

NL Quarterly Job Vacancy Report

**4th Quarter 2025
(October – December)**

Important Notes

- This report looks at new job postings collected by Vicinity Jobs from October – December 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 7,257 job postings in Newfoundland and Labrador in the fourth quarter (Q4). Of these, only 5,487 could be categorized by occupation. The other 1,770 were left unclassified and therefore left out of most statistics in this report.
- 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.

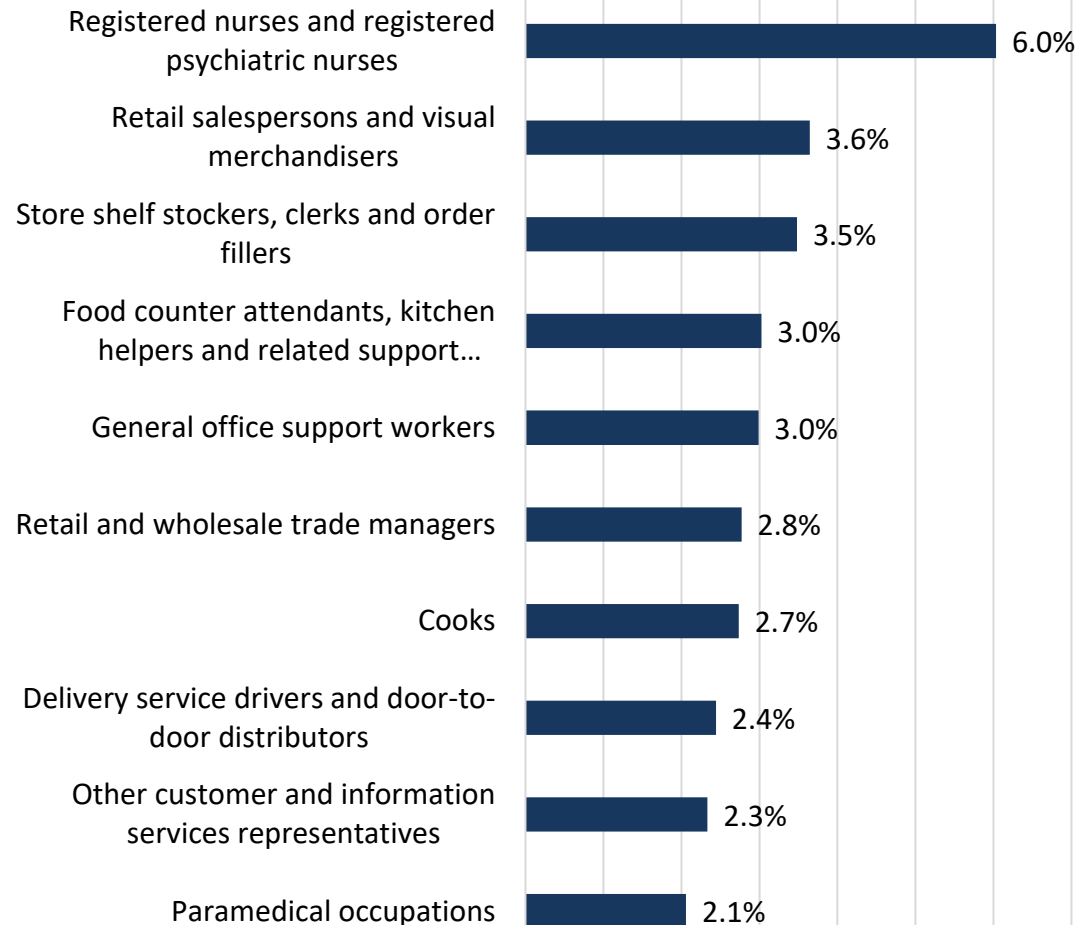
Occupational Comparisons



Top 10 Occupations Sought in 4th Quarter Job Postings (5-Digit NOC), Newfoundland and Labrador

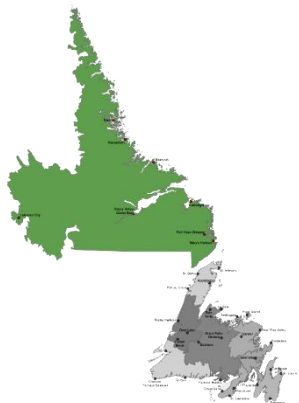
Classified Job Postings for NL (October – December 2025): 5,487

- 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, paramedical occupations).
- Other areas represented in the top 10 included business (office support workers); supply chain (delivery drivers); and information services (other customer and information services reps).
- Provincially, the occupation with the highest percentage of job postings was Registered Nurses and Registered Psychiatric Nurses (6.0 per cent), followed by Retail Salespersons and Visual Merchandisers (3.6 per cent).



