



# State of the Tech Workforce Canada

Nationwide | Province | Metro Area

Tech Hiring Trends | Wages | Workforce Characteristics

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COMPTIA STATE OF THE TECH WORKFORCE CANADA

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CompTIA, Inc.  
3500 Lacey Road, Suite 100  
Downers Grove, IL 60515  
Phone: (630) 678 - 8300

## ABOUT COMPTIA

CompTIA, Inc. is the leading global provider of vendor-neutral training and certification products in the information technology (IT) space. CompTIA unlocks potential for millions of aspiring technology professionals and careers changers. Working in partnership with thousands of academic institutions, governments, training providers and workforce development organizations, CompTIA helps students build career-ready skills through best-in-class learning solutions, industry-recognized certifications and career resources.

Certifications such as CompTIA A+, CompTIA Network+ and CompTIA Security+ are benchmarks for foundational skills. For IT professionals with multiple years of work experience, CompTIA Xpert Series certifications in data, cloud networking and cybersecurity validate expert-level knowledge of business-critical technologies. CompTIA Essential series courses, such as CompTIA AI Essentials, help business professionals across functional areas build the depth and breadth of digital fluency skills to thrive in an ever-changing workplace.

## ABOUT COMPTIA'S STATE OF THE TECH WORKFORCE

CompTIA designed State of the Tech Workforce to serve as a reference tool, making national, province, and metro area-level data accessible to a wide range of users. State of the Tech Workforce quantifies the size and scope of the tech industry and the tech workforce across multiple vectors. To provide additional context, the report includes time-series trending, wage percentiles, business establishments, employer job postings trending, digital skills trending, demographic profiling, emerging tech metrics, and more. The report draws upon a number of data sources including Lightcast, Canadian government statistics (StatsCan), CompTIA and more.

CompTIA defines the information technology (IT) workforce as the professionals who develop, deploy, support, secure and manage the infrastructure, systems, applications and data that powers the world's economy. Tech-adjacent workers, also referred to as digital or knowledge workers, rely on a suite of digital tools and data to perform their jobs. The lines between the core tech workforce and the tech-adjacent digital workforce continue to blur as technology underpins just about every business function across industry sectors.

CompTIA's tech jobs taxonomy is the framework CompTIA uses to guide its data aggregation and reporting decisions. As with any taxonomy differences may exist due to factors such as the dividing line between core tech job role and tech-adjacent job role, data sources, and related. See the methodology section for details of the specific NAICS codes and SOC codes CompTIA uses in its definitions.

**IMPORTANT NOTE** about timing: the 2024 estimates and 2025 projections represent the most up-to-date data at the time of reporting. As with any labor market data source there is a lag effect and recent developments during late 2024 and early 2025 will likely not be fully reflected in the data. Additionally, Lightcast may issue backward revisions to the data affecting historical employment levels – sometimes increasing and sometimes decreasing.

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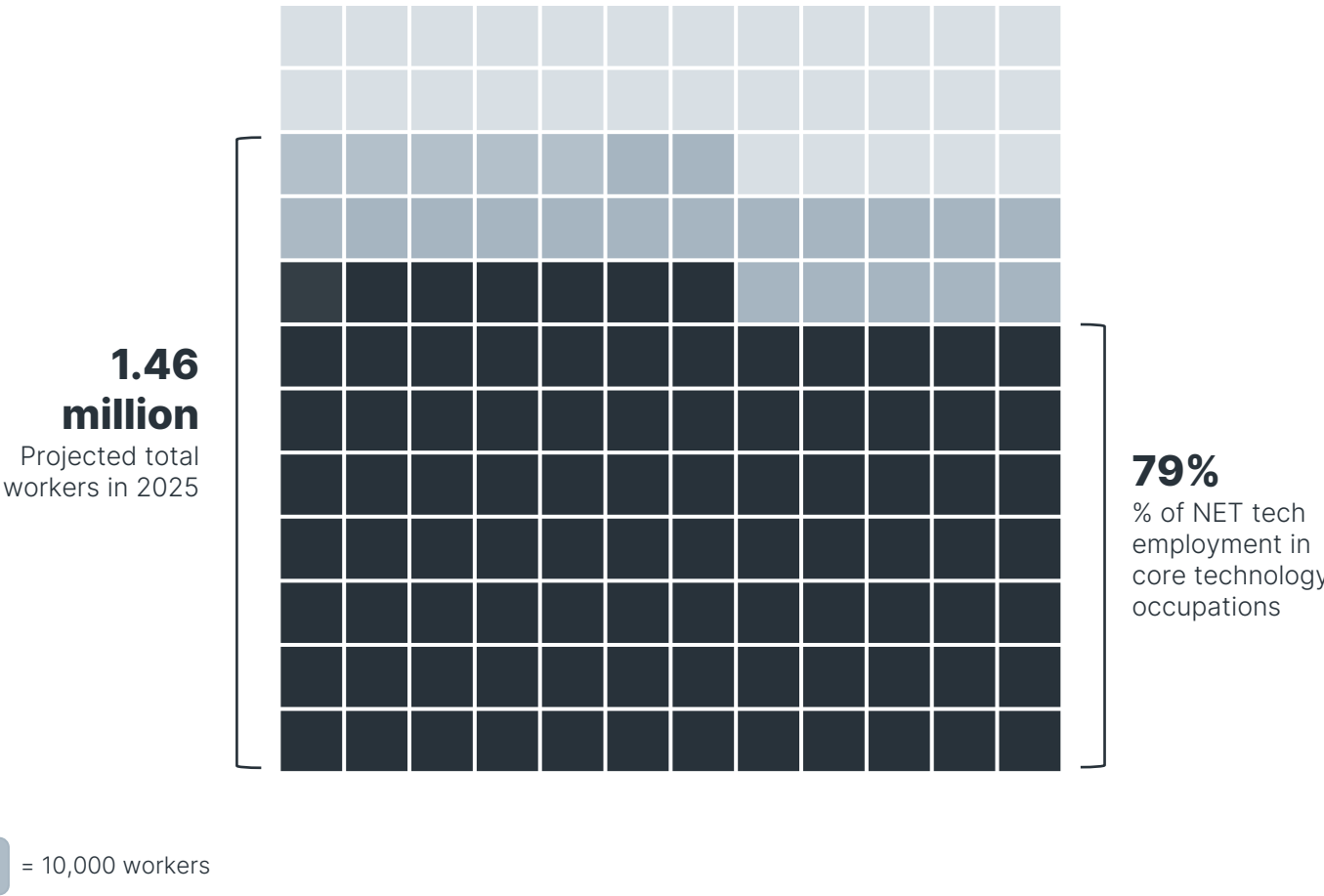
# DEFINING NET TECH EMPLOYMENT

The tech workforce consists of two primary components, represented as a single figure by CompTIA’s net tech employment designation. The foundation is the set of technology professionals working in technical positions, such as cybersecurity, tech support, network engineering, software development, data science, and related roles. Many of these professionals work for technology companies (63%), but many others are employed by organizations across every industry sector in the Canadian economy (37%).

The second component consists of the business professionals employed by technology companies. These professionals – encompassing sales, marketing, finance, HR, operations and management, play an important role in supporting the development and delivery of the technology products and services used throughout the economy. Approximately 21% of the net tech-employment total consists of tech industry business professionals.

One final segment involves workers classified as self-employed. For the purposes of this report, only dedicated, full-time self-employed technology workers are counted towards net tech employment. Workers that are characterized as “gig” workers, which may entail working on the side for supplementary income, are excluded from this analysis due to lack of precision with the data and to minimize the possibility of double counting.

- N = Technology professionals employed across every sector of the economy**  
(e.g. tech support specialists, software developers, network architects, database scientists, etc.)
- N = Tech sector employment, less technology professionals**  
(e.g. sales, marketing, finance, HR, etc.)



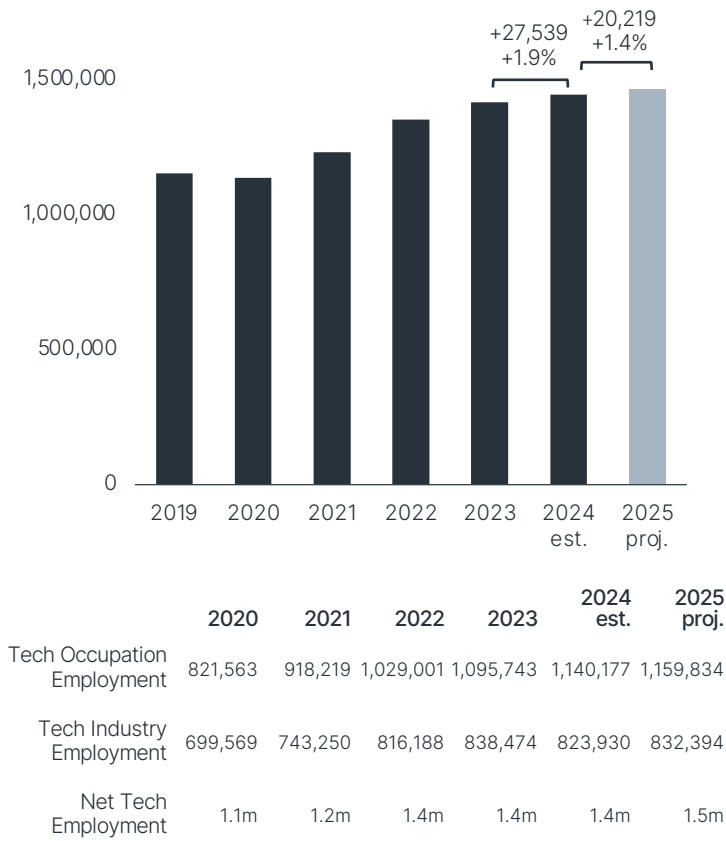
Source: Lightcast | CompTIA

# YEAR IN REVIEW

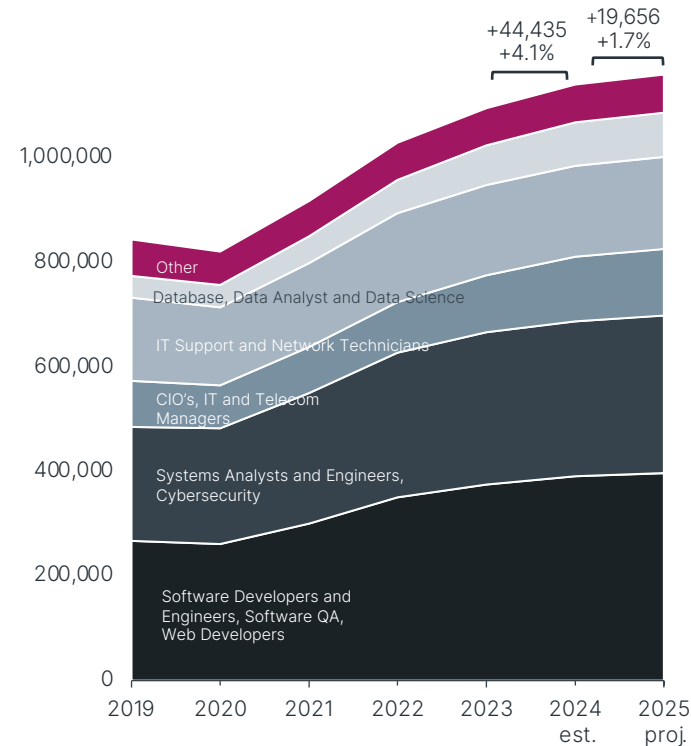
## KEY POINTS

- Net tech employment in Canada – as described on the previous page, reached an estimated 1,445,188 workers in 2024, a increase of 1.9% year-over-year or approximately 27,500 more workers employed in technology. Net tech employment is forecasted to grow by 1.4% to 1.46 million in 2025.
- Since 2019, net tech employment increased by an estimated 290,500 new jobs. Net tech employment growth has been largely steady during this span, except for a decline in 2020.
- Among the components of net tech employment, the tech sector side of the equation is projected to grow 1.0% in the year ahead, while the occupation side across the economy is projected to grow at 1.7%.
- Sectors of the tech industry that have seen an increase in jobs since 2019 are the IT services (+122,544), Software (+8,465) and telecommunications and internet services (+988). The tech manufacturing sector has seen a decline in employment.
- Largest tech occupation job gains (numeric), 2019-2025
  - Software engineers and designers (+57,752)
  - Software developers and programmers (+51,097)
  - Information systems specialists (+46,760)
  - Computer and information systems managers (+36,750)
  - Data scientists (+27,886)
- Largest tech occupation job gains (% change), 2019-2025
  - Data scientists (+244%)
  - Cybersecurity specialists (+149%)
  - Software engineers and designers (+97%)
  - Business systems specialists (+83%)
  - Database analysts and data administrators (+49%)
- Economic impact is an assessment of output – the dollar value of goods and services produced during a given year (also referred to as gross domestic product). As a percentage of the overall Canadian economy, the tech industry accounts for approximately 5.8% of direct economic value, which translates to \$131.6 billion CAD.
- In addition to the direct economic impact, there are downstream indirect benefits of the technology industry, such as the employment multiplier effect of technology ecosystems.

