

# NL Quarterly Job Vacancy Report

**1<sup>st</sup> Quarter 2026  
(January – March)**

# Important Notes

- This report looks at new job postings collected by Signal49 Research from January – March 2026. 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 7,437 job postings in Newfoundland and Labrador in the first quarter (Q1). Of these, only 5,528 could be categorized by occupation. The other 1,909 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.

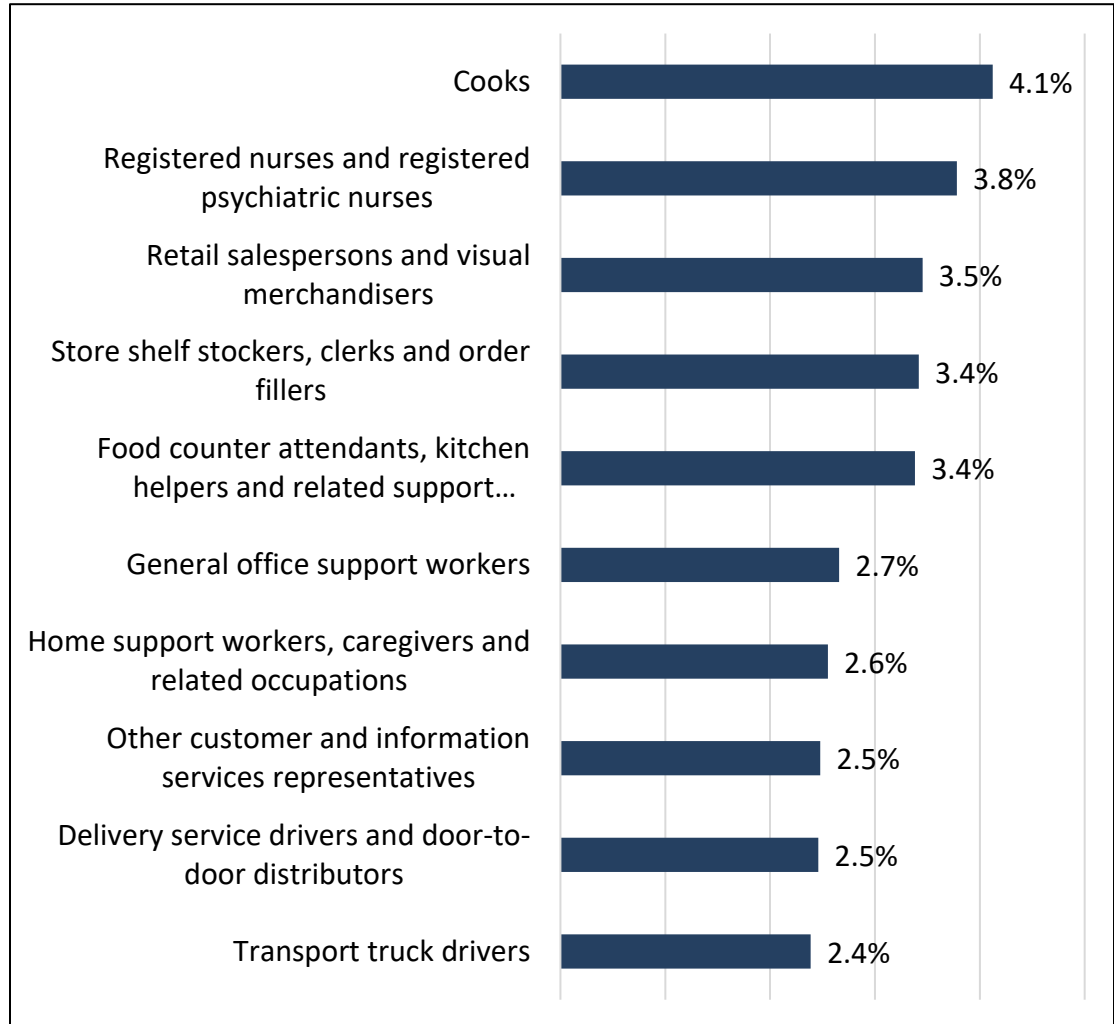
# Occupational Comparisons

# Top 10 Occupations Sought in 1<sup>st</sup> Quarter Job Postings (5-Digit NOC), Newfoundland and Labrador



Classified Job Postings for NL (January – March 2026): **5,528**

- Occupations most represented in the province’s job postings included those related to sales (retail salespersons, store shelf stockers); food services (cooks, food counter attendants); health (nurses, home support workers); and supply chain (truck drivers, delivery drivers).
- Other areas represented in the top 10 included information services (other customer and information services representatives); and business (office support workers).
- Provincially, the occupation with the highest percentage of job postings was Cooks (4.1 per cent); followed by Registered Nurses and Registered Psychiatric Nurses (3.8 per cent each)