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

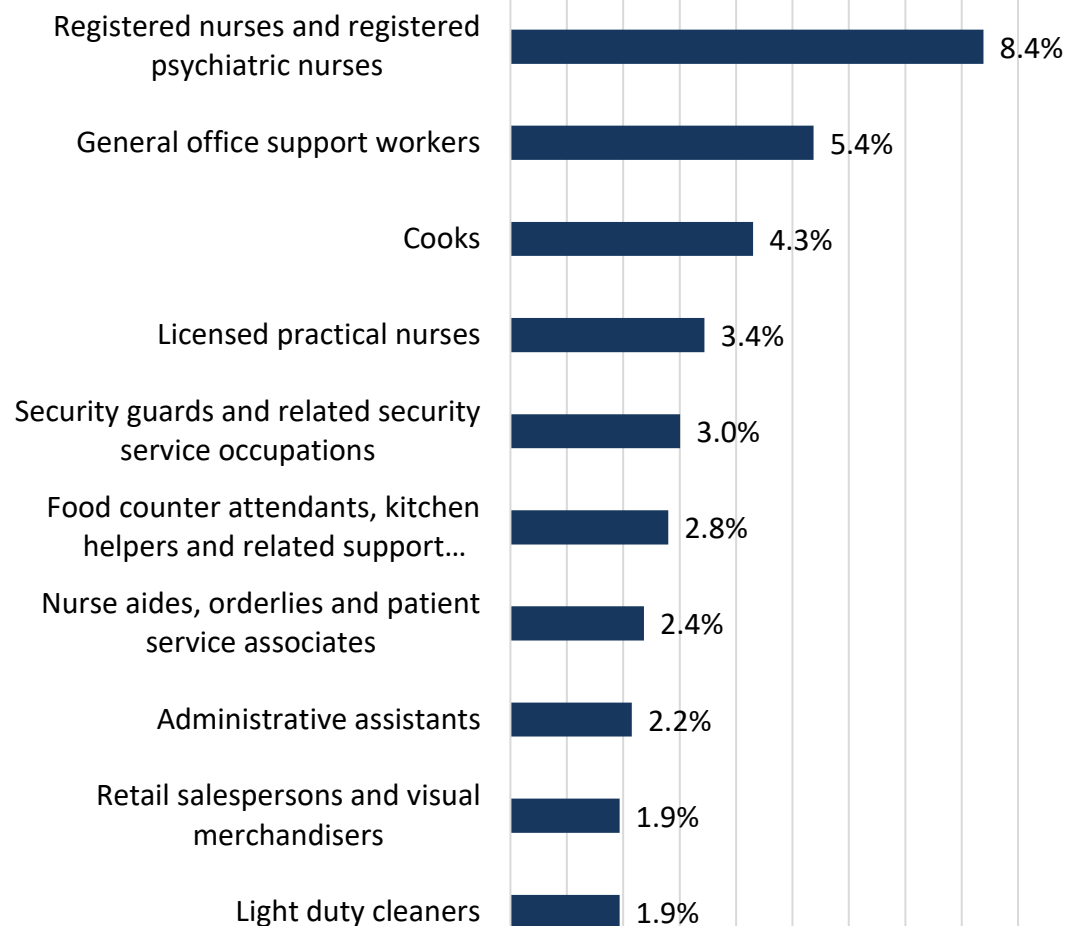
Source: Vicinity Jobs Data (October – December 2025)



Top 10 Occupations Sought in 4th Quarter Job Postings (5-Digit NOC), Labrador Region

Classified Job Postings for Labrador (October – December 2025): 465

- Occupations most represented in Labrador's job postings included those related to food service (cooks, food counter attendants); business (office support workers, administrative assistants); and health (registered nurses, licensed practical nurses, nurse aides).
- 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 Registered Nurses and Registered Psychiatric Nurses (8.4 per cent); followed by General Office Support workers (5.4 per cent).