## NET TECH EMPLOYMENT TRENDING



## TECH OCCUPATION EMPLOYMENT TRENDING



Source: Lightcast | Canadian Government Statistics | CompTIA



# TRENDING INDICATORS

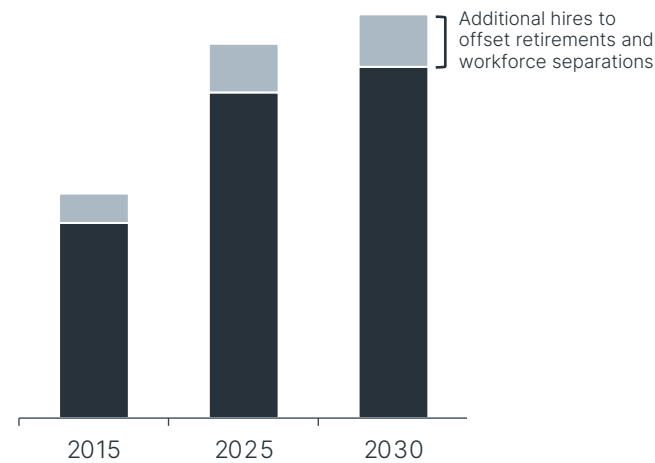
## KEY POINTS

- According to projections from the Lightcast, in the next five years the tech workforce will grow 1.77 times as fast as the overall Canadian workforce. The macro trend of digital transformation means demand for tech talent across the full spectrum of tech job roles will continue unabated.
- By 2025, projections from Lightcast put the base of tech occupation employment at nearly 1,251,363 (note: this covers occupations only and represents a subset of the net tech employment figure presented previously).
- Calculating future workforce needs over the next decade is a function of several variables. There is a growth component, which may entail organizations adding headcount due to expansion or possibly to support new emerging technologies. There is a retirement factor, with a portion of the workforce transitioning away from the labor market permanently. And lastly, there is a segment leaving the workforce for some other reason, also referred to as separations. These may stem from a career change, layoffs, a return to school, family pursuits, or other. Changes to any of these variables will affect future workforce projections.
- Tech occupation employment over the next 10 years is expected to grow at 1.77 times as fast as the overall employment across the economy. Projected tech growth rates above the national rate:

163%	Software engineers and designers
153%	Computer and information systems managers
131%	Cybersecurity specialists
126%	Data scientists
116%	Database analysts and data administrators
113%	Business systems specialists
96%	Computer engineers
95%	User support technicians
85%	Information systems specialists
84%	Information systems testing technicians
23%	Software developers and programmers
3%	Web developers and programmers
- Employer job posting data from Lightcast provides another layer of insight into the tech job market outlook. Overall tech job postings reached record levels during the post-pandemic hiring frenzy of 2021-2022 and then fell back to a normalized range.
- Note: job postings should not be interpreted as unfilled jobs and there is not a 1:1 relationship between postings and actual hires made
- Slightly more than half of employer job postings for tech jobs during 2024 specified a required level of work experience, with the remaining 43% unspecified.

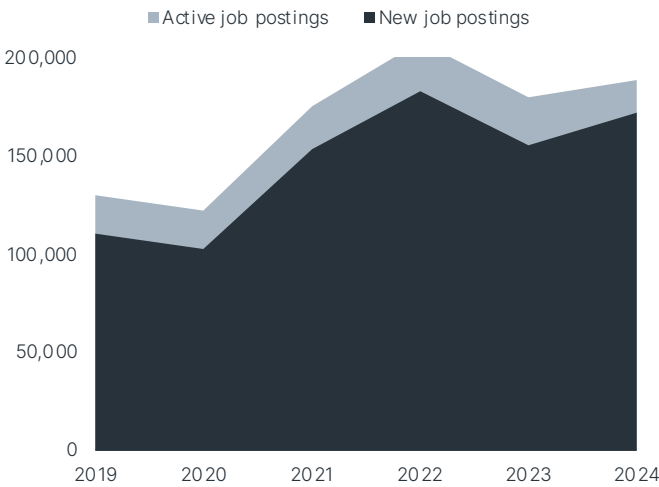
## TECH OCCUPATION EMPLOYMENT OUTLOOK

Workforce need = annual replacement rate + growth rate



## AGGREGATE ANNUAL POSTINGS FOR TECH JOB ROLES

Job postings by Canadian employers



## RANK ORDER OF INDUSTRY SECTOR EMPLOYMENT OF TECHNOLOGY WORKERS

Top 10 sectors employ approximately 88% of tech workers

- #1 Tech sector
- #2 Public Administration
- #3 Finance and Insurance sector
- #4 Professional, Scientific, and Technical services sector
- #5 Information and cultural industries sector
- #6 Administrative and support services sector
- #7 Management of companies and enterprises sector
- #8 Healthcare and social assistance sector
- #9 Manufacturing sector
- #10 Wholesale trade sector

Source: Lightcast | Canadian Government Statistics | CompTIA

# KEY FINDINGS – PROVINCE EMPLOYMENT

## PROVINCE NET TECH EMPLOYMENT

- The top provinces when it comes to projected Net Tech Employment are Ontario and Quebec. The greatest number of jobs is projected to be added in Ontario in 2025.
- When compared to the other provinces Ontario stands apart for the number of jobs in tech with 47.8% of Canadian projected net tech employment coming from this province. This is consistent with Ontario's population ratio (about 39% of the country), and economic impact (about 39%).
- Anchored by Canada's most populous city, Toronto, the province of Ontario also accounted for a significant portion of tech employment gains during 2025.

## PROVINCE HIRING ACTIVITY BY EMPLOYERS

- As measured by employer job posting volumes, some provinces saw a decline in job postings when comparing 2024 to 2023. Provinces that saw gains were British Columbia, Ontario, Alberta, and Quebec.
- Postings noting AI related skills accounted for around 15% of active tech job postings on a national level. In Ontario, AI related postings account for 19% of tech postings.
- Employers based in Ontario increased hiring activity by +5,900 job postings during 2024, translating to a year-over-year growth rate of 7.7%.

## PROVINCE EMPLOYMENT CONCENTRATION

- Employment concentration provides a measure of tech employment relative to employment across all the other industry sectors in a local economy. Along with economic impact as a percentage of a local economy, these metrics help to put tech into context.
- At about 8%, Ontario has the highest concentration of net tech employment as a percentage of its overall employment base. Quebec and British Columbia follow in the rankings.

## PROVINCE TECH BUSINESS ESTABLISHMENTS

- A large, dynamic base of business establishments, also referred to as company locations, is another measure of a healthy tech sector. Tech business establishments tend to be concentrated in population centers and in locations that are close to the customers they serve.
  - Ontario: 46,232
  - Quebec: 14,391
  - British Columbia: 10,561
  - Alberta: 8,420
- Beyond numerical measures based on size, relative measures based on the size of the province economy reveal additional insight. Overall, an estimated 7.4% of Ontario's economy is attributed to the tech sector, as defined by this report. In comparison, approximately 2.5% of Saskatchewan's economy is attributed to the tech sector.

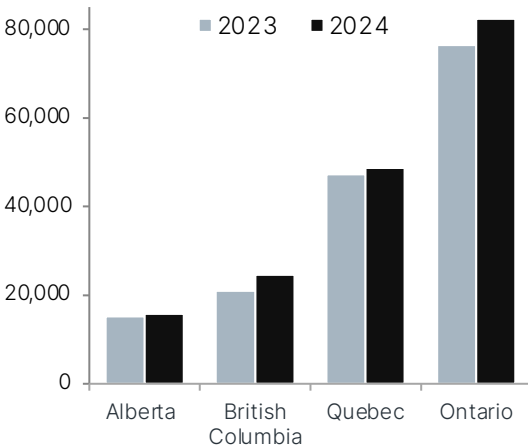
## TOP PROVINCES BY NET TECH EMPLOYMENT

1. Ontario	690,607
2. Quebec	317,534
3. British Columbia	198,145
4. Alberta	121,310
5. Manitoba	34,045
6. Nova Scotia	28,224
7. Saskatchewan	21,658
8. New Brunswick	18,782
9. Newfoundland and Prince Edward	9,187
10. Island	3,923

## TOP PROVINCES BY NET TECH EMPLOYMENT JOB GAINS

1. Ontario	+17,837
2. Alberta	+6,083
3. Manitoba	+1,565
4. Nova Scotia	+1,301
5. Quebec	+1,206
6. Saskatchewan	+695
7. Prince Edward Island	+31
8. British Columbia	-249
9. New Brunswick	-372
10. Newfoundland and Labrador	-551

## PROVINCE EMPLOYER HIRING ACTIVITY



Source: Lightcast | Canadian Government Statistics | CompTIA



# KEY FINDINGS – METRO AREA EMPLOYMENT

## METRO AREA NET TECH EMPLOYMENT

- The top three metropolitan areas are projected to employ a little more than 781,450 tech industry and tech occupation workers, or little more than 1 in 2 tech workers in the nation.
- Toronto is the largest metropolitan area in the country by a wide margin. It follows that it also has the largest base of tech employment.
- The Toronto metro area will also see the highest increase in net tech employment during year at a projected +5,225 new positions.

## METRO HIRING ACTIVITY BY EMPLOYERS

- As the largest employment hubs in each province, hiring activity in major metropolitan areas closely tracks with province-level data. Employers based in Vancouver showed an increase in job postings when comparing 2024 to 2023.

## METRO AREA EMPLOYMENT CONCENTRATION

- Employment concentration provides a measure of tech employment relative to employment across all the other industry sectors in a local economy. Along with economic impact as a percentage of a local economy, these metrics help to put tech into context.
- At almost 11%, Toronto has the highest concentration of net tech employment as a percentage of its overall employment.
- Compared to the national tech employment concentration benchmark of 6.8%, four of the metro areas had a higher rate, confirming the importance of technology to a far-reaching set of cities across the country.

