

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 2025

n = 1,562 job postings

Skill	Number of Job Postings
Differentiated Instruction	415
Classroom Management	402
Balanced Literacy Approach	388
Student Services	345
Smart Board	340
Language Interpretation	221
Bilingual (French/English)	215
Project Management	179
Geology	164
Key Performance Indicators (KPIs)	125

Employers with Greatest Demand in 2025

n = 1,562 job postings

Employer	Number of Job Postings
Government of Nunavut	524
Agnico Eagle Mines Limited	389
York Region District School Board	141
B2Gold Corp.	76
Agnico-Eagle USA	73
Canadian Armed Forces	24
Qulliq Energy Corporation	21
City of Iqaluit	19
Canadian Broadcasting Corporation	17
Donna Cona	13

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 2025

n = 1,562 job postings

Occupation	Number of Job Postings
Unclassified Minor Group	230
Secondary, Elementary and Kindergarten School Teachers	126
Administrative Services Managers	61
Human Resources and Business Service Professionals	61
Physical Science Professionals	56
Natural Resources Engineers	54
Nursing and Allied Health Professionals	52
Contractors and Supervisors, Technical Maintenance Trades and Heavy Equipment and Transport Operators	44
College and Other Vocational Instructors	39
Assisting Occupations in Education	38

Additional EAB Resources to Support Market-Responsive Program Development



Market Intelligence Resources

- [Executive Guide to Certify 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