

# Job vacancies, third quarter 2024

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## Job vacancies decline in the third quarter, but at a slower pace

Job vacancies fell by 31,900 (-5.5%) to 546,100 in the third quarter, marking the ninth consecutive quarterly decline. However, the drop in the third quarter was smaller compared with the decline recorded in the second quarter of 2024 (-63,200; -9.9%).

In the third quarter, job vacancies declined for both permanent (-27,800; -5.9%) and temporary (-4,100; -4.0%) positions, and among both full-time (-19,300; -4.5%) and part-time (-12,600; -8.5%) positions.

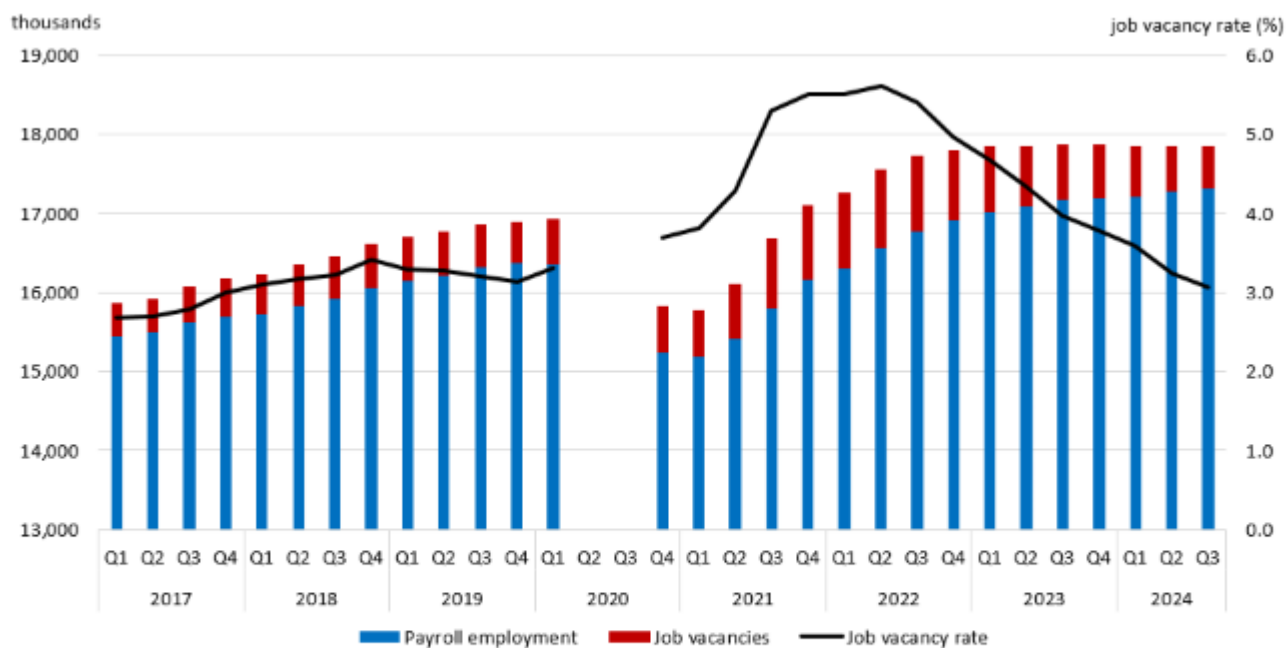
Meanwhile, total labour demand (the sum of filled and vacant positions) was little changed for the fourth consecutive quarter. On a year-over-year basis, total labour demand was down by 0.1% in the third quarter. This follows year-over-year growth of 0.8% in the third quarter of 2023, and 6.3% in the third quarter of 2022.

The job vacancy rate—which corresponds to the number of vacant positions as a proportion of total labour demand—decreased 0.1 percentage points to 3.1% in the third quarter of 2024, marking the ninth consecutive quarterly decline from a record high of 5.6% in the second quarter of 2022.