## METRO AREA TECH BUSINESS ESTABLISHMENTS

- A large, dynamic base of business establishments, also referred to as company locations, is another measure of a healthy tech sector. Tech business establishments tend to be concentrated in population centers and in locations that are close to the customers they serve.
  - Toronto: 19,274
  - Montreal: 7,740
  - Vancouver: 4,611
  - Calgary: 2,996
  - Edmonton: 1,506

## TOP METROS BY NET TECH EMPLOYMENT

1. Toronto	414,667
2. Montreal	217,126
3. Vancouver	149,658
4. Calgary	68,920
5. Edmonton	40,323

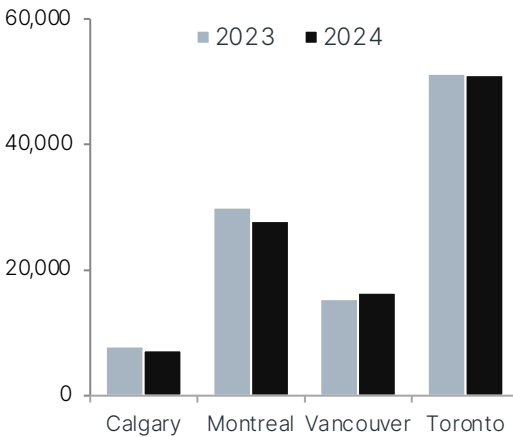
## TOP METROS BY NET TECH EMPLOYMENT JOB GAINS 2024

1. Toronto	+9,223
2. Calgary	+4,044
3. Edmonton	+1,555
4. Montreal	+591
5. Vancouver	(93)

## TOP METROS BY NET TECH EMPLOYMENT JOB GAINS 2025

1. Toronto	+5,225
2. Vancouver	+2,492
3. Montreal	+2,104
4. Calgary	+1,396
5. Edmonton	+684

## METRO EMPLOYER HIRING ACTIVITY



Source: Lightcast | Canadian Government Statistics | CompTIA



# NATIONAL SNAPSHOT

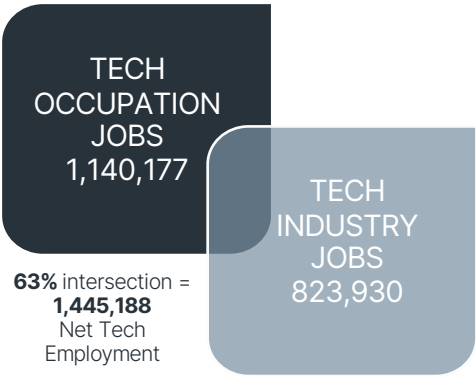
# Canada



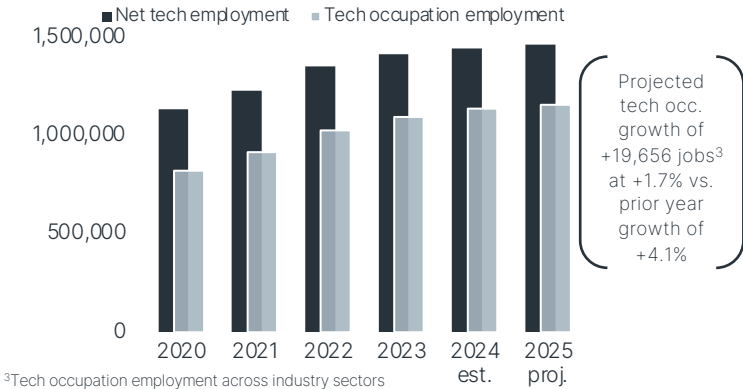
## STATE OF TECHNOLOGY SUMMARY

1,445,188	NET TECH EMPLOYMENT <sup>1</sup>
6.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
1,159,834	TECH OCCUPATION EMPLOYMENT [2025 projection]
83,260	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
188,598	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
28,812	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

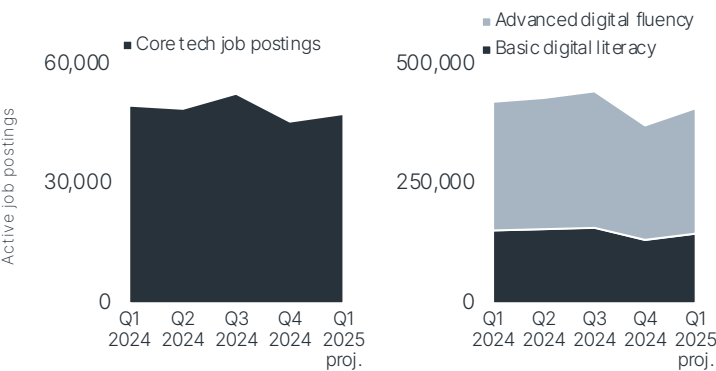


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	391,111	1.5%	1.4x
Systems Analysts and Engineers, Cybersecurity	296,095	2.1%	2.0x
IT Support and Network Technicians	173,181	1.5%	1.4x
CIOs, IT and Telecom Managers	124,423	2.3%	2.2x
Database, Data Analyst and Data Science	83,825	1.6%	1.6x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



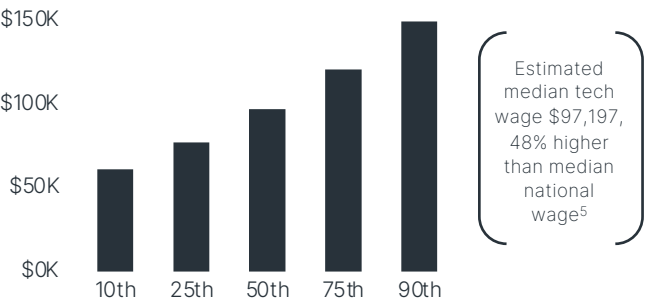
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Public Administration	Finance and Insurance	Professional, Scientific, Technical Services
526,821	111,431	101,316	84,297

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2023 data | most recent available



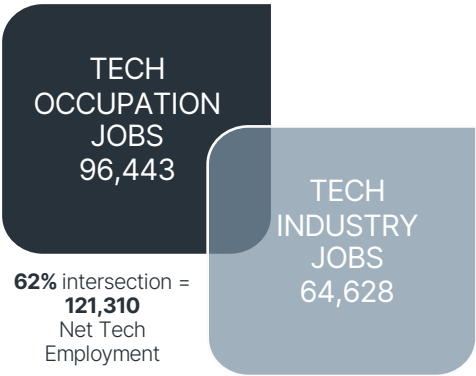
# PROVINCE SNAPSHOTS



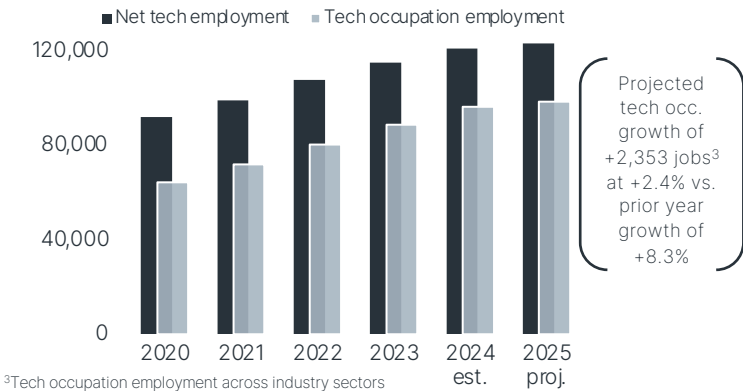
## STATE OF TECHNOLOGY SUMMARY

121,310	NET TECH EMPLOYMENT <sup>1</sup>
4.8%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
98,797	TECH OCCUPATION EMPLOYMENT [2025 projection]
8,420	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
15,749	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
2,052	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

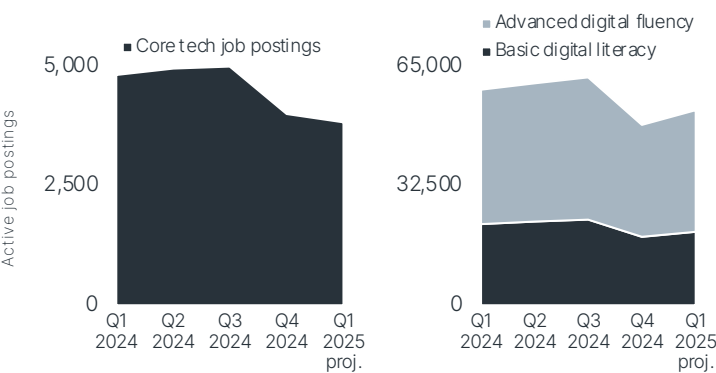


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	28,420	2.2%	2.1x
Systems Analysts and Engineers, Cybersecurity	28,241	2.8%	2.7x
IT Support and Network Technicians	14,667	1.6%	1.5x
CIOs, IT and Telecom Managers	9,660	3.3%	3.2x
Database, Data Analyst and Data Science	8,931	2.8%	2.7x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



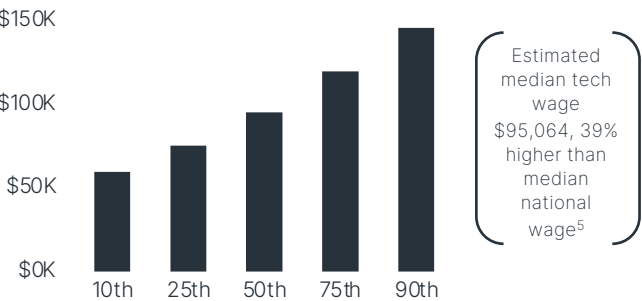
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific, Technical Services	Finance and Insurance	Public Administration
40,438	8,895	8,076	6,728

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]



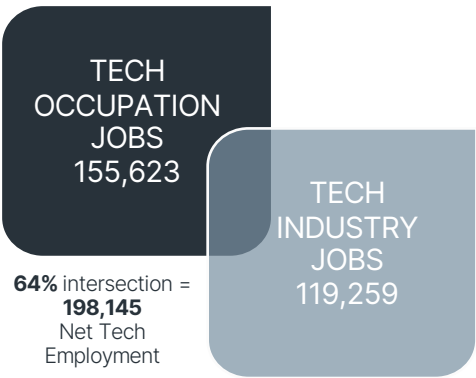
# British Columbia



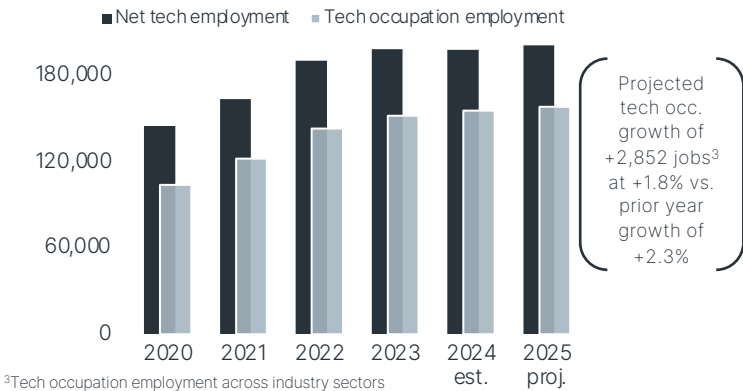
## STATE OF TECHNOLOGY SUMMARY

- 198,145 NET TECH EMPLOYMENT<sup>1</sup>
- 6.5% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 158,476 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 10,561 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 24,553 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 3,924 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

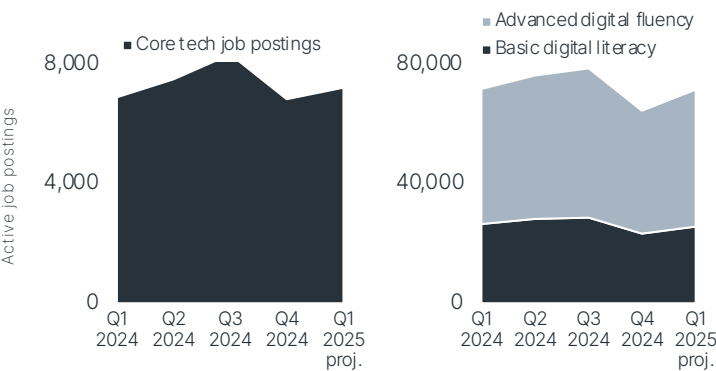


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	65,112	1.2%	1.1x
Systems Analysts and Engineers, Cybersecurity	30,635	3.0%	2.9x
IT Support and Network Technicians	23,103	0.7%	0.7x
CIOs, IT and Telecom Managers	17,643	3.7%	3.6x
Database, Data Analyst and Data Science	9,593	2.2%	2.1x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



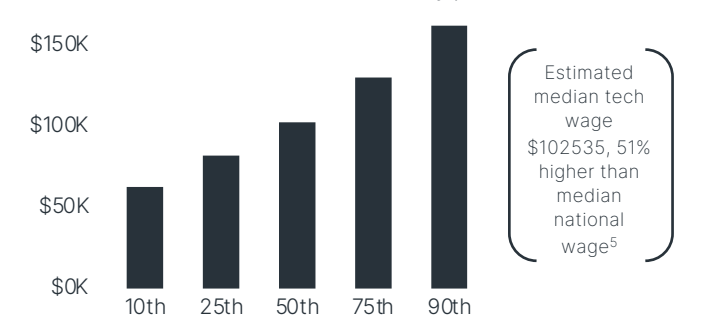
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific, Technical Services	Public Administration	Finance and Insurance
78,426	12,913	10,899	10,873