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

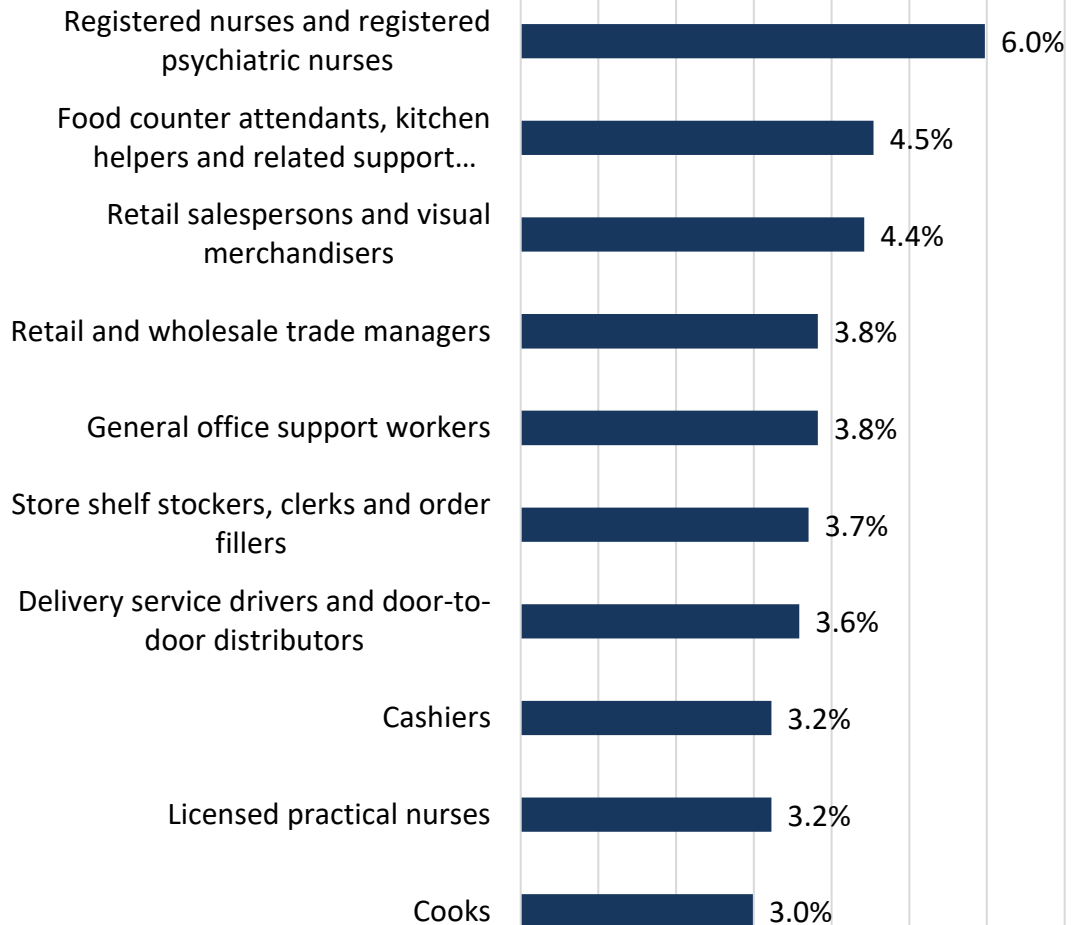
Source: Vicinity Jobs Data (October – December 2025)

Top 10 Occupations Sought in 4th Quarter Job Postings (5-Digit NOC), **Western Region**



Classified Job Postings for Western (October – December 2025):
837

- Occupations most represented in Western'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 health (registered nurses, licensed practical nurses).
- Other areas represented in the top 10 included business (office support workers); as well as supply chain (delivery drivers).
- For the Western region, the occupation with the highest percentage of job postings was Registered Nurses and Registered Psychiatric Nurses (6.0 per cent); followed by Food Counter Attendants, Kitchen Helpers, and Related (4.5 per cent).



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

Source: Vicinity Jobs Data (October – December 2025)

Top 10 Occupations Sought in 4th Quarter Job Postings (5-Digit NOC), Central Region

Classified Job Postings for Central (October – December 2025):
742

- 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); and health (registered nurses, paramedical occupations, nurse aides, licensed practical nurses).
- Other areas represented in the top 10 were related to business (office support workers); information services (other customer and information services reps); and food services (food counter attendants).
- For the Central region, the occupation with the highest percentage of job postings was Registered Nurses and Registered Psychiatric Nurses (5.0 per cent), followed by Nurse Aides, Orderlies and Patient Service Associates (5.0 per cent).



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

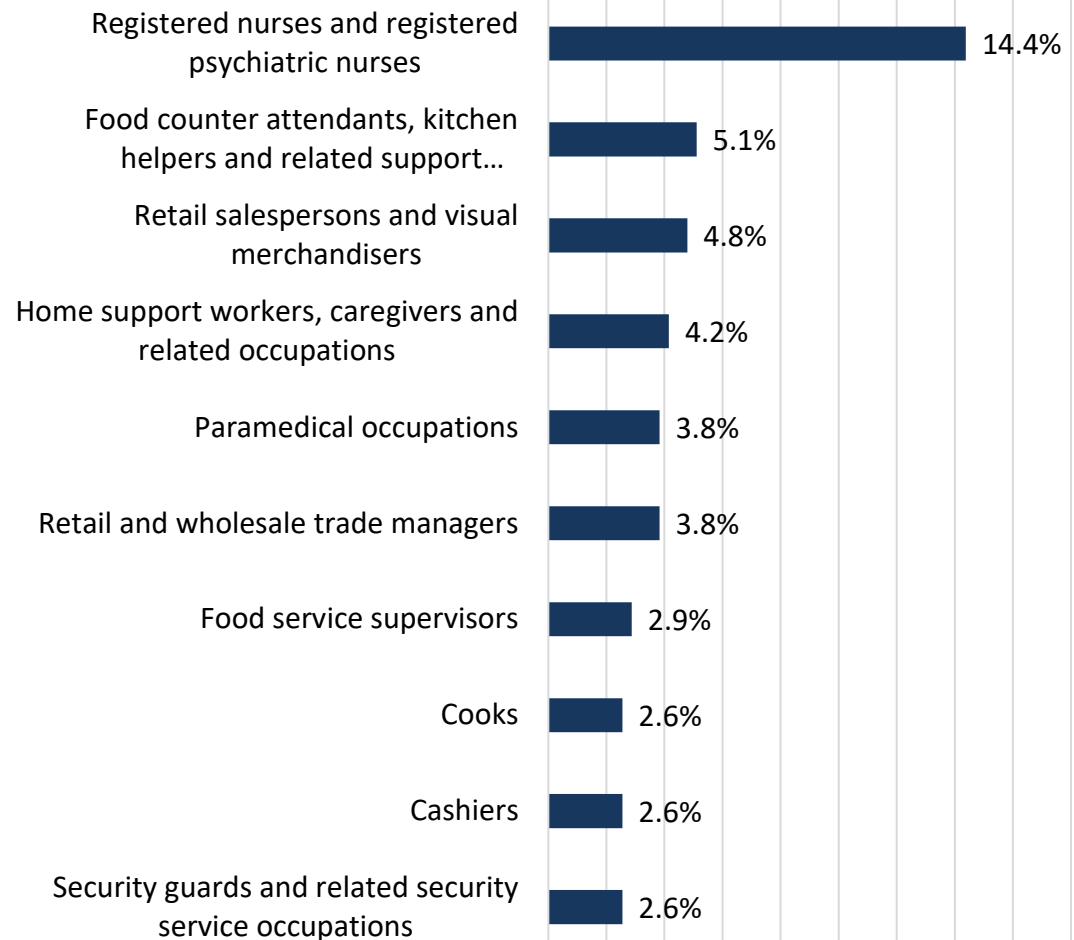
Source: Vicinity Jobs Data (October – December 2025)