The unemployment-to-job vacancy ratio—the number of unemployed persons per job vacancy—continued a steady increase to 2.6 in the third quarter of 2024, up from 2.4 in the second quarter, and from 2.0 in the first quarter. The increase in the unemployment-to-job vacancy ratio from the third quarter of 2022 reflected both a decrease in job vacancies (-410,500; -43.0%) and an increase in the number of unemployed persons (+374,200; +35.5%, according to the [Labour Force Survey](#)). The unemployment-to-job vacancy ratio excludes the territories for consistency with the available Labour Force Survey data.



## Infographic 1 – Job vacancies and job vacancy rate continue their downward trend



**Note(s):** Total labour demand is equal to the sum of payroll employment and job vacancies. Job Vacancy and Wage Survey data collection was suspended for the second and third quarters of 2020. Therefore, data for these reference periods are not available. Data are seasonally adjusted.

**Source(s):** Job Vacancy and Wage Survey (5217), table 14-10-0400-01.

### Job vacancies down in four broad occupational groups

In the third quarter of 2024, job vacancies fell in 4 of the 10 broad occupational groups, led by sales and service occupations (-12,500; -7.4%), health occupations (-8,200; -9.5%), trades, transport and equipment operators and related occupations (-6,900; -6.6%), and occupations in manufacturing and utilities (-3,100; -16.1%). Legislative and senior management occupations (+200; +16.2%) was the only broad occupational group to see an increase in job vacancies in the third quarter. Vacancies were little changed in the remaining five broad occupational groups.

### Sales and service occupations continue to drive decline in overall vacancies

Job vacancies in sales and service occupations declined for the eighth consecutive quarter, falling by 12,500 (-7.4%) to 155,300 in the third quarter. Despite the decline, sales and service occupations continued to represent the largest share of vacancies among all 10 broad occupational groups, accounting for nearly 3 in 10 (28.4%) vacancies in the third quarter.

Year over year, job vacancies in sales and service occupations declined by 71,400 (-29.8%) in the third quarter. Within this occupational group, food counter attendants, kitchen helpers and related support occupations (-17,300 to 30,100), retail salespersons and visual merchandisers (-10,100 to 20,000), cooks (-6,000 to 13,800), and light duty cleaners (-5,100 to 9,000) saw the largest year-over-year drops in vacancies in the third quarter (not seasonally adjusted).

## **Trades, transport and equipment operators and related occupations hits ninth consecutive quarterly decline in job vacancies**

In the third quarter, job vacancies decreased by 6,900 (-6.6%) to 98,400 in trades, transport and equipment operators and related occupations. This was the ninth consecutive quarterly decline observed since the record high (195,000) reached in the second quarter of 2022.

On a year-over-year basis, the number of vacant positions in trades, transport and equipment operators and related occupations was down by 43,100 (-28.5%) in the third quarter of 2024. The largest decreases were recorded for transport truck drivers (-7,000 to 13,200), construction trades helpers and labourers (-6,000 to 12,300), carpenters (-4,400 to 4,600), and automotive service technicians, truck and bus mechanics and mechanical repairers (-3,300 to 6,300) (not seasonally adjusted).

## **Job vacancies in health occupations decline two quarters in a row**

Job vacancies in health occupations fell by 8,200 (-9.5%) to 78,600 in the third quarter, following a decrease of 5,400 (-5.8%) in the second quarter. This was the second consecutive quarterly decline after six consecutive quarters of little change since the peak in the third quarter of 2022, when job vacancies in health occupations reached 97,400.

