

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: Saskatchewan

Most Commonly Sought Job Skills in 2025

n = 21,631 job postings

Skill	Number of Job Postings
Project Management	2,984
Finance	1,912
Marketing	1,807
Accounting	1,681
Social Work	1,602
Continuous Improvement Process	1,588
Computer Science	1,366
Auditing	1,273
Effective Communication	1,110
Case Management	1,094

Employers with Greatest Demand in 2025

n = 21,631 job postings

Employer	Number of Job Postings
Government of Saskatchewan	2,891
Health Careers in Saskatchewan	1,165
University of Saskatchewan	987
University of Regina	876
Farm Credit Canada	815
Saskatchewan Polytechnic	676
Nutrien	396
TD Bank	275
First Nations University of Canada	261
Co-op	244

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 = 21,631 job postings

Occupation	Number of Job Postings
Nursing and Allied Health Professionals	1,854
Human Resources and Business Service Professionals	1,150
University Professors and Post-secondary Assistants	1,070
Social and Community Service Professionals	974
Administrative Services Managers	966
Auditors, Accountants and Investment Professionals	961
Administrative, Property and Payroll Officers	958
Paraprofessional Occupations in Legal, Social, Community and Education Services	713
Retail Salespersons and Non-Technical Wholesale Trade Sales and Account Representatives	695
Secondary, Elementary and Kindergarten School Teachers	643

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