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]





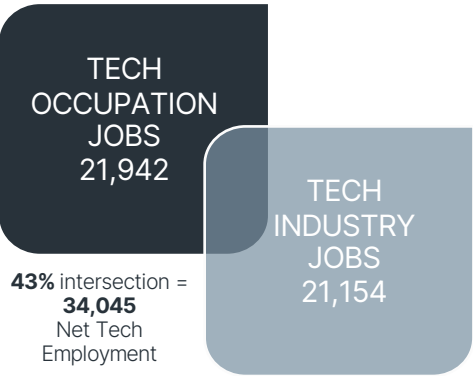
# Manitoba



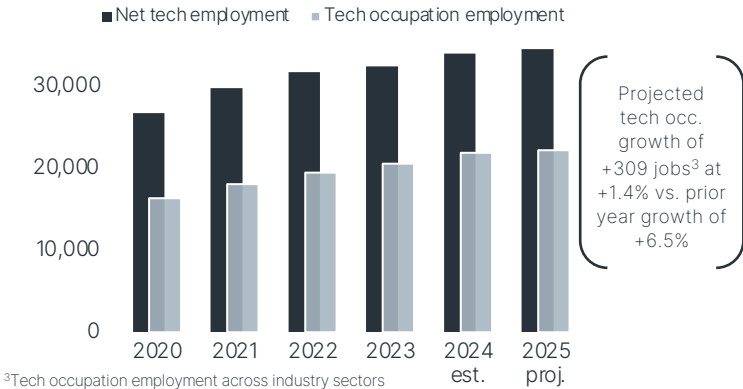
## STATE OF TECHNOLOGY SUMMARY

- 34,045 NET TECH EMPLOYMENT<sup>1</sup>
- 4.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 22,251 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 964 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 2,547 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 324 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

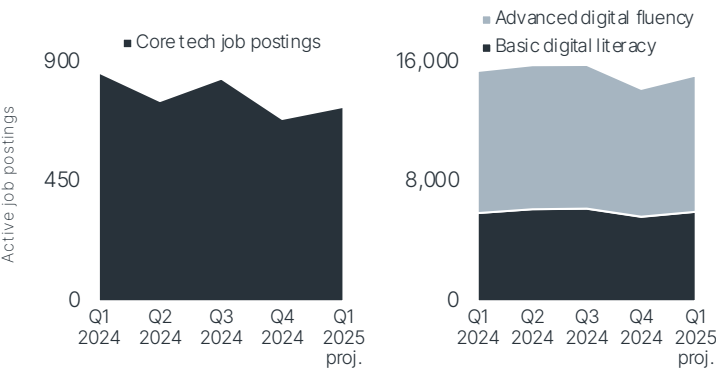


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	6,884	1.5%	1.5x
IT Support and Network Technicians	5,359	1.7%	1.7x
Systems Analysts and Engineers, Cybersecurity	4,744	1.2%	1.2x
CIOs, IT and Telecom Managers	2,184	2.6%	2.5x
Database, Data Analyst and Data Science	1,276	-0.5%	0x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

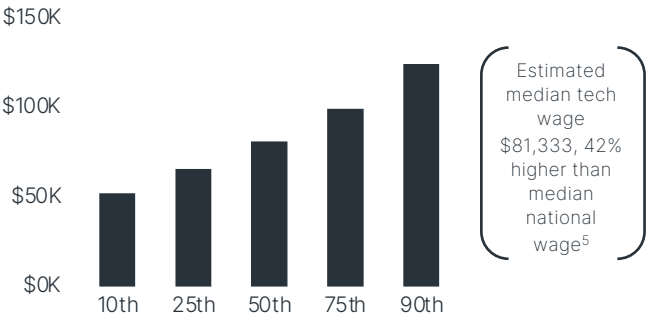
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Information and Media	Finance and Insurance	Public Administration
9,248	4,459	3,156	2,513

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2023 data | most recent available

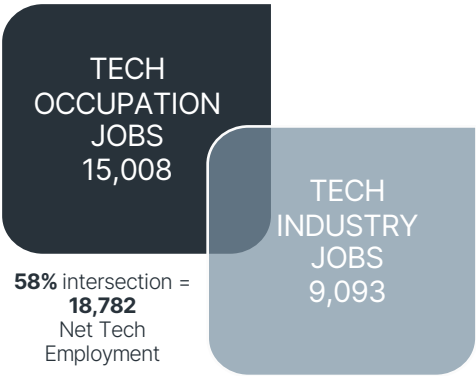
# New Brunswick



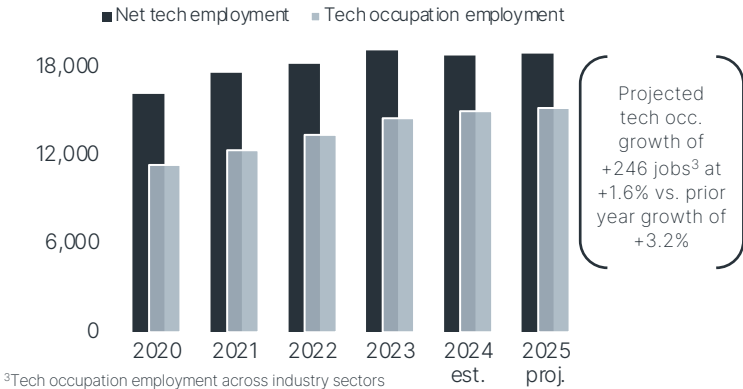
## STATE OF TECHNOLOGY SUMMARY

- 18,782 NET TECH EMPLOYMENT<sup>1</sup>
- 4.6% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 15,254 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 549 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 2,325 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 347 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

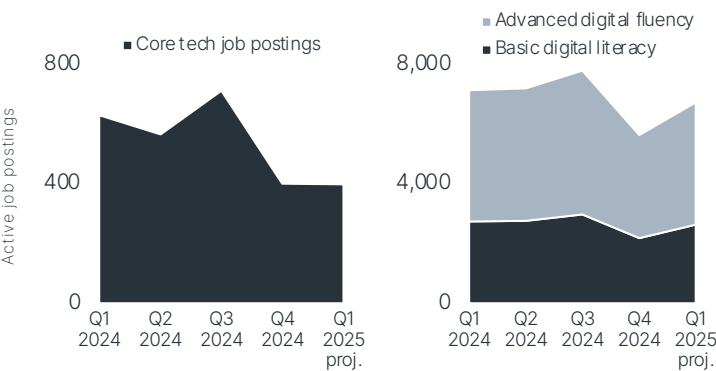


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Database, Data Analyst and Data Science	817	2.6%	1.0x
IT Support and Network Technicians	3,665	0.5%	3.5x
Systems Analysts and Engineers, Cybersecurity	4,034	3.7%	0.5x
CIOs, IT and Telecom Managers	1,480	-0.1%	0x
Software Developers and Engineers, Software QA, Web Developers	4,070	1.1%	2.5x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



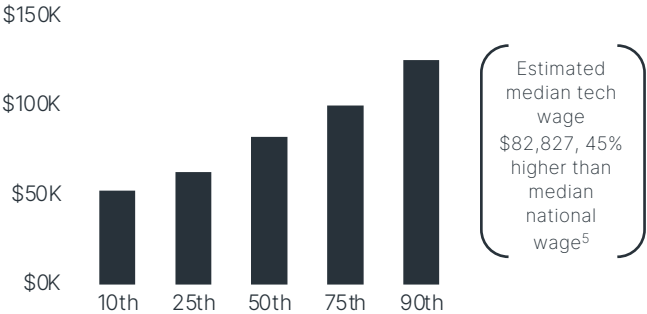
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Public Administration	Finance and Insurance	Information and Media
5,322	3,734	1,920	1,247

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2023 data | most recent available

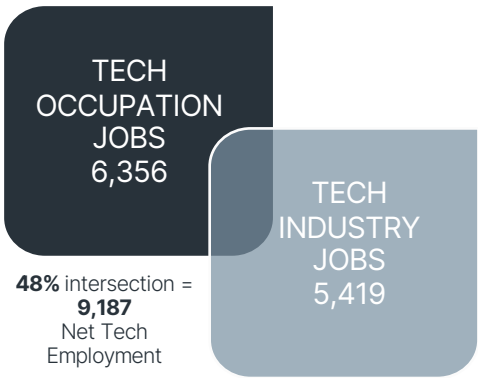
# Newfoundland & Labrador



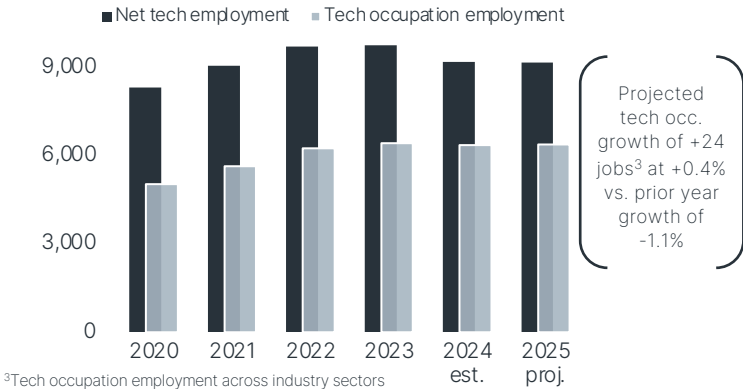
## STATE OF TECHNOLOGY SUMMARY

- 9,187 NET TECH EMPLOYMENT<sup>1</sup>
- 3.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 6,380 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 169 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 862 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 183 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT

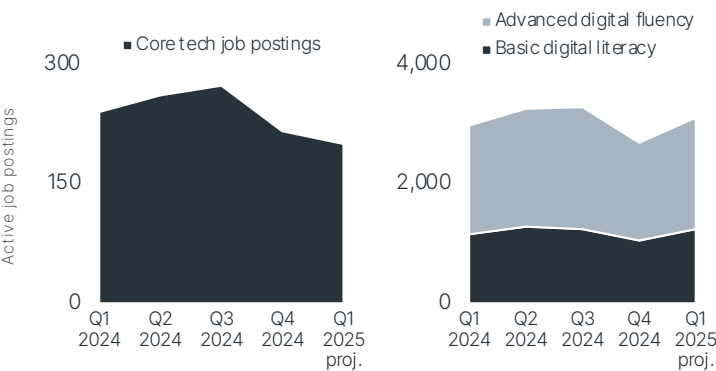


## TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	1,937	0.4%	0.4x
IT Support and Network Technicians	1,498	-0.5%	0x
Systems Analysts and Engineers, Cybersecurity	1,403	1.1%	1.0x
CIOs, IT and Telecom Managers	584	0.0%	0x
Database, Data Analyst and Data Science	290	-0.7%	0x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

## EMPLOYER HIRING INTENT VIA JOB POSTINGS



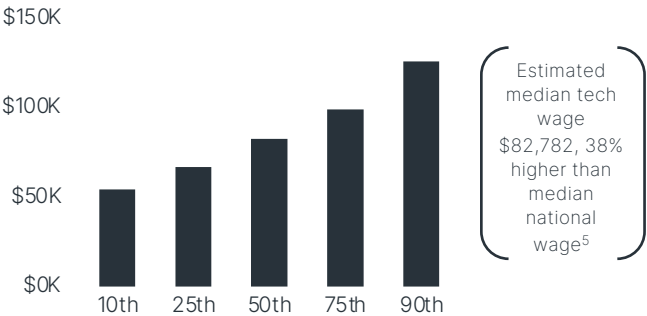
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Information and Media	Finance and Insurance	Public Administration
2,607	1,102	1,011	987

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]