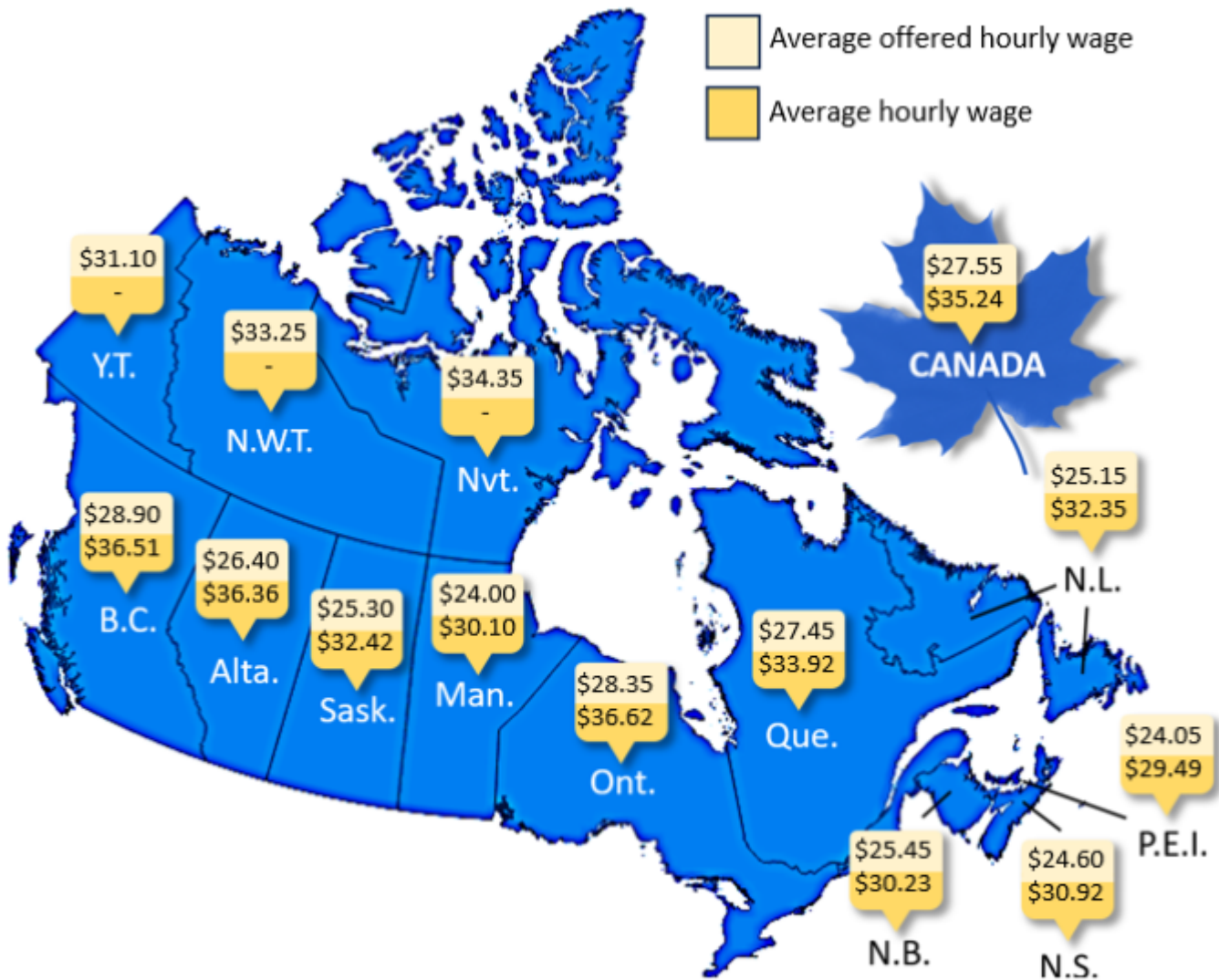
Year over year, vacancies in health occupations were down by 13,900 (-14.9%) in the third quarter of 2024. Among health occupations, registered nurses and registered psychiatric nurses (-6,400 to 23,900), nurse aides, orderlies and patient service associates (-3,500 to 17,200), and licensed practical nurses (-2,500 to 10,600) accounted for the largest year-over-year decreases. These three occupational groupings together accounted for nearly two-thirds (64.8%) of the total vacancies in health occupations (not seasonally adjusted).

## **Average offered hourly wage grows at a faster pace in the third quarter**

On a year-over-year basis, the average offered hourly wage grew at a faster pace in the third quarter (+7.6% to \$27.55) compared with the second quarter (+6.8% to \$26.80) and the first quarter (+7.3% to \$27.25). In comparison, year-over-year average hourly wages of all employees (from the Labour Force Survey) grew 5.0% in the third quarter (data used in this section are not seasonally adjusted).

