and Labrador)**



**Note:** Does not include percentage share associated with unclassified occupations.

Source: Vicinity Jobs Data (July – September 2025)

# Distribution of TEER Levels Advertised in 3<sup>rd</sup> Quarter Job Postings, Regional Data

	Labrador	Western	Central	Eastern	Avalon
Management Experience	5.4%	8.0%	9.1%	5.5%	9.7%
University Level	16.3%	12.8%	11.7%	12.6%	9.4%
College Level (two years or more, or supervisory)	27.4%	18.4%	23.7%	22.0%	18.0%
College level (less than two years)	13.6%	16.2%	15.3%	13.6%	17.2%
High School or Occupation-Specific Training	18.4%	26.0%	20.8%	28.5%	20.7%
On-the-Job Training	18.9%	18.6%	19.3%	17.8%	25.1%
<b>Total Postings</b>	<b>572</b>	<b>1,019</b>	<b>864</b>	<b>382</b>	<b>3,036</b>

Note: : “TEER” refers to categories for “Training, Education, Experience and Responsibilities.” Percentages in this chart do not include the percentage share associated with unclassified occupations.

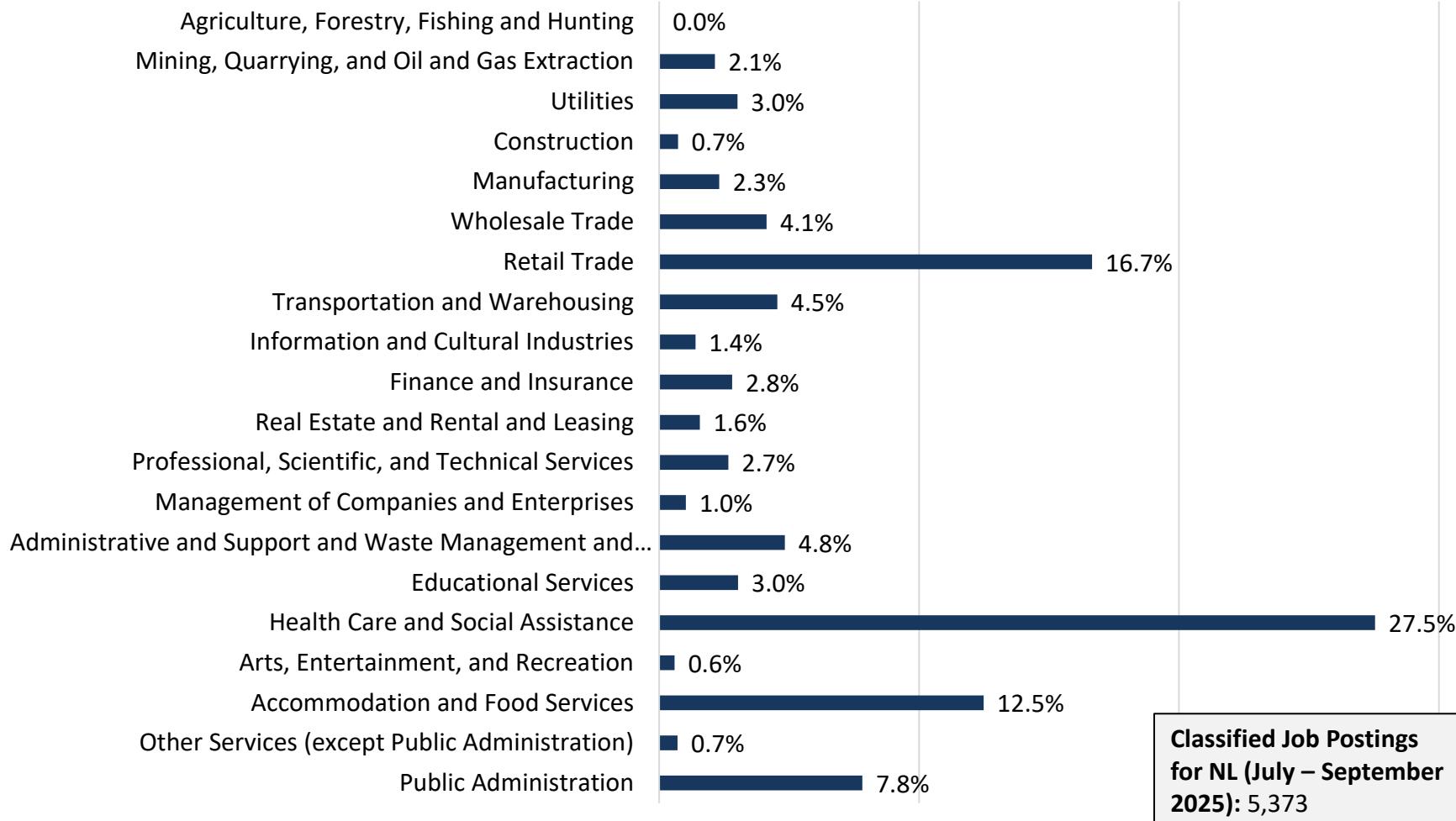
Source: Vicinity Jobs Data (July – September 2025)

