

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?

Source: EAB analysis. Lightcast Analyst.

Province in Focus: Newfoundland and Labrador

Most Commonly Sought Job Skills in 2024

n = 4,446 job postings

Skill	Number of Job Postings
Project Management	734
Marketing	420
Accounting	410
Finance	409
Auditing	361
Social Work	316
Continuous Improvement Process	290
Computer Science	264
Financial Statements	242
Mental Health	241

Employers with Greatest Demand in 2024

n = 4,446 job postings

Employer	Number of Job Postings
NL Health Services	156
Memorial University School of Music	143
Intact	118
Central Health	115
State of Victoria	106
Newfoundland & Labrador Hydro	105
Deloitte	99
Vale	94
Labrador Grenfell Health	91
Western Regional Health Authority	85

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 2024

n = 4,446 job postings

Occupation	Number of Job Postings
Human Resources and Business Service Professionals	270
Administrative Services Managers	252
Administrative, Property and Payroll Officers	199
Nursing and Allied Health Professionals	194
Auditors, Accountants and Investment Professionals	174
Paraprofessional Occupations in Legal, Social, Community and Education Services	166
Social and Community Service Professionals	166
Pharmacists and Dietitians	125
Computer and Information Systems Professionals	108

Additional EAB Resources to Support Market-Responsive Program Development



Market Intelligence Resources

- [Executive Guide to Certicate 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