Top 10 Occupations Sought in 4th Quarter Job Postings (5-Digit NOC), Eastern Region



Classified Job Postings for Eastern (October – December 2025): 313

- Occupations most represented in the Eastern region's job postings included those related to sales (retail salespersons, retail and wholesale trade managers, 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 security services (security guards).
- For the Eastern region, the occupation with the highest percentage of job postings was Registered Nurses and Registered Psychiatric Nurses (14.4 per cent), followed by Food Counter Attendants, Kitchen Helpers and Related (5.1 per cent).



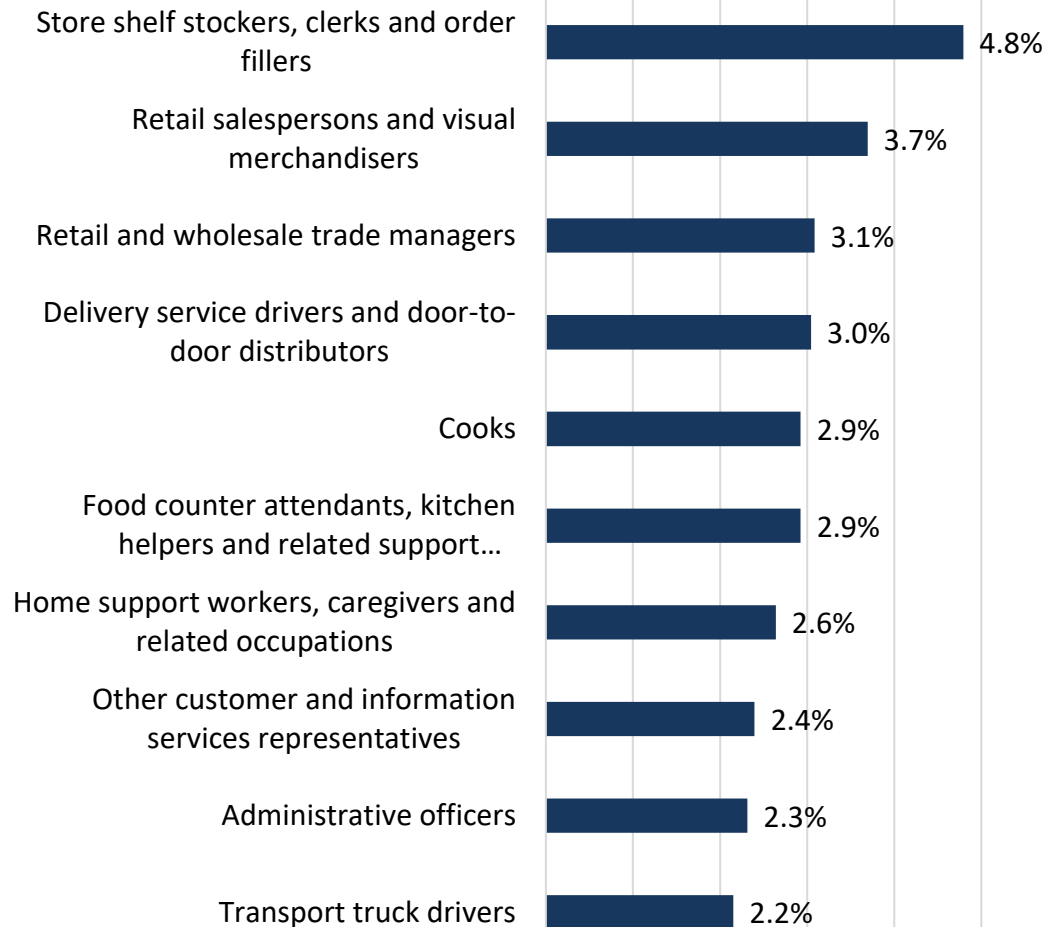
Note: Does not include percentage share associated with unclassified occupations.