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

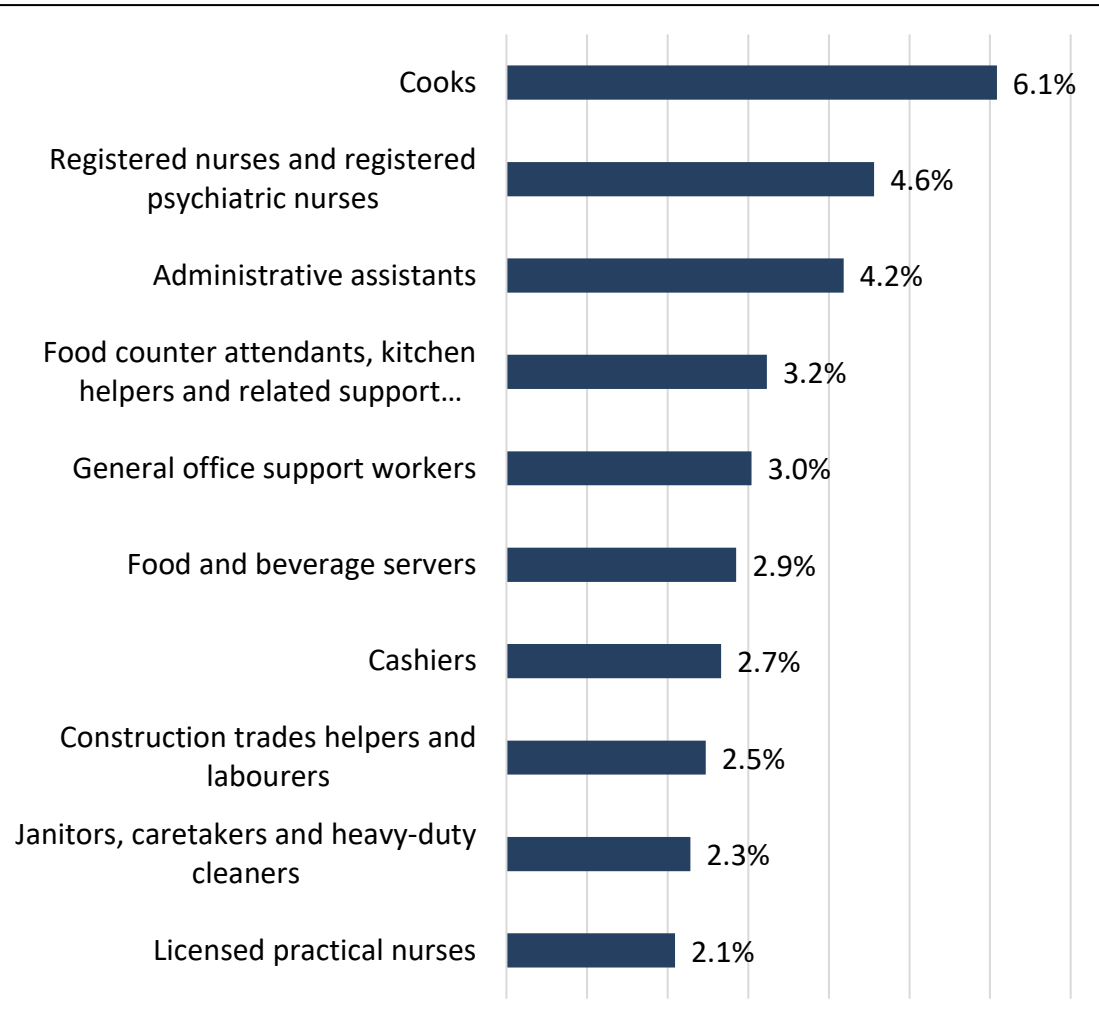
Source: Signal49 Research – Job Posting Data (January – March 2026)

# Top 10 Occupations Sought in 1<sup>st</sup> Quarter Job Postings (5-Digit NOC), **Labrador Region**



Classified Job Postings for Labrador (January – March 2026):  
**526**

- Occupations most represented in Labrador’s job postings included those related to health (registered nurses, licensed practical nurses); business (office support workers, administrative assistants); and food services (cooks, food counter attendants, food and beverage servers).
- Other areas represented in the top 10 included cleaning services (janitors and caretakers); sales (cashiers); and trades (construction trade labourers).
- For the Labrador region, the occupations with the highest percentage of job postings were Cooks (6.1 per cent) followed by Registered Nurses and Registered Psychiatric Nurses (4.6 per cent each).



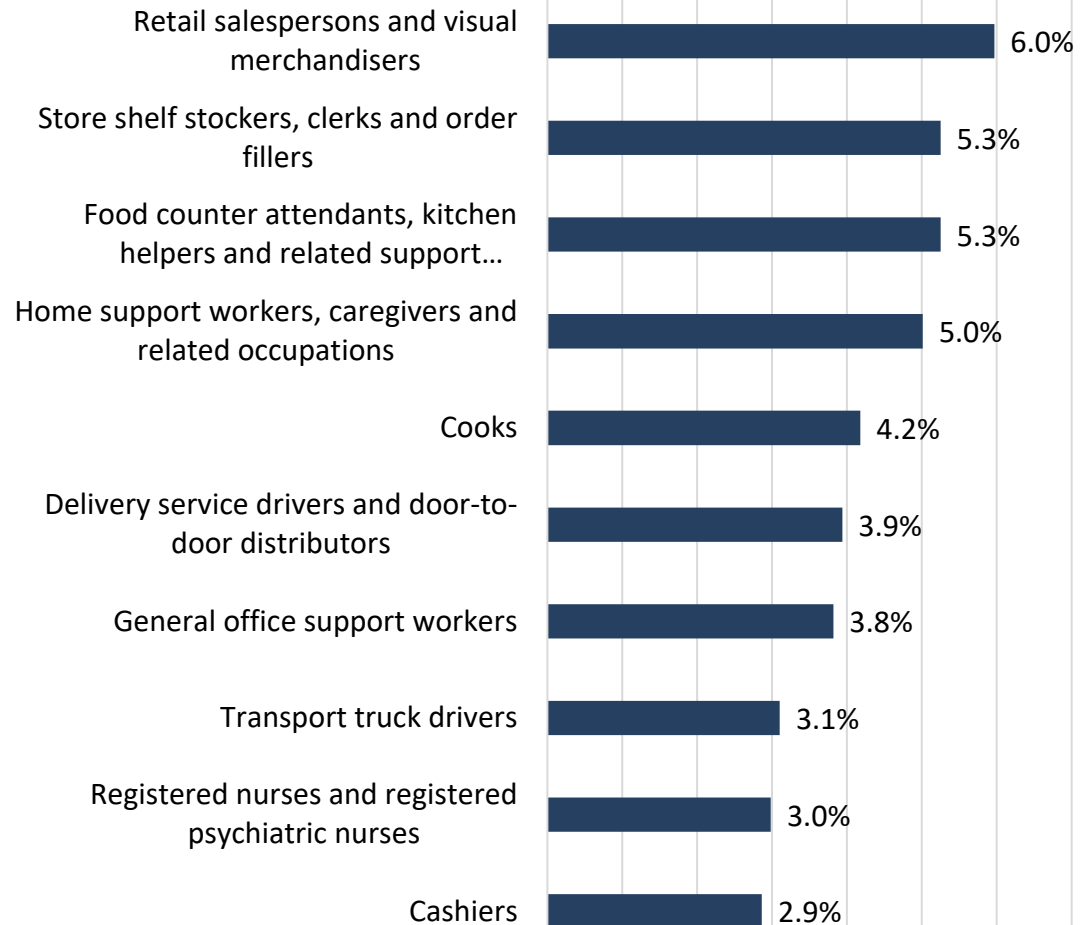
**Note:** Does not include percentage share associated with unclassified occupations.