These wage increases were due in part to a shift in the relative composition of job vacancies from occupations offering lower wages to those offering higher wages. Using a method that holds the composition of job vacancies by occupation at the third quarter of 2023, average offered hourly wages grew by 5.0% on a year-over-year basis in the third quarter of 2024, up from 4.2% in the second quarter.

**Map 1 – Average offered hourly wage and average hourly wage by province and territory, third quarter of 2024**

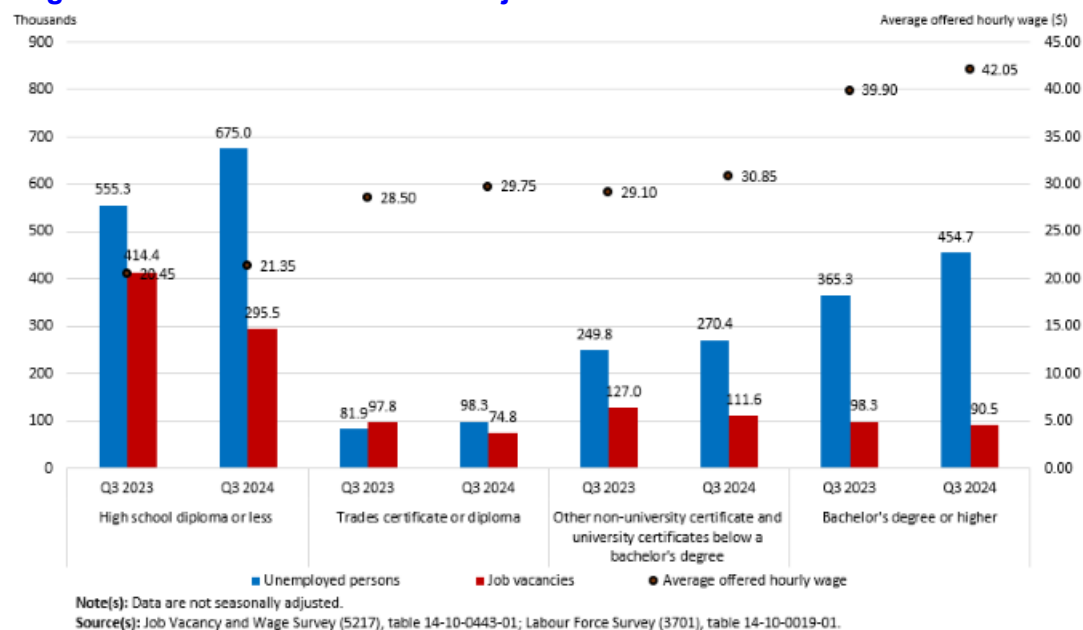


**Note(s):** Data are not seasonally adjusted. The average offered hourly wage (JVWS) excludes overtime, tips, commissions and bonuses. Average hourly wages (LFS) include tips and commissions. The offered wage may be different from the actual wage paid once the position is filled. All wages are before taxes and deductions. LFS does not report average hourly wages for the territories.  
**Source(s):** Job Vacancy and Wage Survey (JVWS) (5217), table 14-10-0444-01; Labour Force Survey (LFS) (3701), table 14-10-0063-01.

**Largest decline in vacancies for positions requiring a high school diploma or less**

Compared with a year earlier, there were fewer vacant positions for all educational levels sought by employers in the third quarter, with positions requiring a high school diploma or less (-118,900; -28.7%) recording the largest decline. More than half (57.9%) of the decline in vacant positions requiring a high school diploma or less were accounted for by sales and service occupations (-68,800; -33.0%) (not seasonally adjusted).