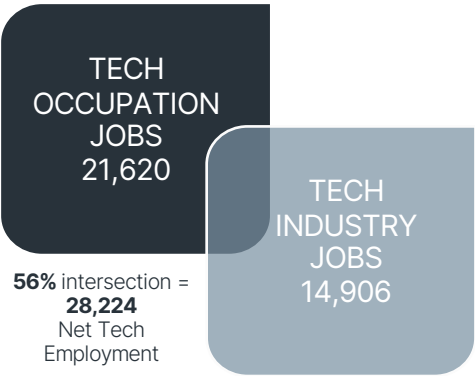
# Nova Scotia



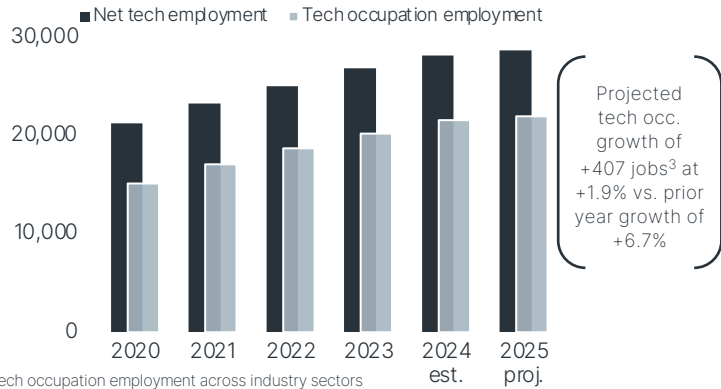
## STATE OF TECHNOLOGY SUMMARY

- 28,224 NET TECH EMPLOYMENT<sup>1</sup>
- 5.3% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 22,028 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 954 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 3,581 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 525 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

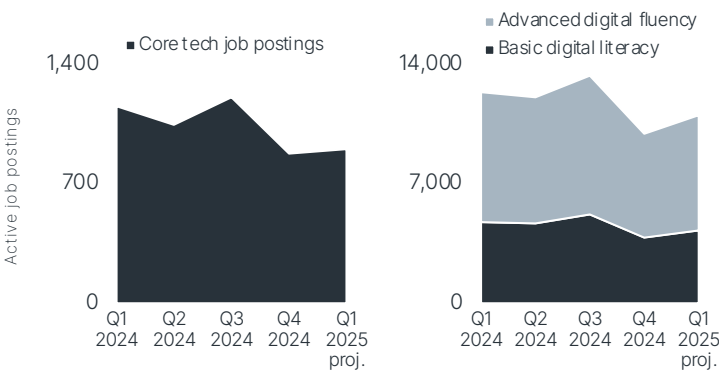


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	7,165	1.5%	1.4x
Systems Analysts and Engineers, Cybersecurity	5,232	2.8%	2.7x
IT Support and Network Technicians	4,603	1.3%	1.2x
CIOs, IT and Telecom Managers	2,146	3.2%	3.1x
Database, Data Analyst and Data Science	1,279	2.8%	2.7x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



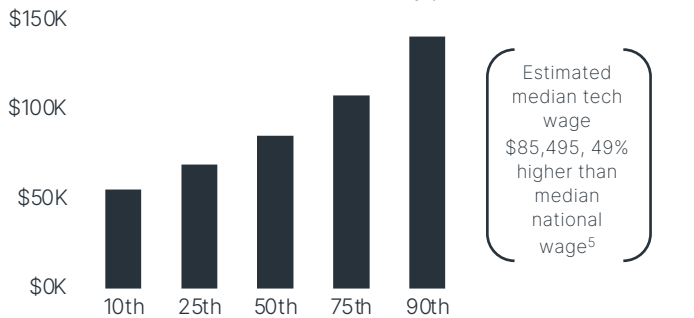
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Public Administration	Educational services	Finance and Insurance
8,460	4,416	2,046	1,907

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]



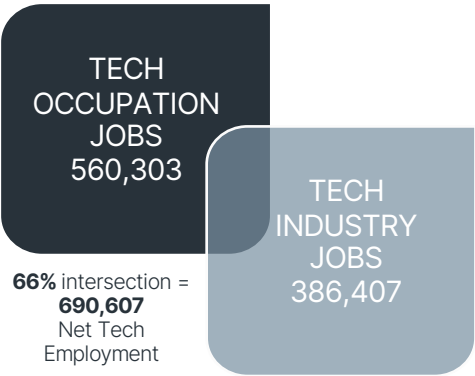
# Ontario



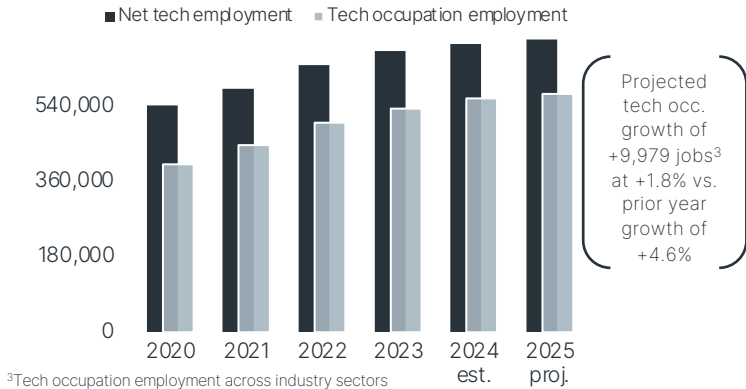
## STATE OF TECHNOLOGY SUMMARY

690,607	NET TECH EMPLOYMENT <sup>1</sup>
8.4%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
570,283	TECH OCCUPATION EMPLOYMENT [2025 projection]
46,232	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
82,399	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
16,003	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

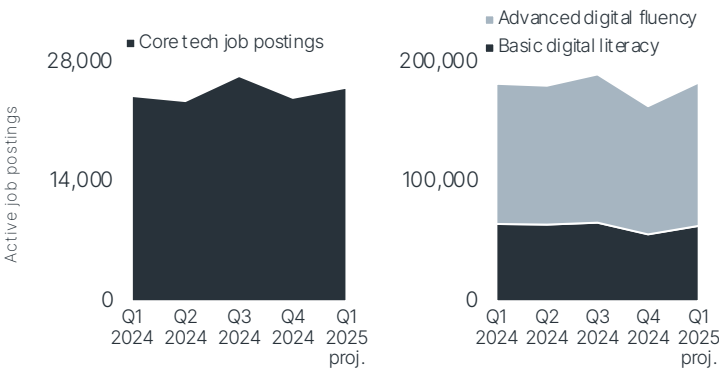


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	197,477	1.6%	1.6x
Systems Analysts and Engineers, Cybersecurity	147,062	2.0%	1.9x
IT Support and Network Technicians	72,866	1.1%	1.1x
CIOs, IT and Telecom Managers	67,891	2.4%	2.3x
Database, Data Analyst and Data Science	46,485	1.9%	1.9x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



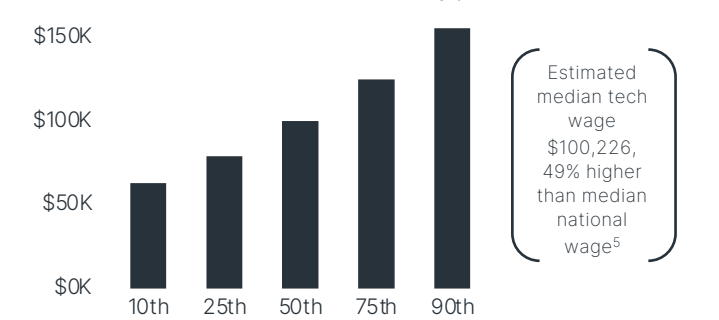
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Finance and Insurance	Public Administration	Professional, Scientific, Technical Services
259,759	52,272	51,276	42,902

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]



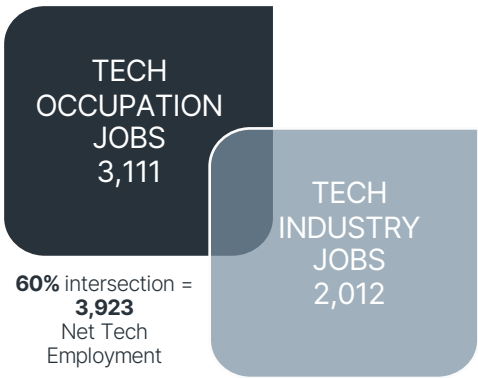
# Prince Edward Island



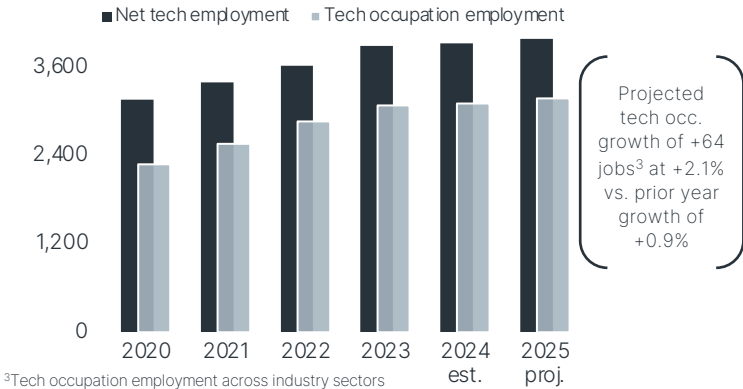
## STATE OF TECHNOLOGY SUMMARY

- 3,923 NET TECH EMPLOYMENT<sup>1</sup>
- 4.2% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 3,175 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 141 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 402 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 87 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

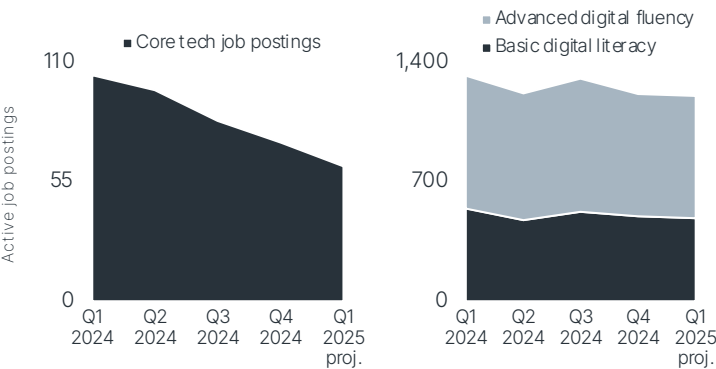


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	888	-0.1%	0x
Systems Analysts and Engineers, Cybersecurity	779	3.7%	3.5x
IT Support and Network Technicians	757	1.6%	1.6x
CIOs, IT and Telecom Managers	311	3.9%	3.8x
Database, Data Analyst and Data Science	161	3.7%	3.5x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



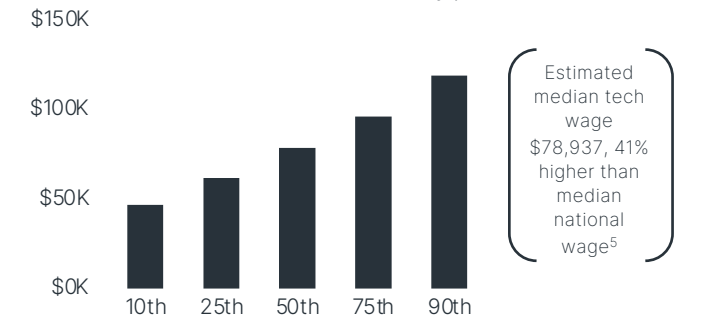
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Public Administration	Administrative, Support Services	Finance and Insurance
1,245	689	555	200

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]