# Top 10 Occupations Sought in 1<sup>st</sup> Quarter Job Postings (5-Digit NOC), **Western Region**



Classified Job Postings for Western (January – March 2026):  
**838**

- Occupations most represented in Western’s job postings included those related to sales (retail salespersons, store shelf stockers, cashiers); food services (cooks, food counter attendants); health (nurses, home support workers); and supply chain (truck drivers, delivery drivers)
- Other areas represented in the top 10 included business (office support workers).
- For the Western region, the occupations with the highest percentage of job postings were Retail Salespersons and Visual Merchandisers (6.0 per cent) followed by Store Shelf Stockers, Clerks and Order Fillers and Food Counter Attendants, Kitchen Helpers, and Related Support Occupations (5.3 per cent each).



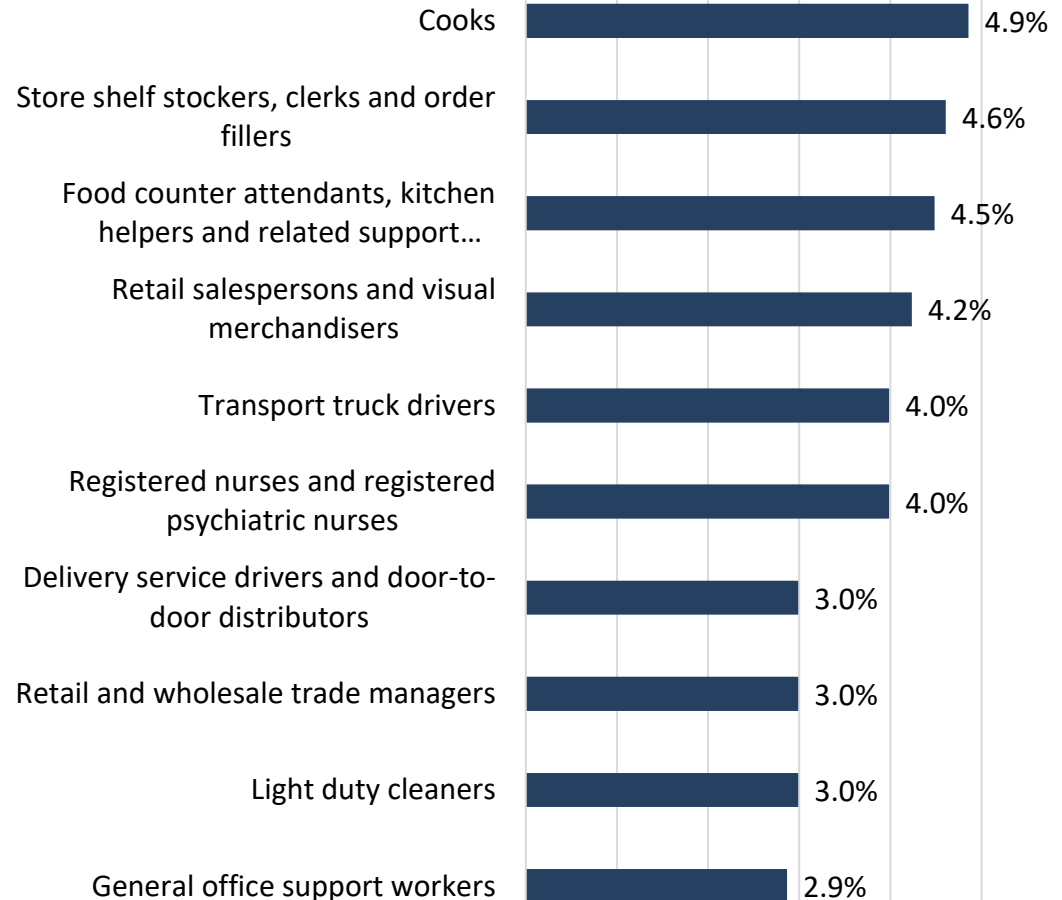
**Note:** Does not include percentage share associated with unclassified occupations.

# Top 10 Occupations Sought in 1<sup>st</sup> Quarter Job Postings (5-Digit NOC), **Central Region**



Classified Job Postings for Central (January – March 2026):  
**803**

- Occupations most represented in the Central region’s job postings included those related to sales (retail salespersons, retail and wholesale trade managers, store shelf stockers); and food services (food counter attendants, cooks); and supply chain (truck drivers, delivery drivers).
- Other areas represented in the top 10 were related to health (nurses); business (office support workers); and cleaning services (light duty cleaners).
- For the Central region, the occupations with the highest percentage of job postings were Cooks (4.9 per cent) and Store Shelf Stockers, Clerks and Order Fillers (4.6 per cent).