## Infographic 2 – Positions requiring high school diploma or less continue to account for the largest share of the total decline in job vacancies



## Fewer job vacancies in 20 of 69 economic regions

In the third quarter, job vacancies decreased in Ontario (-16,500 to 184,400), Quebec (-5,900 to 121,300), Saskatchewan (-1,900 to 17,900), Manitoba (-1,100 to 21,200), Nova Scotia (-1,000 to 14,600), Newfoundland and Labrador (-500 to 5,300), the Northwest Territories (-300 to 1,100), and Yukon (-200 to 800). Job vacancies held steady in the other provinces and in Nunavut.

At the regional level, job vacancies were down in 20 of 69 economic regions in the third quarter. The largest declines were concentrated in Ontario, including Toronto (-5,900 to 91,500); Kitchener–Waterloo–Barrie (-3,800 to 16,300); and Hamilton–Niagara Peninsula (-2,900 to 16,100). Increases in job vacancies were recorded in three regions, all in Quebec: Laval (+700 to 4,100); Côte-Nord and Nord-du-Québec (+600 to 3,000); and Gaspésie–Îles-de-la-Madeleine (+300 to 1,100). Vacancies were little changed in the other 46 economic regions.

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## Note to readers

The Job Vacancy and Wage Survey (JVWS) provides comprehensive data on job vacancies and offered wages by industrial sector and detailed occupation for Canada and the provinces, territories and economic regions. Additional information is also available by occupation, such as the proportion of job vacancies for full-time and part-time positions, the duration of job vacancies, the levels of education and experience sought for the job, and other characteristics. Job vacancy, offered wage, and vacancy characteristics data are released quarterly.

Estimates by sector are based on the North American Industry Classification System 2022 Version 1.0. Estimates by geographical area are based on the Standard Geographical Classification 2021. Estimates by occupation reflect the National Occupational Classification (NOC) 2021 Version 1.0. The NOC is a five-tiered hierarchical structure of occupational groups with successive levels of disaggregation. The structure is as follows: (1) 10 broad occupational categories, also referred to as one-digit NOC; (2) 45 major groups, also referred to as two-digit NOC; (3) 89 sub-major groups, also referred to as three-digit NOC; (4) 162 minor groups, also referred to as four-digit NOC; and (5) 516 unit groups, also referred to as five-digit NOC.

Because of the COVID-19 pandemic, data collection for the JVWS was suspended for the second and third quarters of 2020.

Preliminary monthly estimates are produced for job vacancies and job vacancy rates by province and by industrial sector. These preliminary monthly estimates are released on a monthly basis with the estimates from Survey of Employment, Payrolls and Hours. More information about the concepts and use of data from the JVWS is available in the Guide to the Job Vacancy and Wage Survey (75-514-G).

The target population of the survey includes all business locations in Canada, excluding those involved primarily in religious organizations and private households. Federal, provincial, and territorial, as well as international and other extraterritorial public administrations, are also excluded from the survey.

Unless otherwise stated, this release presents seasonally adjusted estimates, which facilitate comparisons by removing the effects of seasonal variations. For more information on seasonal adjustment, see [Seasonally adjusted data – Frequently asked questions](#).

Seasonally adjusted quarterly job vacancy data are available online (tables 14-10-0398-01, 14-10-0399-01 and 14-10-0400-01). The analyses of the job vacancy levels and rates by sector (20 broad industrial sector groups), one-digit NOC (10 broad occupational categories), province and economic region are based on seasonally adjusted data. However, the analyses of the job vacancy levels and rates by subsector, two-digit NOC, three-digit NOC, four-digit NOC, and five-digit NOC are based on non-seasonally adjusted data.

The unemployment-to-job vacancy ratio excludes the territories for consistency with the geographic coverage of the Labour Force Survey.

This analysis focuses on differences between estimates that are statistically significant at the 68% confidence level.

### Data tables

Tables 14-10-0325, 14-10-0326, 14-10-0328 and 14-10-0356 have now been archived. They have been replaced with 14-10-0441-01, 14-10-0442-01, 14-10-0443-01, and 14-10-0444-01, respectively, presenting the new classifications.

Data tables are updated on December 16, 2024.

### Next releases

Data on job vacancies from the JVWS for the fourth quarter of 2024 will be released on March 18, 2025.