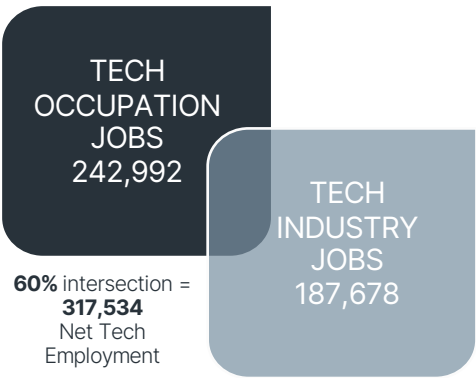
# Quebec



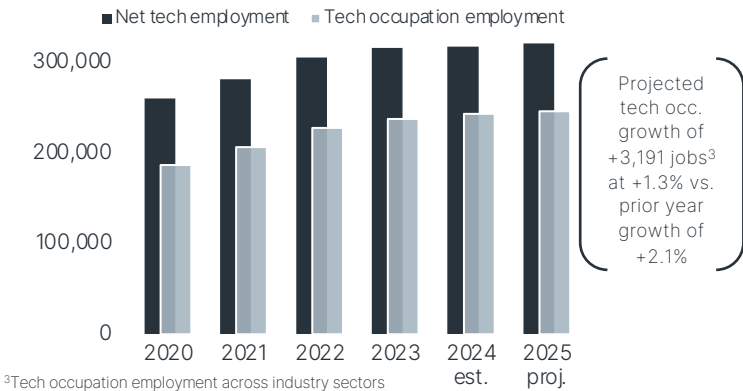
## STATE OF TECHNOLOGY SUMMARY

- 317,534 NET TECH EMPLOYMENT<sup>1</sup>
- 6.8% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 246,183 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 14,391 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 48,657 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 4,183 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

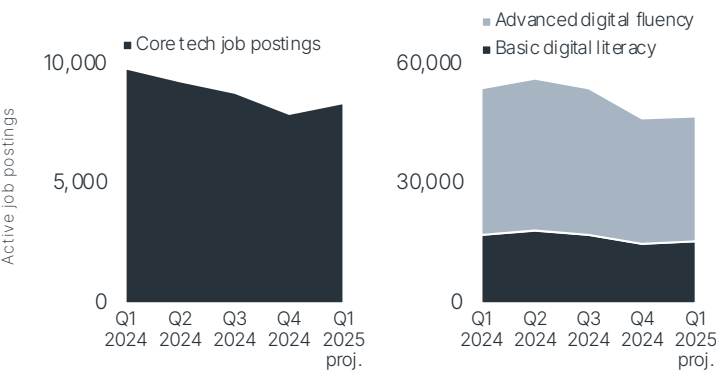


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	75,568	1.1%	1.1x
Systems Analysts and Engineers, Cybersecurity	69,162	1.5%	1.5x
IT Support and Network Technicians	42,900	2.5%	2.4x
CIOs, IT and Telecom Managers	20,493	0.4%	0.4x
Database, Data Analyst and Data Science	13,879	-0.6%	0x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



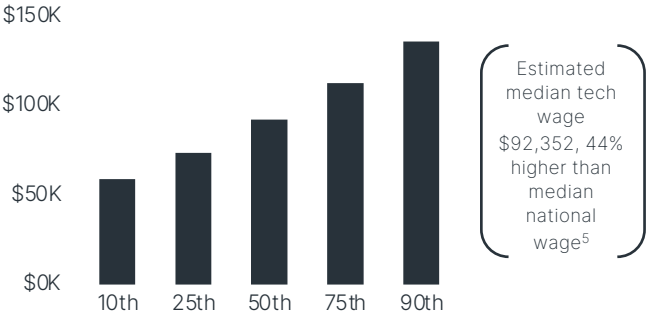
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Public Administration	Finance and Insurance	Professional, Scientific, Technical Services
114,517	26,922	19,787	15,757

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]



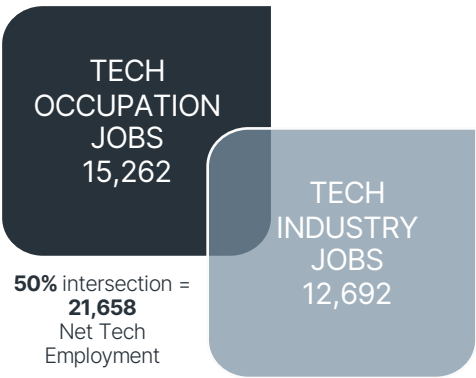
# Saskatchewan



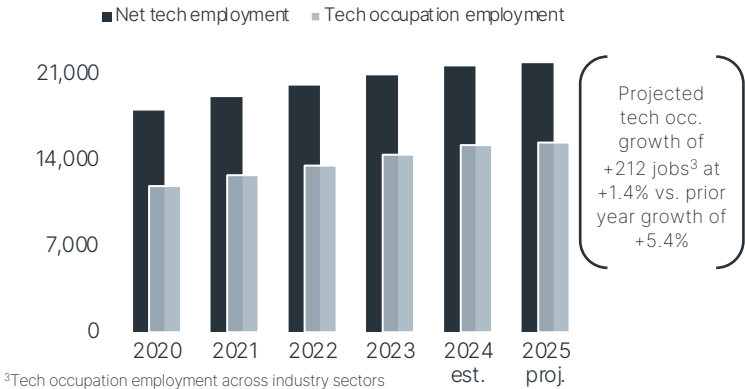
## STATE OF TECHNOLOGY SUMMARY

21,658	NET TECH EMPLOYMENT <sup>1</sup>
3.5%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
15,474	TECH OCCUPATION EMPLOYMENT [2025 projection]
830	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
2,874	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
310	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



## NET TECH EMPLOYMENT

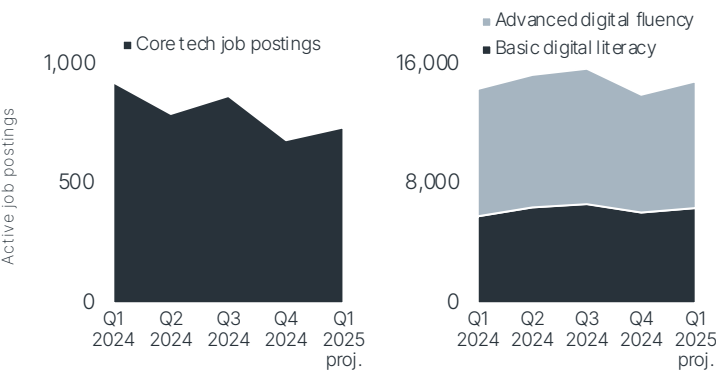


## TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Systems Analysts and Engineers, Cybersecurity	4,437	2.2%	2.2x
Software Developers and Engineers, Software QA, Web Developers	3,447	-0.6%	0x
IT Support and Network Technicians	3,257	1.7%	1.7x
CIOs, IT and Telecom Managers	1,785	1.5%	1.4x
Database, Data Analyst and Data Science	973	3.8%	3.7x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

## EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

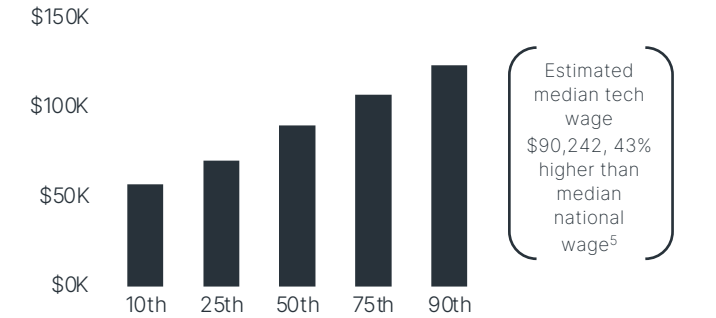
## TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Public Administration	Finance and Insurance	Information and Media
6,389	2,451	2,025	1,963

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

## TECH OCCUPATION WAGES [by percentile]





# METRO AREA SNAPSHOTS

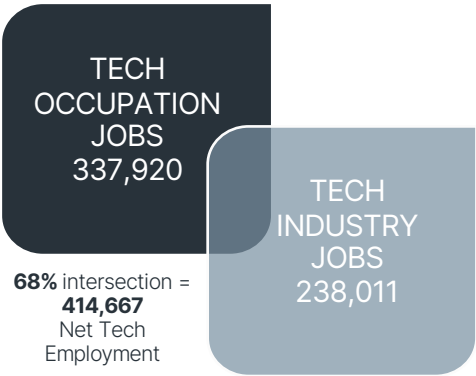
# Toronto



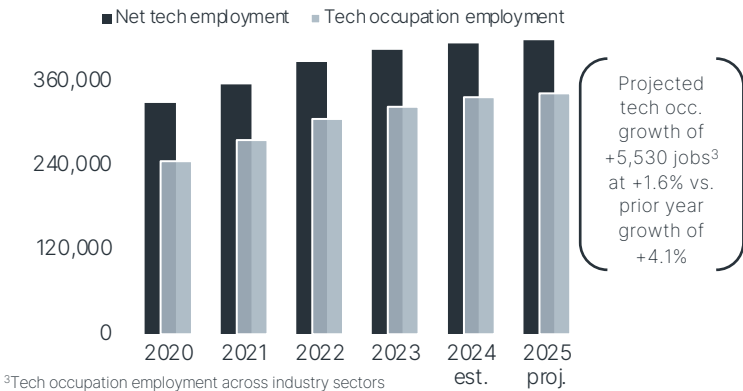
## STATE OF TECHNOLOGY SUMMARY

- 414,667 NET TECH EMPLOYMENT<sup>1</sup>
- 10.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 343,450 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 19,274 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 51,064 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 9,173 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

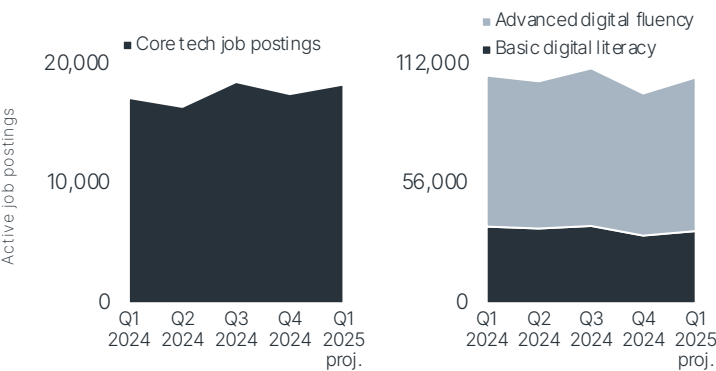


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	118,993	1.5%	1.5x
Systems Analysts and Engineers, Cybersecurity	95,399	1.8%	1.7x
CIOs, IT and Telecom Managers	43,150	2.6%	2.5x
IT Support and Network Technicians	37,186	0.6%	0.5x
Database, Data Analyst and Data Science	28,763	1.8%	1.7x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



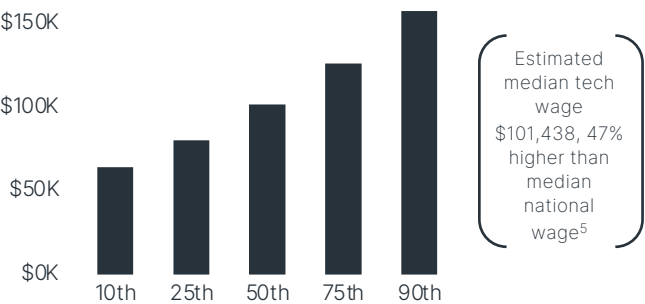
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Technical Services	Public Administration
163,257	35,958	26,752	17,653

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]



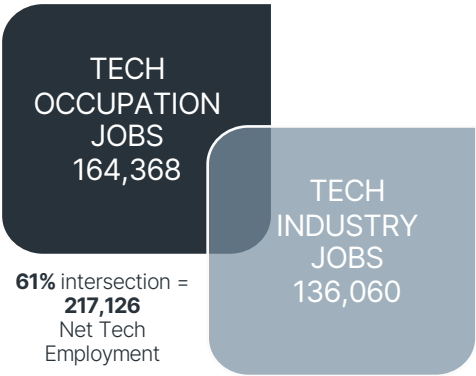
# Montreal



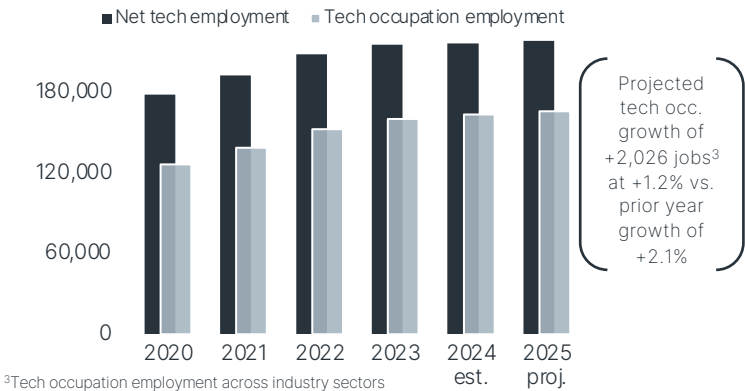
## STATE OF TECHNOLOGY SUMMARY

217,126	NET TECH EMPLOYMENT <sup>1</sup>
8.7%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
166,393	TECH OCCUPATION EMPLOYMENT [2025 projection]
7,740	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
27,787	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
2,719	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

