

The Demand for Skilled Talent

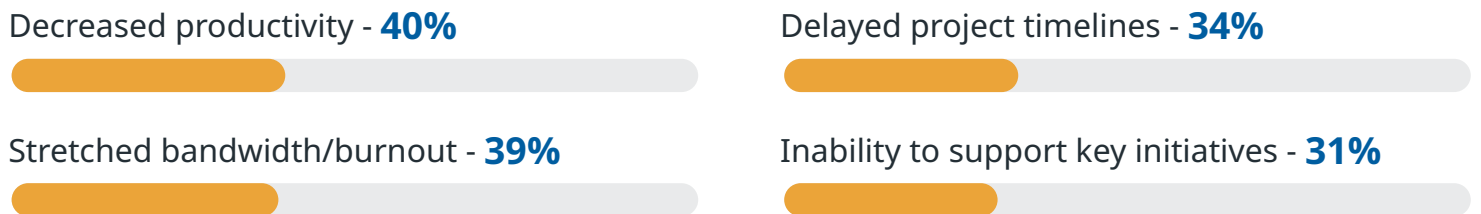
2025 Hiring and Employment Trends Snapshot

Canada's complex labour market will persist in 2025, with the demand for skilled talent and barriers to staffing continuing to challenge employers of all sizes. Get key takeaways to help you make the best hiring decisions for your organization.

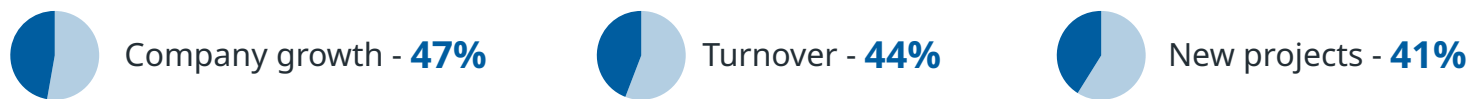
2025 hiring landscape



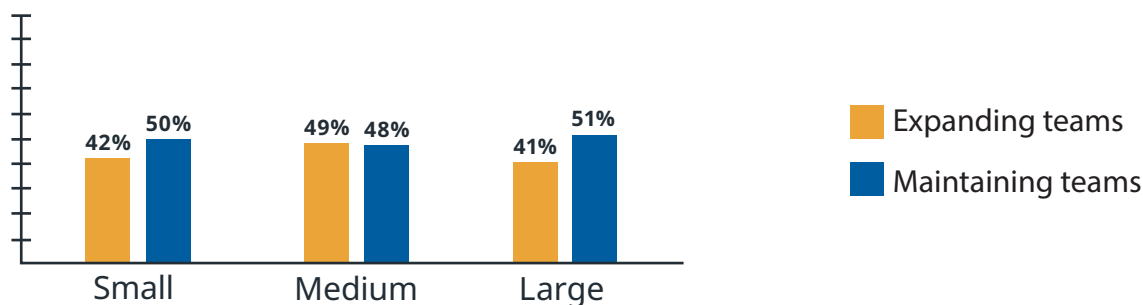
Biggest impacts of leaving roles open



What's driving hiring?



Hiring plans by company size:



Skills gaps across key professions

Leaders reporting skills gaps on their team

Finance and accounting - **65%**



Human resources - **52%**



Administrative and customer support - **58%**



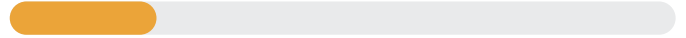
Technology - **43%**



Legal - **55%**



Marketing and creative - **22%**



Where are skill gaps most evident?

Finance and accounting

1. Tax
2. Audit
3. Payroll

Administrative and customer support

1. Administrative duties
2. Customer service and call centre
3. Office services

Legal

Law firms

1. Paralegal/law clerk, legal assistant and operations
2. General administration

Legal departments

1. Legal support and records
2. Litigation support/eDiscovery

Human resources

1. Learning and development
2. Operations development
3. General HR and Recruitment (tied)

Technology

1. AI, machine learning and data science
2. IT operations and support
3. Cybersecurity and privacy

Marketing and creative

1. Marketing automation
2. UX research and product design
3. UX and visual design

Get more employment trends in
[The Demand for Skilled Talent report](#)
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