Source: Vicinity Jobs Data (October – December 2025)

Top 10 Occupations Sought in 4th Quarter Job Postings (5-Digit NOC), Avalon Region

Classified Job Postings for Avalon (October – December 2025):
2,462

- 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); 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); business (administrative officers); 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 (4.8 per cent), followed by Retail Salespersons and Visual Merchandisers (each at 3.7 per cent).



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

Source: Vicinity Jobs Data (October – December 2025)

Occupation Highlights

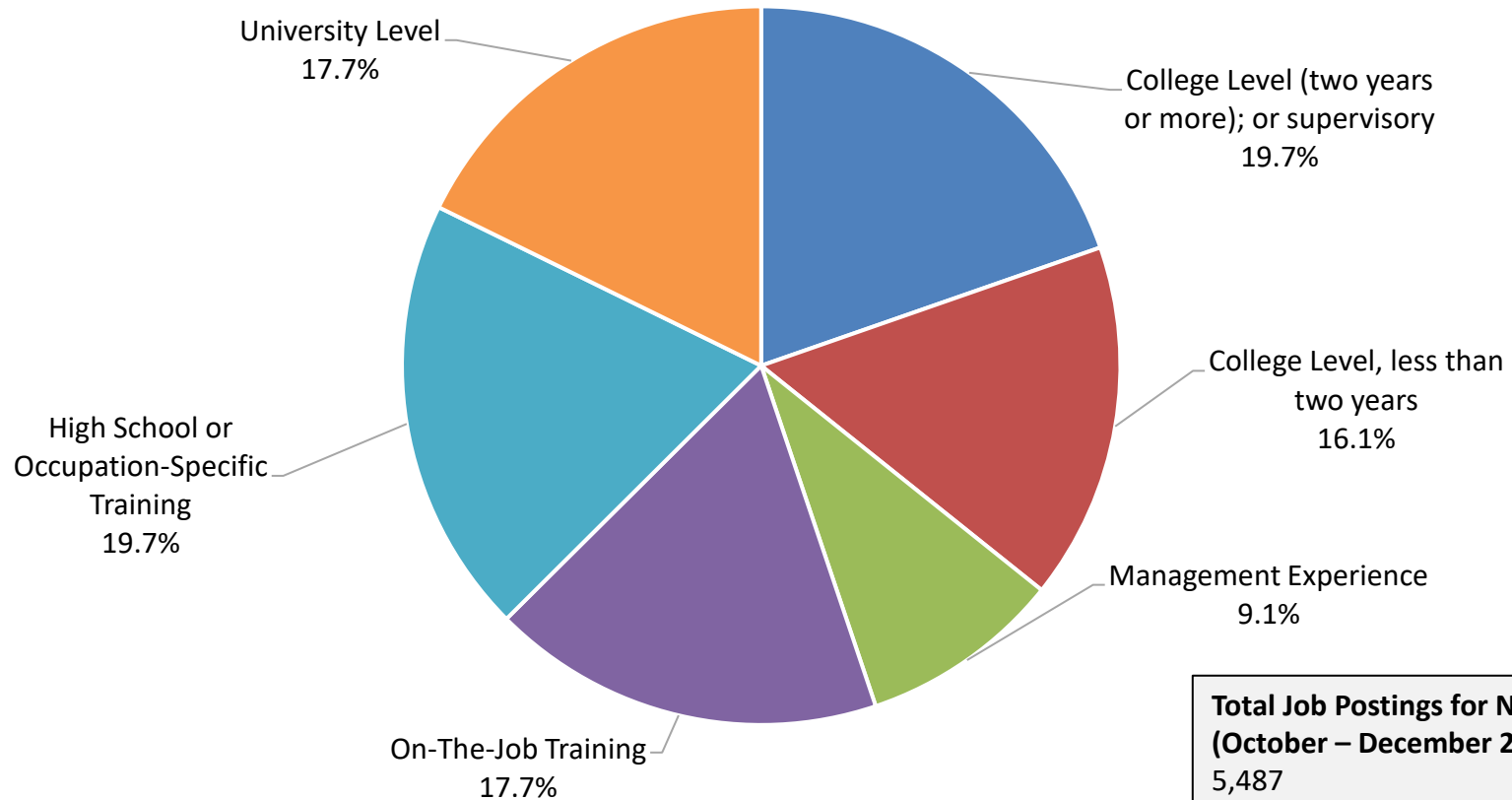
- In the fourth quarter of 2025, **5,487 job postings in Newfoundland and Labrador** could be sorted by occupation. This is higher than the first quarter (4,108) and the second quarter (5,225) but lower than the third (6,601). The Avalon region had the most postings (2,462), while the Eastern region had the fewest (313).
- The job with the most postings in the province was **Registered Nurses and Registered Psychiatric Nurses**. This was also the top job in all regions except for the Avalon. For the Avalon region, the top job was **Store Shelf Stockers, Clerks and Order Fillers**.
- The most common job areas included **sales** and **food services**. Health jobs, however, are appearing to become increasingly prominent in most regions (except Avalon), in occupations such as **nurses, paramedical occupations, and home support workers**. Other areas noted in some regions included **business, information services, and supply chain**.
- Management jobs were mostly in **sales**, especially **retail and wholesale trade managers**, but **food service supervisors** also appeared in regions such as Eastern. The demand for retail and wholesale trade managers stayed strong, as it did during the three earlier quarters of 2025.
- Similar to 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 4th Quarter Job Postings, Newfoundland and Labrador