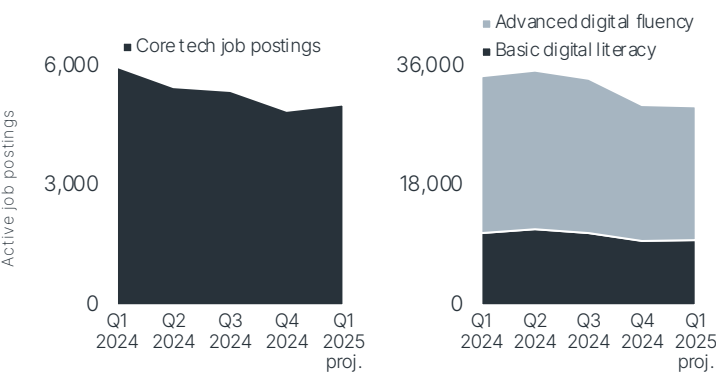


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	54,273	1.0%	0.9x
Systems Analysts and Engineers, Cybersecurity	43,947	1.4%	1.4x
IT Support and Network Technicians	28,300	3.0%	2.9x
CIOs, IT and Telecom Managers	14,221	0.1%	0.1x
Database, Data Analyst and Data Science	10,048	-0.8%	0x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



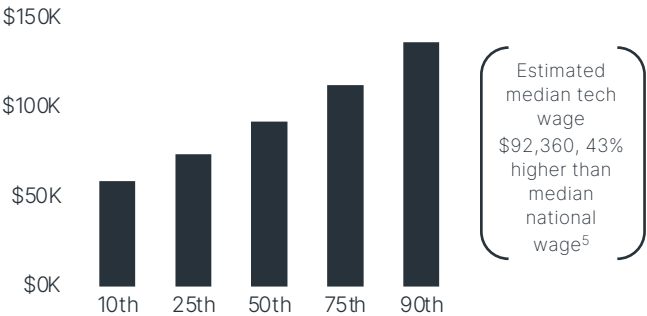
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Finance and Insurance	Professional, Scientific, Technical Services	Public Administration
84,169	13,253	11,007	9,889

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]



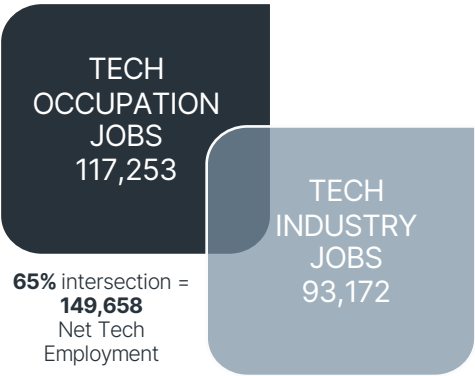
# Vancouver



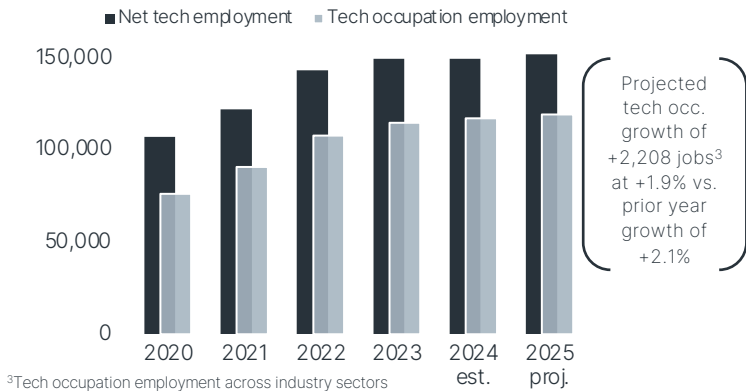
## STATE OF TECHNOLOGY SUMMARY

149,658	NET TECH EMPLOYMENT <sup>1</sup>
8.6%	NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
119,462	TECH OCCUPATION EMPLOYMENT [2025 projection]
4,611	TECH BUSINESS ESTABLISHMENTS [firms with payroll]
16,369	EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
2,609	EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

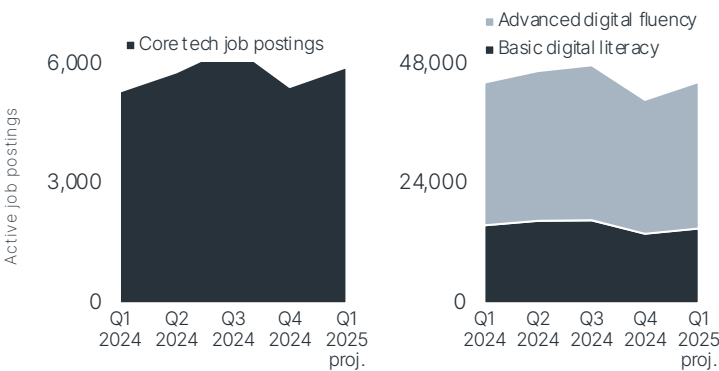


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	53,074	1.3%	1.3x
Systems Analysts and Engineers, Cybersecurity	22,099	2.9%	2.8x
IT Support and Network Technicians	15,286	0.4%	0.4x
CIOs, IT and Telecom Managers	13,254	4.1%	3.9x
Database, Data Analyst and Data Science	7,257	2.5%	2.4x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



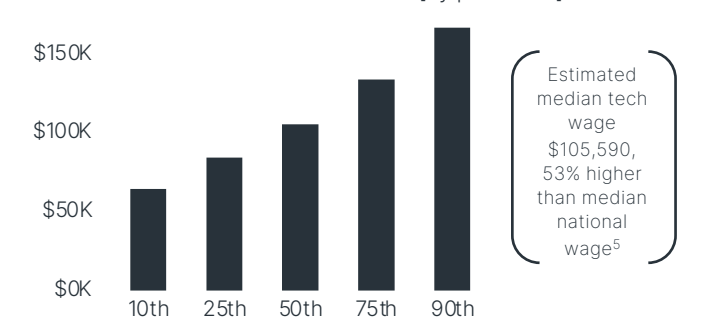
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific, Technical Services	Finance and Insurance	Information and Media
62,180	9,474	8,789	6,232

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]





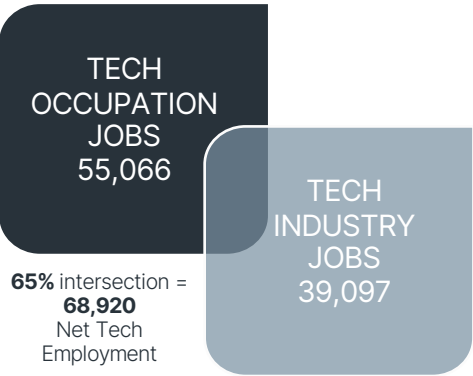
# Calgary



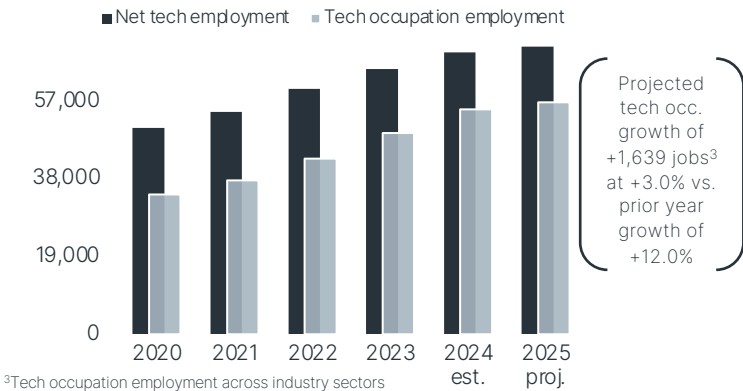
## STATE OF TECHNOLOGY SUMMARY

- 68,920 NET TECH EMPLOYMENT<sup>1</sup>
- 7.4% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 56,705 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 2,996 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 7,223 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 915 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

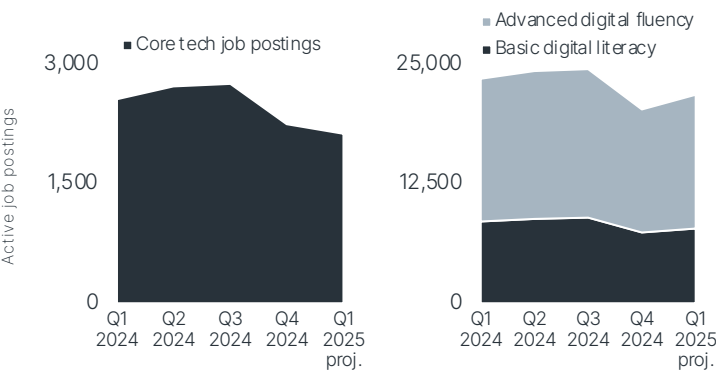


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Software Developers and Engineers, Software QA, Web Developers	17,342	2.7%	2.6x
Systems Analysts and Engineers, Cybersecurity	16,578	3.1%	3.0x
IT Support and Network Technicians	7,271	1.9%	1.8x
CIOs, IT and Telecom Managers	6,261	4.7%	4.5x
Database, Data Analyst and Data Science	4,966	2.9%	2.8x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



CompTIA analysis of Lightcast employer job posting data | See methodology for definitions

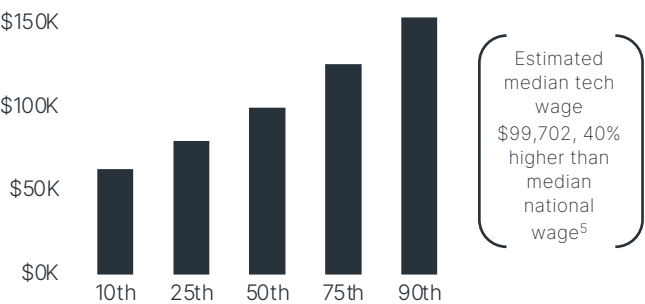
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Professional, Scientific, Technical Services	Finance and Insurance	Information and Media
25,732	5,424	4,368	2,937

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]



<sup>5</sup>2023 data | most recent available

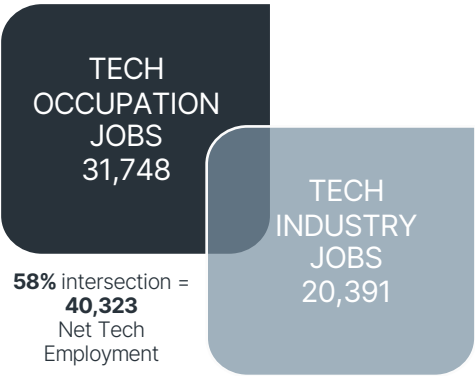
# Edmonton



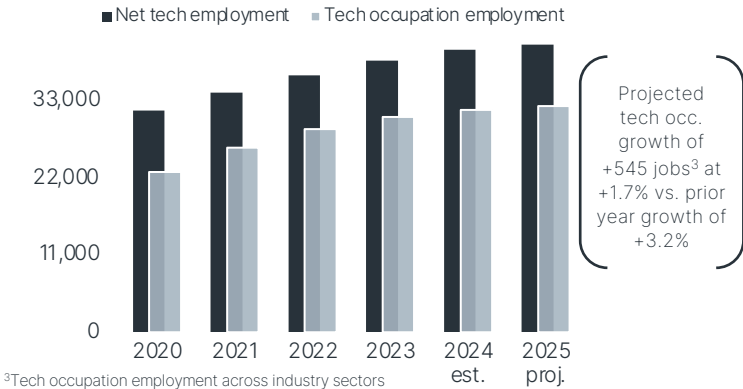
## STATE OF TECHNOLOGY SUMMARY

- 40,323 NET TECH EMPLOYMENT<sup>1</sup>
- 4.7% NET EMPLOYMENT AS A % OF OVERALL WORKFORCE
- 32,293 TECH OCCUPATION EMPLOYMENT [2025 projection]
- 1,506 TECH BUSINESS ESTABLISHMENTS [firms with payroll]
- 4,901 EMPLOYER JOB POSTINGS [2024 active postings total for tech occupations]
- 620 EMPLOYER JOB POSTINGS REQUIRING AI SKILL [2024 total all jobs]

