

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: Ontario

Most Commonly Sought Job Skills in 2025

n = 350,653 job postings

| Skill | Number of Job Postings |
|-----------------------------------|------------------------|
| Project Management | 70,329 |
| Finance | 53,506 |
| Marketing | 45,062 |
| Computer Science | 44,904 |
| Auditing | 40,015 |
| Accounting | 37,633 |
| Continuous Improvement Process | 37,199 |
| Data Analysis | 31,344 |
| Key Performance Indicators (KPIs) | 26,807 |
| Process Improvement | 26,602 |

Employers with Greatest Demand in 2025

n = 350,653 job postings

| Employer | Number of Job Postings |
|-----------------------|------------------------|
| TD Bank | 9,261 |
| Scotiabank & Trust | 6,554 |
| University of Toronto | 6,266 |
| Vaco | 4,652 |
| BMO | 4,144 |
| Royal Bank of Canada | 4,009 |
| Deloitte | 2,965 |
| University of Ottawa | 2,903 |
| Brock University | 2,830 |
| S.i. Systems | 1,977 |

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 = 350,653 job postings

| Occupation | Number of Job Postings |
|---|------------------------|
| Human Resources and Business Service Professionals | 30,665 |
| Auditors, Accountants and Investment Professionals | 24,215 |
| Administrative Services Managers | 23,919 |
| Administrative, Property and Payroll Officers | 16,856 |
| Computer, Software and Web Designers and Developers | 16,407 |
| Retail Salespersons and Non-Technical Wholesale Trade Sales and Account Representatives | 13,604 |
| Computer and Information Systems Professionals | 13,453 |
| University Professors and Post-secondary Assistants | 8,309 |
| Electrical, Electronics and Computer Engineers | 8,118 |
| Managers in Engineering, Architecture, Science and Information Systems | 7,864 |

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