

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: Nunavut

Most Commonly Sought Job Skills in 2024

n = 906 job postings

Skill	Number of Job Postings
Bilingual (French/English)	331
Differentiated Instruction	221
Balanced Literacy Approach	207
Classroom Management	203
Project Management	124
Student Services	123
Smart Board	105
Nursing	103
Language Interpretation	91
Higher Education	90

Employers with Greatest Demand in 2024

n = 906 job postings

Employer	Number of Job Postings
Government of Nunavut	577
Agnico Eagle Mines Limited	83
ApplyToEducation	49
Qulliq Energy Corporation	23
City of Iqaluit	14
Canadian Broadcasting Corporation	12
Nunavut Tunngavik	11
Ignis Global Recruitment Limited	10
Agnico-Eagle USA	9
Nunavut Impact Review Board	9

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 = 906 job postings

Occupation	Number of Job Postings
Secondary, Elementary and Kindergarten School Teachers	83
Paraprofessional Occupations in Legal, Social, Community and Education Services	82
Administrative Services Managers	54
Nursing and Allied Health Professionals	49
Administrative, Property and Payroll Officers	36
Managers in Public Administration	35
Technical Inspectors and Regulatory Officers	35
Managers in Education	32
Managers in Social, Community and Correctional Services	27

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