Sources: CompTIA analysis of Lightcast, Canadian Government Statistics, and others | <sup>1</sup>Net of tech industry + tech occupation employment  
Data estimates cover 2024-2025 time period or most recently available | See report Methodology page for more details



### NET TECH EMPLOYMENT

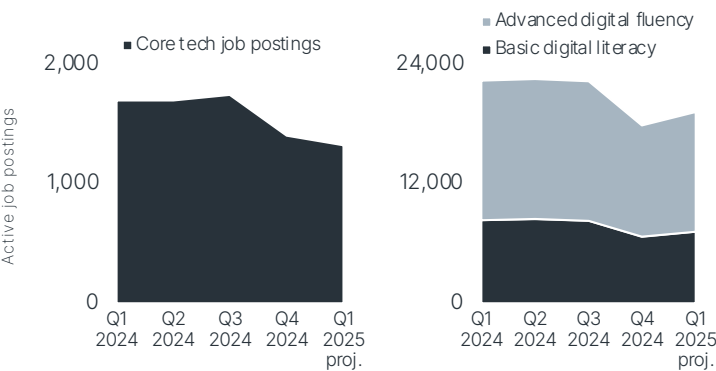


### TECH OCCUPATION CATEGORY GROWTH

	2024 base	2025 % Change <sup>4</sup>	Growth vs. Benchmark <sup>4</sup>
Systems Analysts and Engineers, Cybersecurity	9,407	2.4%	2.3x
Software Developers and Engineers, Software QA, Web Developers	9,051	1.7%	1.6x
IT Support and Network Technicians	5,122	0.8%	0.8x
Database, Data Analyst and Data Science	3,286	2.7%	2.6x
CIOs, IT and Telecom Managers	2,400	0.4%	0.4x

<sup>4</sup>Projected growth rate for 2025 | <sup>4</sup>Benchmark comparison to overall national rate of 1.0%

### EMPLOYER HIRING INTENT VIA JOB POSTINGS



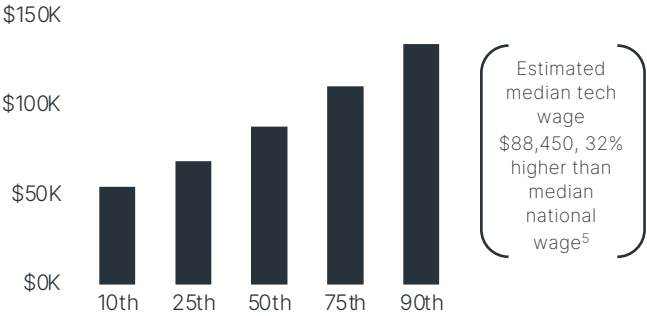
### TOP INDUSTRY SECTORS DRIVING TECH HIRING

Top 4 industry sectors<sup>6</sup> based on tech workers employed in sector | projected 2025

#1	#2	#3	#4
Tech	Public Administration	Finance and Insurance	Professional, Scientific, Technical Services
11,978	3,208	2,868	2,569

<sup>6</sup>Tech sector includes tech services, manufacturing, telecom and cloud infrastructure, and software  
Public administration includes national, province and local governments, agencies, schools and hospitals; excluding military

### TECH OCCUPATION WAGES [by percentile]





# APPENDIX TABLES

NET TECH EMPLOYMENT	2019	2020	2021	2022	2023	2024	2025 proj.
Canada	1,154,668	1,136,303	1,231,019	1,353,756	1,417,649	1,445,188	1,465,407
Alberta	95,115	92,253	99,271	108,096	115,227	121,310	123,543
British Columbia	146,064	145,098	163,572	190,523	198,394	198,145	201,329
Manitoba	24,920	26,807	29,865	31,816	32,480	34,045	34,637
New Brunswick	16,355	16,174	17,607	18,233	19,154	18,782	18,926
Newfoundland and Labrador	8,521	8,311	9,054	9,704	9,738	9,187	9,168
Nova Scotia	20,995	21,263	23,311	25,048	26,924	28,224	28,751
Ontario	554,290	542,886	582,512	639,464	672,770	690,607	700,409
Prince Edward Island	3,113	3,159	3,394	3,621	3,891	3,923	3,984
Quebec	265,342	260,555	281,417	305,286	316,328	317,534	320,942
Saskatchewan	18,208	18,092	19,157	20,119	20,963	21,658	21,929
Montreal	182,235	179,009	193,390	209,049	216,534	217,126	219,230
Toronto	337,009	330,411	356,169	388,629	405,444	414,667	419,891
Calgary	51,481	50,508	54,426	60,064	64,876	68,920	70,315
Edmonton	32,716	31,603	34,188	36,655	38,769	40,323	41,008
Vancouver	107,475	107,343	122,363	143,605	149,751	149,658	152,150
INDUSTRY EMPLOYMENT	2019	2020	2021	2022	2023	2024	2025 proj.
Canada	695,663	699,569	743,250	816,188	838,474	823,930	832,394
Alberta	57,773	56,842	58,900	62,533	64,251	64,628	65,184
British Columbia	90,233	90,159	99,780	121,886	125,769	119,259	121,279
Manitoba	13,605	16,978	19,763	21,116	20,559	21,154	21,634
New Brunswick	9,660	9,480	10,519	10,175	10,263	9,093	8,994
Newfoundland and Labrador	5,283	5,305	5,820	6,212	6,191	5,419	5,395
Nova Scotia	11,709	12,014	13,022	13,772	14,754	14,906	15,183
Ontario	336,409	336,148	349,104	378,814	389,441	386,407	389,886
Prince Edward Island	1,586	1,757	1,870	1,813	1,991	2,012	2,054
Quebec	158,303	159,255	171,881	186,544	191,735	187,678	189,277
Saskatchewan	10,218	10,753	11,655	12,447	12,785	12,692	12,844
Montreal	115,707	116,237	125,950	135,989	138,905	136,060	137,006
Toronto	210,288	209,773	217,334	234,859	240,855	238,011	239,699
Calgary	33,231	33,892	36,290	39,266	39,873	39,097	39,342
Edmonton	19,042	18,011	17,796	17,996	19,254	20,391	20,693
Vancouver	69,030	69,424	77,289	94,266	97,448	93,172	94,867
OCCUPATION EMPLOYMENT	2019	2020	2021	2022	2023	2024	2025 proj.
Canada	844,239	821,563	918,219	1,029,001	1,095,743	1,140,177	1,159,834
Alberta	67,267	64,575	72,010	80,653	89,069	96,443	98,797
British Columbia	104,487	104,039	122,334	143,392	152,096	155,623	158,476
Manitoba	17,113	16,401	18,079	19,543	20,606	21,942	22,251
New Brunswick	11,380	11,359	12,378	13,411	14,543	15,008	15,254
Newfoundland and Labrador	5,320	5,037	5,647	6,248	6,425	6,356	6,380
Nova Scotia	15,148	15,176	17,117	18,748	20,263	21,620	22,028
Ontario	413,210	402,502	447,649	501,625	535,768	560,303	570,283
Prince Edward Island	2,353	2,283	2,561	2,868	3,083	3,111	3,175
Quebec	194,220	186,983	206,249	227,489	237,932	242,992	246,183
Saskatchewan	12,417	11,927	12,805	13,581	14,474	15,262	15,474
Montreal	131,887	126,945	139,508	153,365	160,932	164,368	166,393
Toronto	252,352	247,090	276,658	307,564	324,510	337,920	343,450
Calgary	36,066	34,239	37,584	42,908	49,167	55,066	56,705
Edmonton	23,241	22,837	26,290	29,018	30,756	31,748	32,293
Vancouver	76,014	76,141	90,819	108,121	114,891	117,253	119,462

Source: Lightcast | Canadian Government Statistics | CompTIA



# METHODOLOGY

## CLASSIFICATION SYSTEMS AND CHANGES OVER TIME

State of the Tech Workforce Canada utilizes the North American Industrial Classification System (NAICS) to define the tech industry. The NAICS is a hierarchical system, with six-digit numbers assigned to the most specific industries. The NAICS is constructed around the concept of production and is able to reflect advances in technology, including many new service-oriented businesses. Economic units with similar production processes are classified in the same industry. Because State of the Tech Workforce Canada analyzes the tech industry by using industry classifications, the report in general focuses on companies and sectors, not individual occupations.

NAICS was devised by the United States, Canada, and Mexico to allow industry analysis across all three nations. NAICS codes are revised periodically to reflect the emergence of new industry sectors or sub-sectors. The State of the Tech Workforce Canada NAICS definition of the tech industry has evolved over the years to reflect these changes. Consequently, the data in this report may not be entirely comparable with previous reports.

For occupation analysis, State of the Tech Workforce Canada utilizes National Occupational Classification (NOC) System, which is a standard used by federal agencies to classify workers into occupational categories.

Additionally, government labor market sources do occasionally enact backward revisions to the data, which may affect year-over-year comparisons, especially with percent changes. The wage data is presented as current dollars, meaning the figures are for the given year and not adjusted for inflation.

## NET TECH EMPLOYMENT

The tech workforce consists of two primary components. The foundation is the set of technology occupation professionals working in technical positions, such as IT support, network engineering, software development and every related roles. Many of these professionals work for technology companies (63%), but many others are employed by organizations across every industry sector in the Canadian economy (37%).

The second component of the discussion consists of the business professionals employed by technology companies. These professionals play an important role in supporting the development and delivery of the technology products and services used throughout the economy. About 21% of the net tech employment total consists of tech industry business professionals.

See page 4 of this report for more details on the concept of Net Tech Employment.

## TECH INDUSTRY DEFINITION

There are a number of considerations when developing a definition of the technology industry. In some cases, NAICS codes do not perfectly reflect industry dynamics. This can be especially challenging in times of rapid innovation, when new tech sectors emerge in a short period of time. More recently, the degree to which technology has become core to so many industry sectors poses new questions. For example, a technology platform designed to facilitate the online sale of goods may have traditionally been viewed as a retailer, although given the intense use of technology, an argument could be made to classify it as a technology firm.

Conceptually, State of the Tech Workforce Canada focuses on the sectors involved in making, creating, enabling, integrating, or supporting technology, whether as a product or service. At this time, State of the Tech Workforce Canada does not include industry sectors categorized primarily as users of technology.

State of the Tech Workforce Canada includes 14 NAICS codes in its definition of the tech industry. Broadly these can be thought of in two broad categories: tech manufacturing and tech services. These industries sufficiently represent the technology industry within the framework provided under the NAICS system.

## TECH OCCUPATION DEFINITION

The occupations covered by State of the Tech Workforce Canada are broadly categorized into core information technology (IT) positions and then engineering, repair, technician, and assembly positions. In total, 17 distinct NOCs are used to define the tech occupations found across every industry sector of the economy.

## JOB POSTING DATA

Job posting data in this report refers to active job postings – postings that were live during the time period, even if originally posted in a previous period. Quarterly job postings data are estimates and should be viewed as directional. The basic digital skills job postings and advanced digital fluency skills job postings charts are based on skills categorization groupings created by CompTIA using Lightcast employer job posting data.

CompTIA is responsible for all content contained in this report. Any questions regarding this report should be directed to CompTIA Research & Market Intelligence staff at [research@comptia.org](mailto:research@comptia.org).





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