Percentage of 4th Quarter Postings by Skill Type
(Newfoundland and Labrador)



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

Source: Vicinity Jobs Data (October – December 2025)

Distribution of TEER Levels Advertised in 4th Quarter Job Postings, Regional Data

	Labrador	Western	Central	Eastern	Avalon
Management Experience	5.6%	8.2%	6.9%	10.2%	11.1%
University Level	18.3%	13.9%	14.6%	25.2%	12.9%
College Level (two years or more, or supervisory)	22.4%	19.1%	21.7%	20.4%	17.8%
College level (less than two years)	19.1%	15.1%	18.1%	13.1%	17.2%
High School or Occupation-Specific Training	19.6%	22.2%	22.2%	18.5%	20.0%
On-the-Job Training	15.1%	21.5%	16.6%	12.5%	20.9%
Total Postings	465	837	742	313	2,462

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.

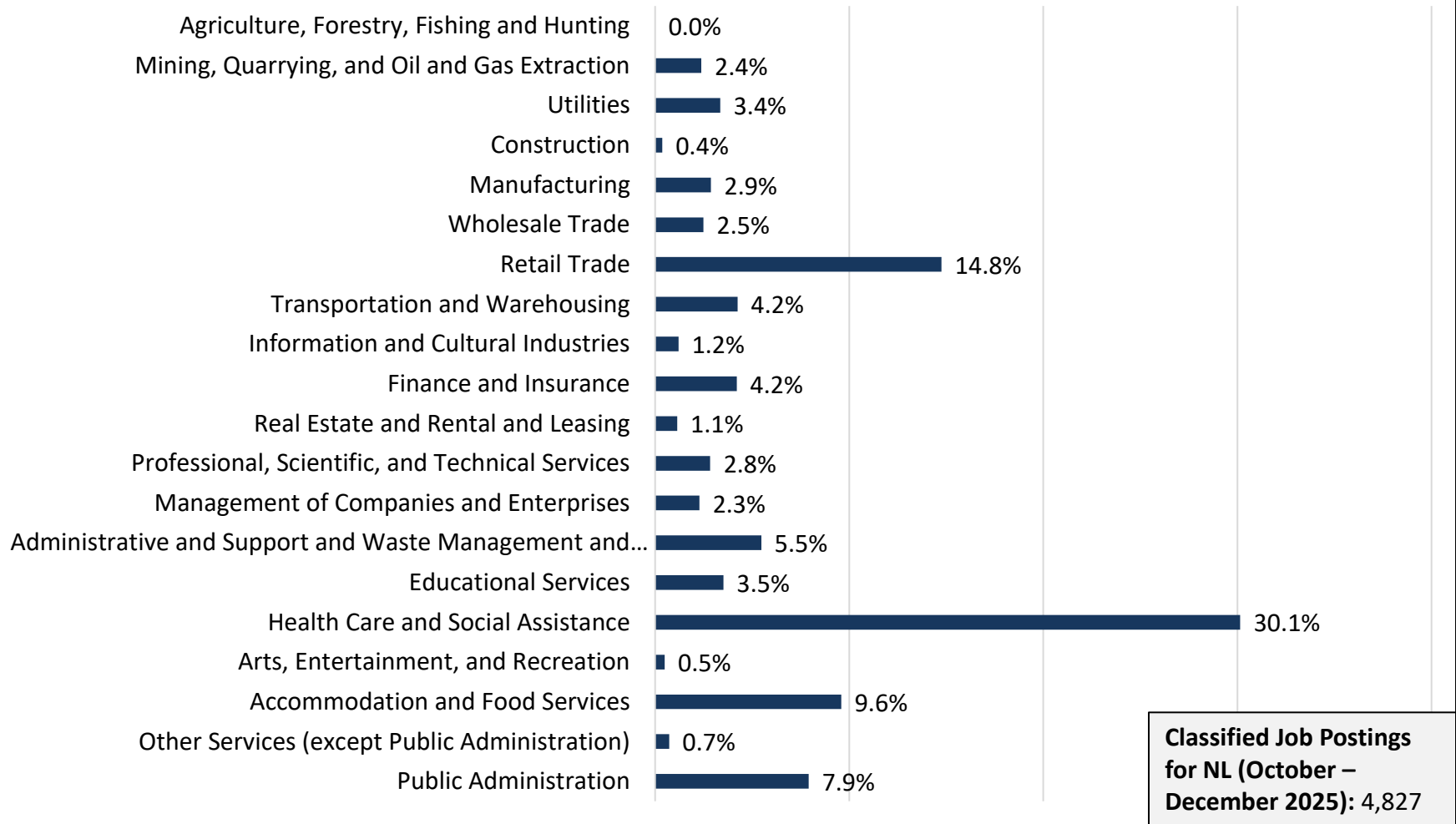
Source: Vicinity Jobs Data (October – December 2025)

