Employer Demand Profile

Enabling Market-Responsive Program Development

Real-time employer demand data identifies the top skills, employers, and occupations for professionals with a bachelor's degree or above. Use the data and brainstorming questions included here to guide campus discussions about how to grow and direct the development of the program portfolio.

Questions to Inform Initial Program Discussions

Skills

• Which of our current programs integrate high-demand skills?

• What new program opportunities would confer high-demand skills?

• Are these skills relevant to a narrow suite of programs, or should most or all of our programs teach these skills?

• Do we emphasize these high-demand skills in our marketing messages?

Employers

• How often do our students find jobs with these top employers?

• How many employees of these top employers do we or have we previously served?

Province in Focus: Ontario

Most Commonly Sought Job Skills in 2023

n = 247,232 job postings

Skill	Number of Job Postings
Project Management	49,829
Marketing	33,692
Finance	31,184
Accounting	25,035
Computer Science	24,989
Auditing	23,443
Data Analysis	17,751
Key Performance Indicators (KPIs)	14,744
Agile Methodology	14,289
Process Improvement	13,663

Employers with Greatest Demand in 2023

n = 247,232 job postings

Employer	Number of Job Postings
University of Toronto	4,564
TD Bank	3,811
Robert Half	2,458
Scotiabank & Trust	2,382
Brock University	1,977
Royal Bank of Canada	1,955
BMO Harris Bank	1,933
University Health Network	1,788
University of Ottawa	1,654
Randstad	1,317

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Questions to Inform Initial Program Discussions

Occupations

- What opportunities do we have to expand programs that already prepare students to find jobs in these popular occupations?
- What new programs should we consider launching that align with employer demand for these occupations?
- How can we attract students to our programs to prepare for these roles?
- How often are students inquiring about education and job opportunities in these occupations?
- What continuing education might professionals in these high-demand occupations require to maintain their qualifications?

Most Commonly Sought Occupations in 2023

n = 247,232 job postings

Occupation	Number of Job Postings
Human Resources and Business Service Professionals	22,346
Administrative Services Managers	15,086
Auditors, Accountants and Investment Professionals	11,887
Administrative, Property and Payroll Officers	10,769
Computer, Software and Web Designers and Developers	9,841
Retail Salespersons and Non-technical Wholesale Trade Sales and Account Representatives	9,549
Computer and Information Systems Professionals	8,705
Civil and Mechanical Engineers	6,490
Paraprofessional Occupations in Legal, Social, Community and Education Services	5,963

Additional EAB Resources to Support Market-Responsive Program Development

Market Intelligence Resources

- Executive Guide to Certificate Market Risks and Opportunities
- Understand the needs and motivations of working professional student segments

Program Launch Resources

- New Program Launch Guidebook
- Adult Program Innovation Launch Guide

Program Design Resources

- Design Credentials to Meet Adult Student Needs roadmap
- 3 tips for innovative and successful program design

Program Revitalization Resources

- Revitalizing the Program Portfolio
- Choosing the right undergraduate programs for revitalization
- Revitalizing Academic Program Performance webinar