# TEER Highlights

- For TEER levels, the largest number of job postings in the third quarter of 2025 asked for **college education (36.2 per cent)** or **high school/occupation-specific training (21.3 per cent)**. This is the same trend as the first two quarters. Jobs that offered **on-the-job training** were also common (**20.3 per cent**).
- The smallest shares were for jobs needing **management experience (8.5 per cent)** or a **university degree (13.7 per cent)**.
- Every region had a high percentage of jobs asking for college education (over 34 per cent). The highest were in **Labrador (41.1 per cent)** and **Central (39.0 per cent)**, while **Eastern and Avalon** were between **35 per cent** and **36 per cent**.
- Labrador had the highest percentage of jobs needing **management experience or any post-secondary education (62.8 per cent)**. It was the only region above 60 per cent. Next were **Central (59.8 per cent)**, **Western (55.3 per cent)**, and **Avalon (54.2 per cent)**. **Eastern** had the lowest at **53.7 per cent**.

# Industry Profile

# Distribution of Industry Sectors for 3<sup>rd</sup> Quarter 2025 Job Postings (2-Digit NAICS), Newfoundland and Labrador



**Note:** Does not include percentage share associated with unclassified industries.

Source: Vicinity Jobs Data (July – September 2025)

# Distribution of Industry Sectors Advertised in 3<sup>rd</sup> Quarter 2025 Job Postings, Regional Data (1/2)

	Labrador (n=456)	Western (n=916)	Central (n=692)	Eastern (n=312)	Avalon (n=2,264)
Agriculture, Forestry, Fishing and Hunting	0.0%	0.0%	0.0%	0.0%	0.0%
Mining, Quarrying, and Oil and Gas Extraction	4.6%	1.0%	1.3%	0.3%	2.6%
Utilities	3.3%	0.1%	0.4%	0.3%	3.1%
Construction	1.3%	0.0%	0.7%	0.0%	1.2%
Manufacturing	0.4%	2.0%	0.9%	1.3%	3.6%
Wholesale Trade	2.2%	3.4%	4.9%	4.5%	5.9%
Retail Trade	7.2%	20.0%	22.0%	21.2%	18.5%
Transportation and Warehousing	12.1%	2.9%	2.3%	0.6%	5.0%
Information and Cultural Industries	0.0%	1.0%	0.6%	1.0%	2.4%
Finance and Insurance	1.1%	2.0%	1.4%	2.2%	3.5%

**Note:** Does not include percentage share associated with unclassified industries.

Source: Vicinity Jobs Data (July – September 2025)