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

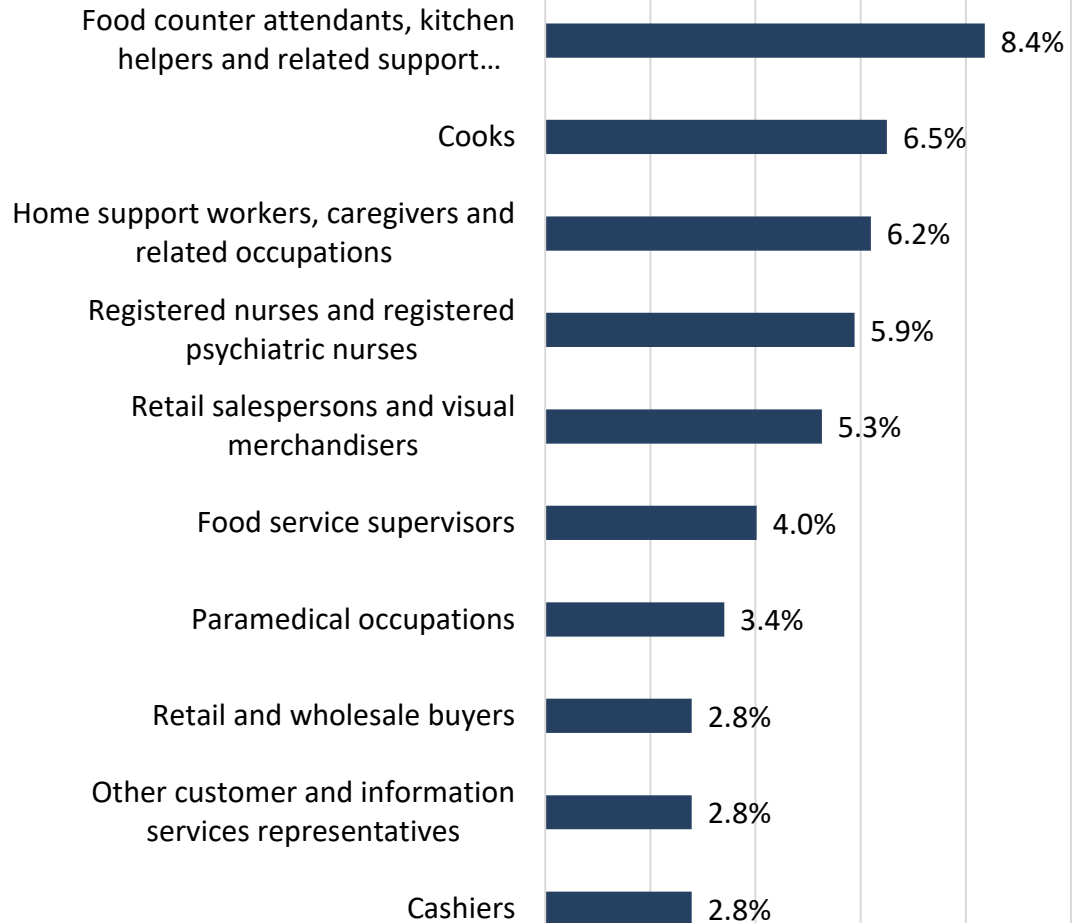
Source: Signal49 Research – Job Posting Data (January – March 2026)

# Top 10 Occupations Sought in 1<sup>st</sup> Quarter Job Postings (5-Digit NOC), Eastern Region



Classified Job Postings for Eastern (January – March 2026):  
**323**

- Occupations most represented in the Eastern region’s job postings included those related to sales (retail salespersons, retail and wholesale buyers, cashiers); food services (cooks, food counter attendants, food service supervisors); health (nurses, home support workers, paramedical occupations).
- Other areas represented in the top 10 included those related to information services (other customer and information services representatives).
- For the Eastern region, the occupations with the highest percentage of job postings were Food Counter Attendants, Kitchen Helpers, and Related Support Occupations (8.4 per cent) followed by Cooks (6.5 per cent).