Preliminary monthly data on job vacancies from the JVWS for October 2024 will be released on December 19, 2024.

**Table 1**  
**The 10 occupations with the largest annual decreases in job vacancies and their average offered hourly wage, third quarter of 2024**

	Third quarter of 2023	Third quarter of 2024	Third quarter of 2023 to third quarter of 2024	Third quarter of 2023 to third quarter of 2024	Third quarter of 2023	Third quarter of 2024
	number of job vacancies		change in level	%	average offered hourly wage (\$)	
Food counter attendants, kitchen helpers and related support occupations	47,475	30,130	-17,345	-36.5	16.15	16.85
Retail salespersons and visual merchandisers	30,115	19,970	-10,145	-33.7	16.65	17.55
Transport truck drivers	20,140	13,170	-6,970	-34.6	26.75	27.10
Registered nurses and registered psychiatric nurses	30,300	23,905	-6,395	-21.1	33.85	35.40
Construction trades helpers and labourers	18,325	12,285	-6,040	-33.0	22.60	23.45
Cooks	19,815	13,820	-5,995	-30.3	18.10	19.10
Light duty cleaners	14,125	9,015	-5,110	-36.2	18.70	19.20
Other customer and information services representatives	11,855	7,070	-4,785	-40.4	22.50	21.90
Store shelf stockers, clerks and order fillers	11,230	6,595	-4,635	-41.3	15.95	16.20
Social and community service workers	15,300	10,860	-4,440	-29.0	23.30	24.80

Source(s): Job Vacancy and Wage Survey (5217), table 14-10-0444-01.

**Table 2**  
**The 10 occupations with the largest annual increases in job vacancies and their average offered hourly wage, third quarter of 2024**

	Third quarter of 2023	Third quarter of 2024	Third quarter of 2023 to third quarter of 2024	Third quarter of 2023 to third quarter of 2024	Third quarter of 2023	Third quarter of 2024
	number of job vacancies		change in level	%	average offered hourly wage (\$)	
Shippers and receivers	3,335	4,365	1,030	30.9	20.60	19.85
Civil engineers	1,875	2,590	715	38.1	43.20	44.90
Financial advisors	1,125	1,740	615	54.7	33.50	32.80
Firefighters	605	1,170	565	93.4	31.45	37.65
Banking, insurance and other financial clerks	940	1,475	535	56.9	25.90	24.45
Retail sales supervisors	3,000	3,525	525	17.5	18.50	19.55
Dental assistants and dental laboratory assistants	1,145	1,655	510	44.5	24.90	29.00
Instructors of persons with disabilities	670	1,170	500	74.6	24.35	26.65
Medical radiation technologists	1,045	1,450	405	38.8	30.20	34.90
Production and transportation logistics coordinators	530	915	385	72.6	29.05	29.50

Source(s): Job Vacancy and Wage Survey (5217), table 14-10-0444-01.

**Available tables: [14-10-0398-01](#) to [14-10-0400-01](#) and [14-10-0441-01](#) to [14-10-0444-01](#) .**

**Definitions, data sources and methods: survey number [5217](#).**

More information about the concepts and use of data from the Job Vacancy and Wage Survey is available online in the *Guide to the Job Vacancy and Wage Survey* ([75-514-G](#)).

The product "[Labour Market Indicators, by province, territory and economic region, unadjusted for seasonality](#)" ([71-607-X](#)) is also available. This dynamic web application provides access to Statistics Canada's labour market indicators for Canada, by province, territory and economic region, and allows users to view a snapshot of key labour market indicators, observe geographical rankings for each indicator using an interactive map and table, and easily copy data into other programs.

For more information, or to enquire about the concepts, methods or data quality of this release, contact us (toll-free 1-800-263-1136; 514-283-8300; [infostats@statcan.gc.ca](mailto:infostats@statcan.gc.ca)) or Media Relations ([statcan.mediahotline-ligneinfomedias.statcan@statcan.gc.ca](mailto:statcan.mediahotline-ligneinfomedias.statcan@statcan.gc.ca)).