## Distribution of Industry Sectors Advertised in 3<sup>rd</sup> Quarter 2025 Job Postings, Regional Data (2/2)

	Labrador (n=456)	Western (n=916)	Central (n=692)	Eastern (n=312)	Avalon (n=2,264)
Real Estate and Rental and Leasing	3.1%	2.0%	1.6%	2.2%	1.5%
Professional, Scientific, and Technical Services	1.8%	1.1%	0.9%	1.3%	4.9%
Management of Companies and Enterprises	0.0%	2.7%	0.6%	0.6%	1.0%
Administrative & Support/Waste Management/Remediation Services	5.7%	5.0%	5.3%	3.5%	5.8%
Educational Services	4.6%	4.3%	0.7%	1.6%	3.6%
Health Care and Social Assistance	25.2%	32.5%	35.5%	35.6%	11.5%
Arts, Entertainment, and Recreation	0.0%	0.4%	0.0%	0.0%	1.2%
Accommodation and Food Services	11.4%	12.6%	14.5%	13.8%	15.4%
Other Services (except Public Administration)	0.2%	0.3%	0.6%	2.6%	1.0%
Public Administration	15.8%	6.8%	5.8%	7.4%	8.3%

**Note:** Does not include percentage share associated with unclassified industries.

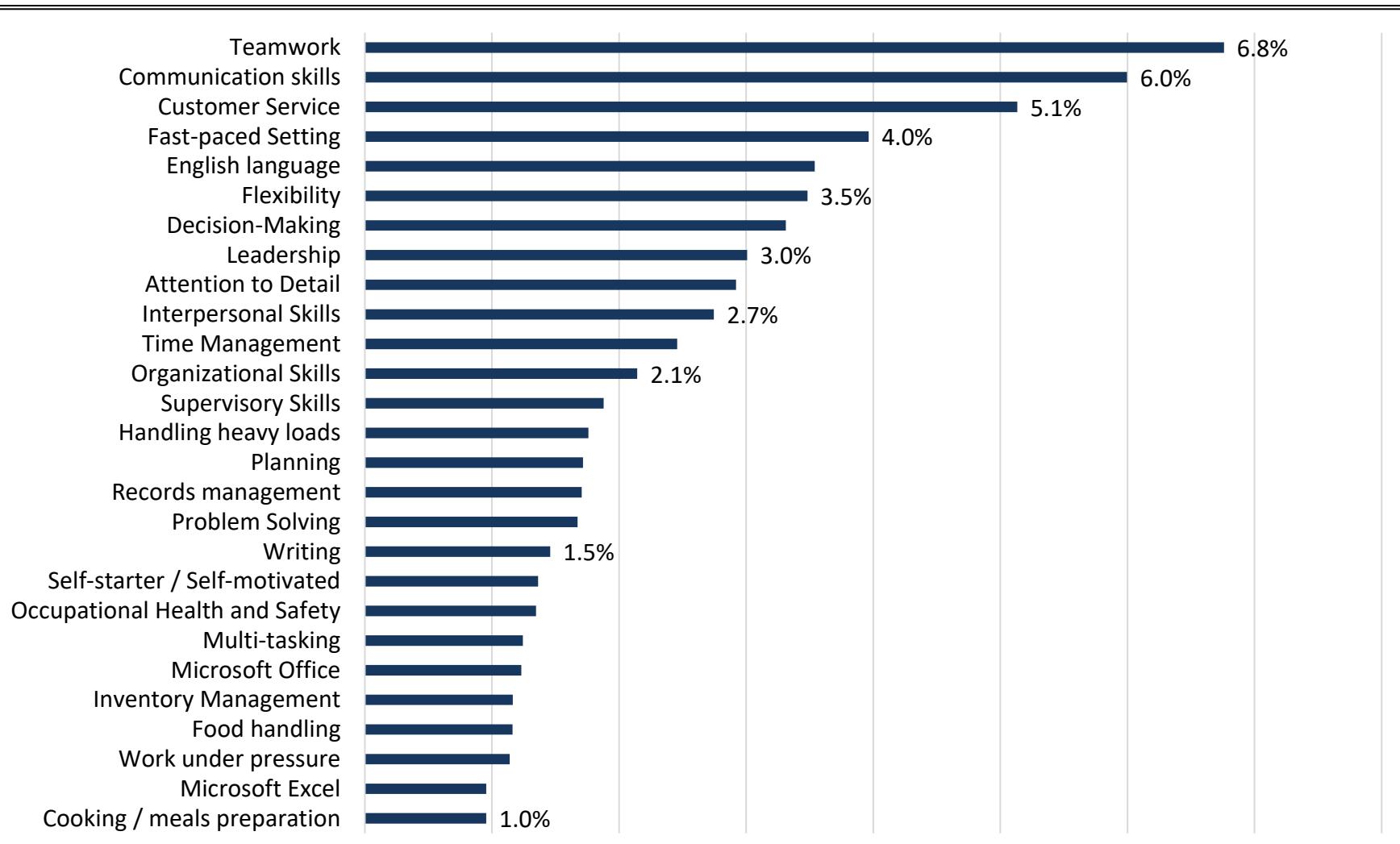
Source: Vicinity Jobs Data (July – September 2025)