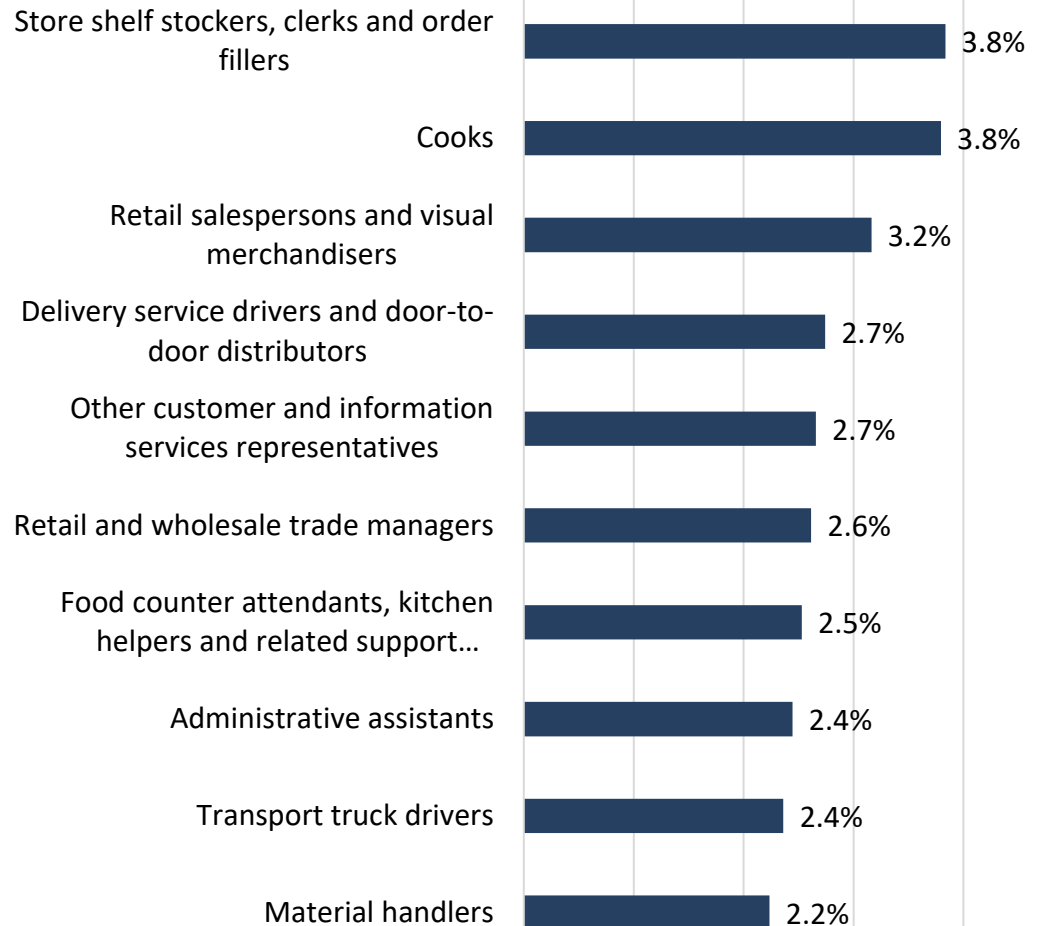
**Note:** Does not include percentage share associated with unclassified occupations.

# Top 10 Occupations Sought in 1<sup>st</sup> Quarter Job Postings (5-Digit NOC), Avalon Region



Classified Job Postings for Avalon (January – March 2026):  
**2,371**

- Occupations most represented in the Avalon region’s job postings included those related to sales (retail salespersons, retail and wholesale trade managers, store shelf stockers); food services (cooks, food counter attendants); and supply chain (truck drivers, delivery drivers, material handlers).
- Other areas in the top 10 were related to business (administrative assistants); 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 (3.8 per cent), followed by Cooks (also 3.8 per cent).



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

Source: Signal49 Research – Job Posting Data (January – March 2026)

# Occupation Highlights

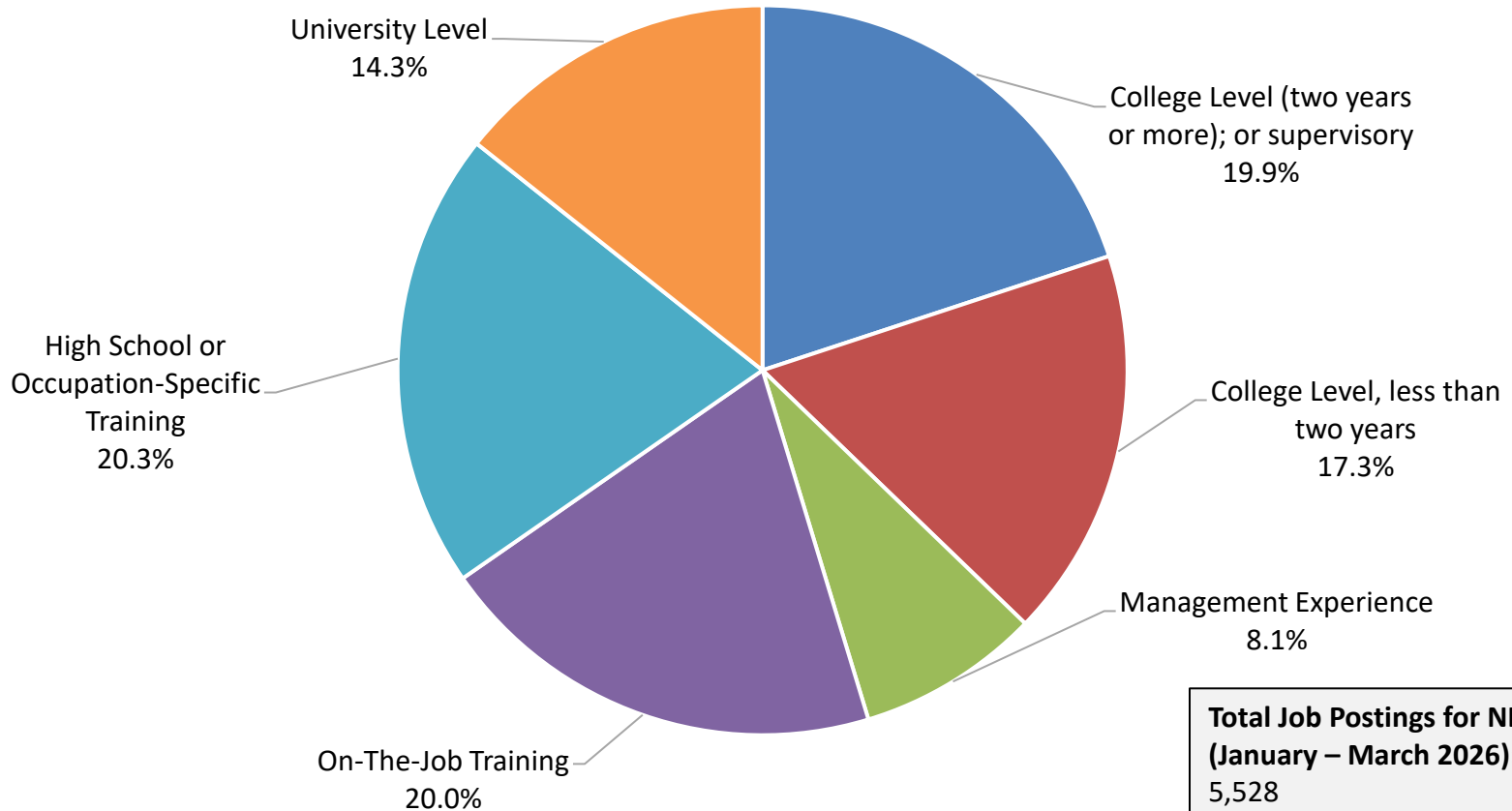
- In the first quarter of 2026, **5,528 job postings in Newfoundland and Labrador** could be classified by occupation. This is higher than the first quarter of 2025 (4,108).
- The job with the most postings in the province was **Cooks**. This was also the top job in the Labrador and Central regions and was also high on the list for the remaining regions as well. Other top jobs included: **Food Counter Attendants, Kitchen Helpers, and Other Support Occupations (Eastern); Retail Salespersons and Visual Merchandisers (Western);** and **Store Shelf Stockers, Clerks and Order Fillers (Avalon)**.
- The most common job areas included **sales** and **food services**. Health jobs, however, are appearing to become increasingly prominent in many regions, in occupations such as **nurses, paramedical occupations, and home support workers**. **Supply chain** postings are also becoming more frequent (**transport truck drivers, delivery drivers, and material handlers**).
- Management jobs were less frequent this quarter and consisted primarily of **retail and wholesale trade managers** and **food service supervisors** in a small number of regions (e.g., Central, Eastern and Avalon). This is in contrast to the much stronger demand for retail and wholesale trade managers in the various 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 1<sup>st</sup> Quarter Job Postings, Newfoundland and Labrador