TEER Highlights

- For TEER levels, the largest number of job postings in the fourth quarter of 2025 asked for **college education (35.7 per cent)** or **high school/occupation-specific training (19.7 per cent)**. This is the same trend as the first three quarters. Jobs that offered **on-the-job training** or required **university level** were also common (**17.7 per cent each**).
- The smallest shares were for jobs needing **management experience (9.1 per cent)**.
- Every region had a high percentage of jobs asking for **college education (34 per cent or more)**. The highest were in **Labrador (41.5 per cent)** and **Central (39.9 per cent)**, while **Eastern, Western and Avalon** were between **34 per cent** and **35 per cent**.
- **Eastern** had the highest percentage of jobs needing **management experience or any post-secondary education (69.0 per cent)** followed by **Labrador (65.4 per cent)** and **Central (61.2 per cent)**. The remaining regions were all below 60 per cent, with the lowest being **Western (56.3 per cent)**.

Industry Profile

Distribution of Industry Sectors for 4th Quarter 2025 Job Postings (2-Digit NAICS), Newfoundland and Labrador



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

Source: Vicinity Jobs Data (October – December 2025)

Distribution of Industry Sectors Advertised in 4th Quarter 2025 Job Postings, Regional Data (1/2)

	Labrador (n=443)	Western (n=703)	Central (n=662)	Eastern (n=270)	Avalon (n=1,980)
Agriculture, Forestry, Fishing and Hunting	0.0%	0.0%	0.0%	0.0%	0.0%
Mining, Quarrying, and Oil and Gas Extraction	9.3%	0.9%	0.9%	0.0%	2.5%
Utilities	4.3%	0.6%	0.5%	0.0%	2.7%
Construction	0.9%	0.0%	0.3%	0.0%	0.6%
Manufacturing	1.8%	2.0%	2.1%	2.6%	4.2%
Wholesale Trade	0.7%	0.9%	5.4%	4.4%	3.0%
Retail Trade	7.7%	18.1%	15.7%	15.9%	18.8%
Transportation and Warehousing	8.6%	3.3%	2.1%	0.0%	5.5%
Information and Cultural Industries	0.0%	0.6%	0.5%	0.7%	2.3%
Finance and Insurance	2.3%	3.7%	2.4%	4.4%	5.1%

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

Source: Vicinity Jobs Data (October – December 2025)

Distribution of Industry Sectors Advertised in 4th Quarter 2025 Job Postings, Regional Data (2/2)

	Labrador (n=443)	Western (n=703)	Central (n=662)	Eastern (n=270)	Avalon (n=1,980)
Real Estate and Rental and Leasing	3.2%	1.4%	1.1%	0.0%	1.2%
Professional, Scientific, and Technical Services	1.6%	0.3%	0.5%	0.7%	5.8%
Management of Companies and Enterprises	0.0%	5.8%	2.7%	1.1%	2.2%
Administrative & Support/Waste Management/Remediation Services	7.4%	7.3%	9.2%	4.8%	4.8%
Educational Services	3.8%	6.3%	2.1%	1.5%	3.8%
Health Care and Social Assistance	28.2%	33.6%	37.2%	49.3%	13.3%
Arts, Entertainment, and Recreation	0.0%	0.0%	0.0%	0.0%	1.2%
Accommodation and Food Services	9.7%	10.7%	9.4%	8.9%	12.5%
Other Services (except Public Administration)	0.0%	0.3%	0.8%	0.7%	1.3%
Public Administration	10.6%	4.6%	7.3%	4.8%	9.2%

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

Source: Vicinity Jobs Data (October – December 2025)