# Industry Highlights

- In the third quarter of 2025, **5,373 job postings in Newfoundland and Labrador could be sorted by industry**. This is more than the first quarter (2,751) and the second quarter (3,766). The Avalon region had the most postings (2,264), while the Eastern region had the fewest (312). This pattern was the same in the first two quarters.
- The industries with the most job postings were:
  - **Health Care and Social Assistance** – 27.5 per cent
  - **Retail Trade** – 16.7 per cent
  - **Accommodation and Food Services** – 12.5 per cent
  - **Public Administration** – 7.8 per cent
  - **Administrative and Support and Waste Management Services** – 4.8 per cent
  - **Transportation and Warehousing** – 4.5 per cent
- The Eastern, Central, and Western regions had the highest share of postings in **Health Care and Social Assistance** (over 30 per cent each), while Avalon had the lowest (11.5 per cent). These three regions also had the most postings in **Retail Trade** (over 20 per cent each). Avalon and Central had the highest share in **Accommodation and Food Services** (15.4 per cent and 14.5 per cent), though all regions were above 10 per cent. **Labrador** had the highest share in **Public Administration** (15.8 per cent), which is more than double some other regions.
- All regions had about 4–6 per cent of postings in **Administrative and Support and Waste Management Services**. Only Labrador had a high share in **Transportation and Warehousing** (12.1 per cent), compared to 5 per cent or less in other regions.

# **Employer Sought Skills/Qualifications**

# Most Popular Skills/Qualifications Sought in 3<sup>rd</sup> Quarter Job Postings, Newfoundland and Labrador



**Note:** Does not include percentage share associated with unclassified cases.

Source: Vicinity Jobs Data (July – September 2025), Represents those with one per cent or greater mention (561 and greater mentions during this quarter)

# Skill/Qualification Highlights

- The most common skills and qualifications in Newfoundland and Labrador job postings for the third quarter of 2025 were:
  - Teamwork, Communication Skills, Customer Service, Ability to Work in a Fast-Paced Setting, and English Language.
- Like in earlier quarters, job postings asked for both **technical** skills and **transferable** skills.
  - Examples of technical skills include: records management, meal preparation, and software skills (like Microsoft Office and Excel).
  - Examples of transferable skills include: leadership, interpersonal skills, time management, problem solving, multi-tasking, and working under pressure or in fast-paced settings.
- Across regions, the top skills were similar to the provincial list, with a strong focus on communication and English language skills:
  - **Labrador:** Teamwork, Communication Skills, English Language, Customer Service, Flexibility
  - **Western:** Teamwork, Customer Service, Communication Skills, Fast-Paced Setting, Flexibility
  - **Central:** Teamwork, Communication Skills, Customer Service, Fast-Paced Setting, English Language
  - **Eastern:** Customer Service, Teamwork, Communication Skills, English Language, Fast-Paced Setting
  - **Avalon:** Teamwork, Communication Skills, Customer Service, Fast-Paced Setting, Flexibility