Percentage of 1st Quarter Postings by Skill Type  
(Newfoundland and Labrador)



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

# Distribution of TEER Levels Advertised in 1<sup>st</sup> Quarter Job Postings, Regional Data

	Labrador	Western	Central	Eastern	Avalon
Management Experience	5.1%	5.7%	6.5%	7.4%	10.4%
University Level	13.1%	10.9%	11.8%	13.6%	12.0%
College Level (two years or more, or supervisory)	24.9%	15.6%	21.0%	18.6%	18.2%
College level (less than two years)	18.6%	17.4%	17.9%	16.1%	18.5%
High School or Occupation-Specific Training	16.9%	25.3%	19.6%	22.6%	20.6%
On-the-Job Training	21.3%	25.1%	23.2%	21.7%	20.2%
<b>Total Postings</b>	<b>526</b>	<b>838</b>	<b>803</b>	<b>323</b>	<b>2,371</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: Signal49 Research – Job Posting Data (January – March 2026)

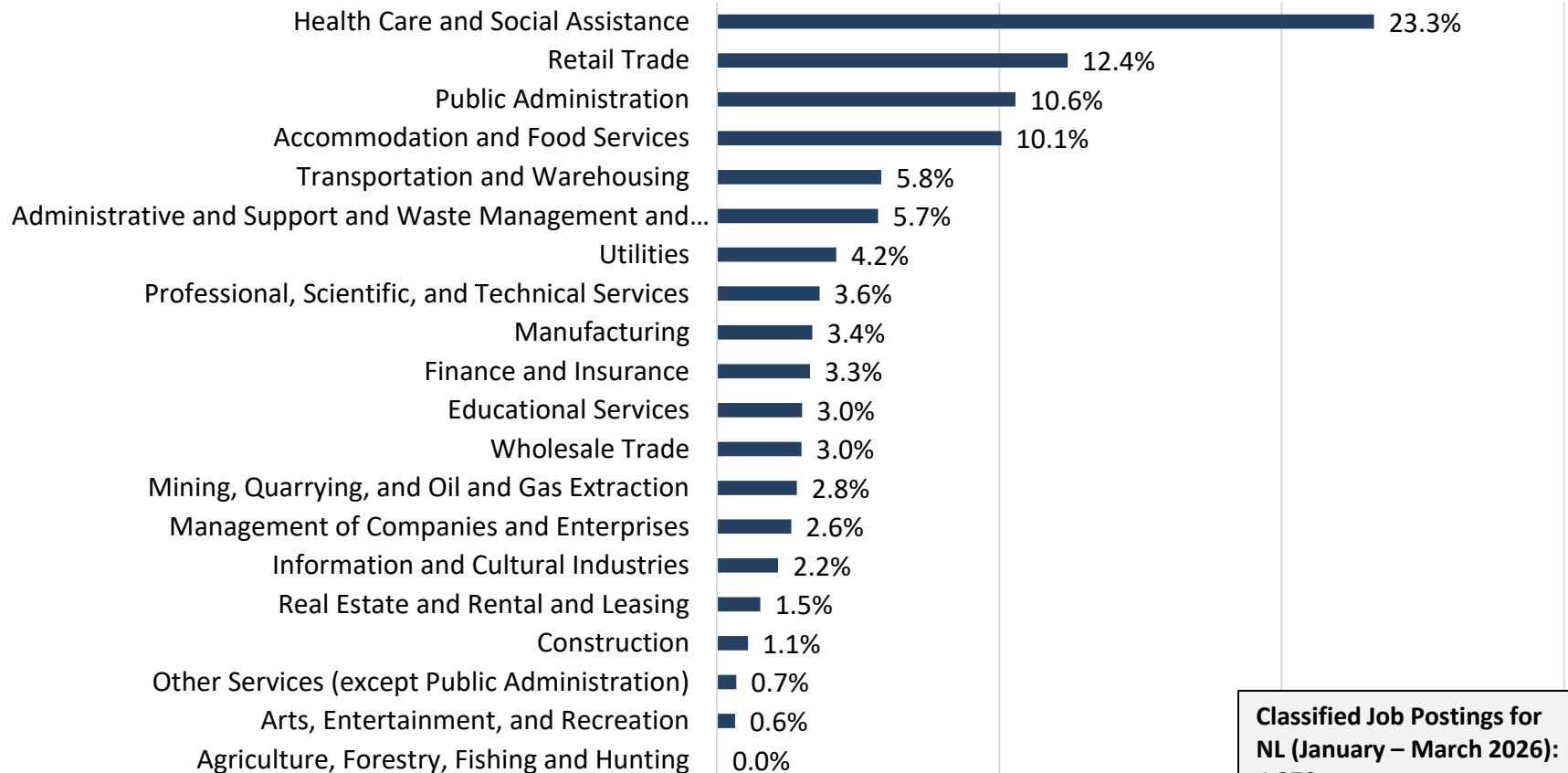
# TEER Highlights

- For TEER levels, the largest number of job postings in the first quarter of 2026 asked for **college education (37.2 per cent)** or **high school/occupation-specific training (20.3 per cent)**. This is the same trend as seen in the four quarters of 2025. Jobs that offered **on-the-job training** were also common (**20.0 per cent**).
- The smallest shares were for jobs needing **management experience (8.1 per cent)** followed by **university level (14.3 per cent)**.
- Every region had a high percentage of jobs asking for **college education (33 per cent or more)**. The highest were in **Labrador (43.5 per cent)** and **Central (39.0 per cent)**, while **Eastern, Western and Avalon** were between **33 per cent** and **37 per cent**.
- **Labrador** had the highest percentage of jobs needing **management experience or any post-secondary education (61.8 per cent)** followed by **Avalon (59.1 per cent)** and **Central (57.3 per cent)**. The remaining regions were all below 57 per cent, with the lowest being **Western (49.6 per cent)**.

# Industry Profile

# Distribution of Industry Sectors for 1<sup>st</sup> Quarter 2026 Job Postings (2-Digit NAICS), Newfoundland and Labrador

**Industry Distribution, Newfoundland and Labrador  
(1st Quarter 2026)**



**Classified Job Postings for  
NL (January – March 2026):  
4,379**

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

Source: Signal49 Research – Job Posting Data (January – March 2026)

# Distribution of Industry Sectors Advertised in 1<sup>st</sup> Quarter 2026 Job Postings, Regional Data (1/2)

	Labrador (n=458) 100%	Western (n=655) 100%	Central (n=594) 100%	Eastern (n=228) 100%	Avalon (n=1,763) 100%
Agriculture, Forestry, Fishing and Hunting	0.0%	0.0%	0.0%	0.0%	0.1%
Mining, Quarrying, and Oil and Gas Extraction	15.3%	0.2%	0.2%	0.0%	1.8%
Utilities	1.7%	0.9%	0.7%	0.4%	2.5%
Construction	2.4%	0.2%	1.7%	0.4%	1.4%
Manufacturing	2.2%	2.3%	3.4%	2.2%	4.5%
Wholesale Trade	0.7%	3.1%	5.4%	1.8%	3.9%
Retail Trade	5.5%	18.6%	16.2%	17.5%	14.0%
Transportation and Warehousing	3.5%	4.3%	3.5%	0.9%	9.4%
Information and Cultural Industries	0.2%	0.6%	1.2%	0.9%	4.4%
Finance and Insurance	1.3%	2.6%	3.4%	3.1%	4.3%

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

# Distribution of Industry Sectors Advertised in 1<sup>st</sup> Quarter 2026 Job Postings, Regional Data (2/2)

	<b>Labrador</b> (n=458) 100%	<b>Western</b> (n=655) 100%	<b>Central</b> (n=594) 100%	<b>Eastern</b> (n=228) 100%	<b>Avalon</b> (n=1,763) 100%
Real Estate and Rental and Leasing	2.2%	1.5%	1.9%	0.4%	1.8%
Professional, Scientific, and Technical Services	0.9%	2.1%	0.8%	3.1%	6.6%
Management of Companies and Enterprises	0.0%	6.3%	3.5%	0.0%	2.9%
Administrative & Support/Waste Management/Remediation Services	11.6%	6.1%	6.2%	3.9%	4.6%
Educational Services	3.3%	6.3%	1.9%	1.8%	2.9%
Health Care and Social Assistance	18.3%	25.8%	30.6%	36.8%	10.1%
Arts, Entertainment, and Recreation	0.7%	0.9%	0.5%	0.0%	0.7%
Accommodation and Food Services	12.2%	11.3%	11.4%	18.4%	10.8%
Other Services (except Public Administration)	0.0%	0.3%	1.0%	0.9%	1.1%
Public Administration	18.1%	6.7%	6.6%	7.5%	12.4%