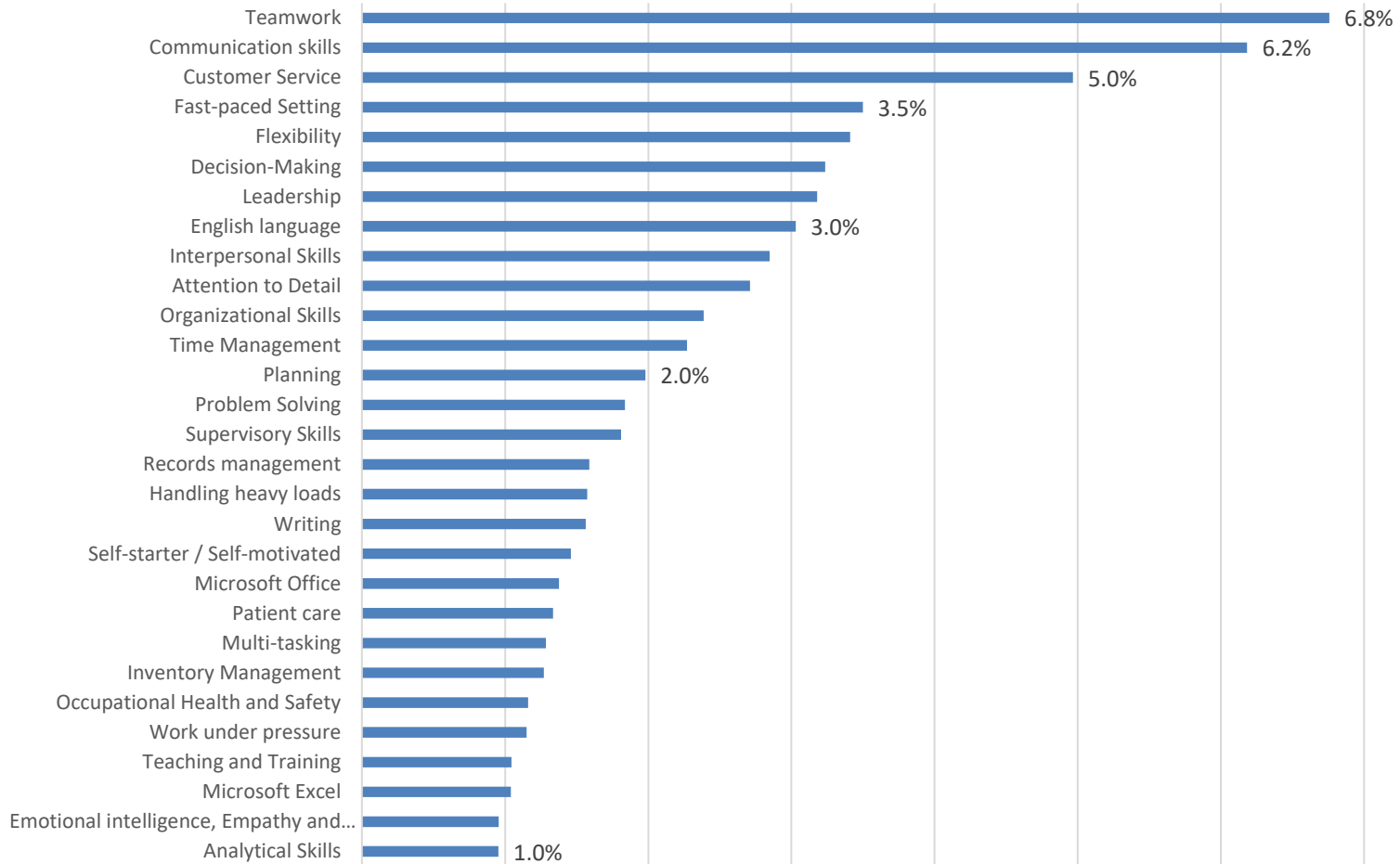
Industry Highlights

- In the fourth quarter of 2025, **4,827 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) but less than in the third quarter (5,373). The Avalon region had the most postings (1,980), while the Eastern region had the fewest (270).
- The industries with the most job postings were:
 - **Health Care and Social Assistance** – 30.1 per cent
 - **Retail Trade** – 14.8 per cent
 - **Accommodation and Food Services** – 9.6 per cent
 - **Public Administration** – 7.9 per cent
 - **Administrative and Support and Waste Management Services** – 5.5 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 (13.3 per cent). All regions except for **Labrador** had 16 to 19 per cent of postings in **Retail Trade** (while **Labrador** had approximately eight per cent). **Avalon** had the highest share in **Accommodation and Food Services** (12.5 per cent), followed by **Western** (10.7 per cent) and **Labrador** (9.7 per cent). **Labrador** had the highest share in **Public Administration** (10.6 per cent), followed by **Avalon** (9.2 per cent). All other regions had less than eight per cent in this sector.
- The **Central** region had the highest percentage in **Administrative and Support and Waste Management Services** (**9.2 per cent**). All other regions had about 5–7 per cent of postings in this sector.

Employer Sought Skills/Qualifications

Most Popular Skills/Qualifications Sought in 4th Quarter Job Postings, Newfoundland and Labrador

Top Skills/Qualifications Sought in Job Postings,
4th Quarter 2025 (NL)



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

Source: Vicinity Jobs Data (October – December 2025), Represents those with one per cent or greater mentions (464 mentions and greater during this quarter; total mentions overall were 48,000+)

Skill/Qualification Highlights

- The most common skills and qualifications in Newfoundland and Labrador job postings for the fourth quarter of 2025 were: **Teamwork, Communication Skills, Customer Service, Fast-Paced Setting, and Flexibility.**
- **English Language** fell to the 8th most common skill during this quarter (but was ranked as high as third in some previous quarters of the year).
- Like in earlier quarters, job postings asked for both **technical** skills and **transferable** skills.
 - Examples of technical skills include: records management, inventory management, 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 somewhat similar to the provincial list, with a strong focus on communication skills:
 - **Labrador:** Teamwork, Communication Skills, English Language, Customer Service, Flexibility
 - **Western:** Teamwork, Customer Service, Communication Skills, Fast-Paced Setting, Flexibility
 - **Central:** Communication Skills, Teamwork, Customer Service, Emotional Intelligence, Fast-Paced Setting
 - **Eastern:** Communication Skills, Customer Service, Flexibility, Teamwork,, Patient Care
 - **Avalon:** Teamwork, Communication Skills, Customer Service, Fast-Paced Setting, Flexibility