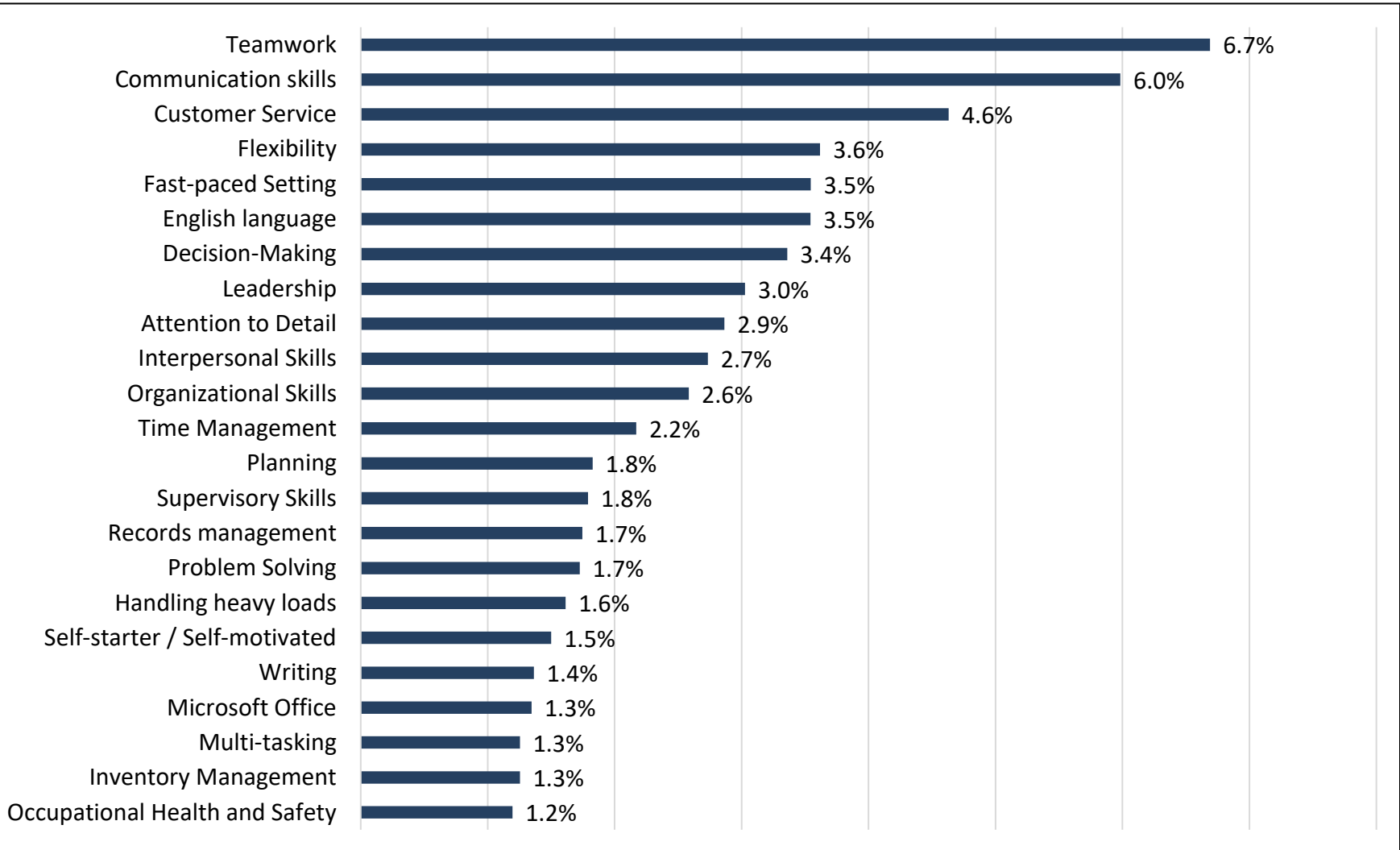
**Note:** Does not include percentage share associated with unclassified industries.

# Industry Highlights

- In the first quarter of 2026, **4,379 job postings in Newfoundland and Labrador could be sorted by industry**. This is more than the first quarter of 2025 (2,751). The Avalon region had the most postings (1,763), while the Eastern region had the fewest (228).
- The industries with the most job postings were:
  - **Health Care and Social Assistance** – 23.3 per cent
  - **Retail Trade** – 12.4 per cent
  - **Public Administration** – 10.6 per cent
  - **Accommodation and Food Services** – 10.1 per cent
  - **Transportation and Warehousing** – 5.8 per cent
- The **Eastern, Central, and Western** regions had the highest share of postings in **Health Care and Social Assistance** (26 to 37 per cent each), while **Avalon** had the lowest (10.1 per cent). All regions except for **Labrador** had 14 to 19 per cent of postings in **Retail Trade** (while **Labrador** had approximately six per cent). **Labrador** had the highest share in **Public Administration** (18.1 per cent), followed by **Avalon** (12.4 per cent). All other regions had less than eight per cent in this sector. **Eastern** had the highest share in **Accommodation and Food Services** (18.4 per cent), followed by **Labrador** (12.2 per cent) The remaining regions had 11 per cent or less.
- The **Avalon** region had the highest percentage in **Transportation and warehousing (9.4 per cent)**. All other regions had about 1 to 4 per cent of postings in this sector.

# **Employer Sought Skills/Qualifications**

# Most Popular Skills/Qualifications Sought in 1<sup>st</sup> Quarter Job Postings, Newfoundland and Labrador



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

Source: Signal49 Research – Job Posting Data (January – March 2026), representing those with 589 or greater mentions during this quarter.

# Skills/Qualifications Highlights

- The most common skills and qualifications in Newfoundland and Labrador job postings for the first quarter of 2026 were: **Teamwork, Communication Skills, Customer Service, Flexibility, and Fast-Paced Setting.**
- **English Language** fell to the 6<sup>th</sup> most common skill during this quarter (but was ranked as high as third in some previous quarters of 2025).
- Like in earlier quarters, job postings asked for both **technical** skills and **transferable** skills.
  - Examples of technical skills include: records management, inventory management, occupational health and safety, and software skills (like Microsoft Office).
  - Examples of transferable skills include: leadership, interpersonal skills, time management, problem solving, multi-tasking, and working 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, English Language, Communication Skills, Flexibility, Customer Service,
  - **Western:** Teamwork, Customer Service, Communication Skills, Flexibility, Fast-Paced Setting
  - **Central:** Teamwork, Communication Skills,, Customer Service, Fast-Paced Setting, Flexibility
  - **Eastern:** Communication Skills, English Language, Teamwork, Customer Service, Decision-Making
  - **Avalon:** Teamwork, Communication Skills, Customer Service, Fast-Paced Setting, Flexibility