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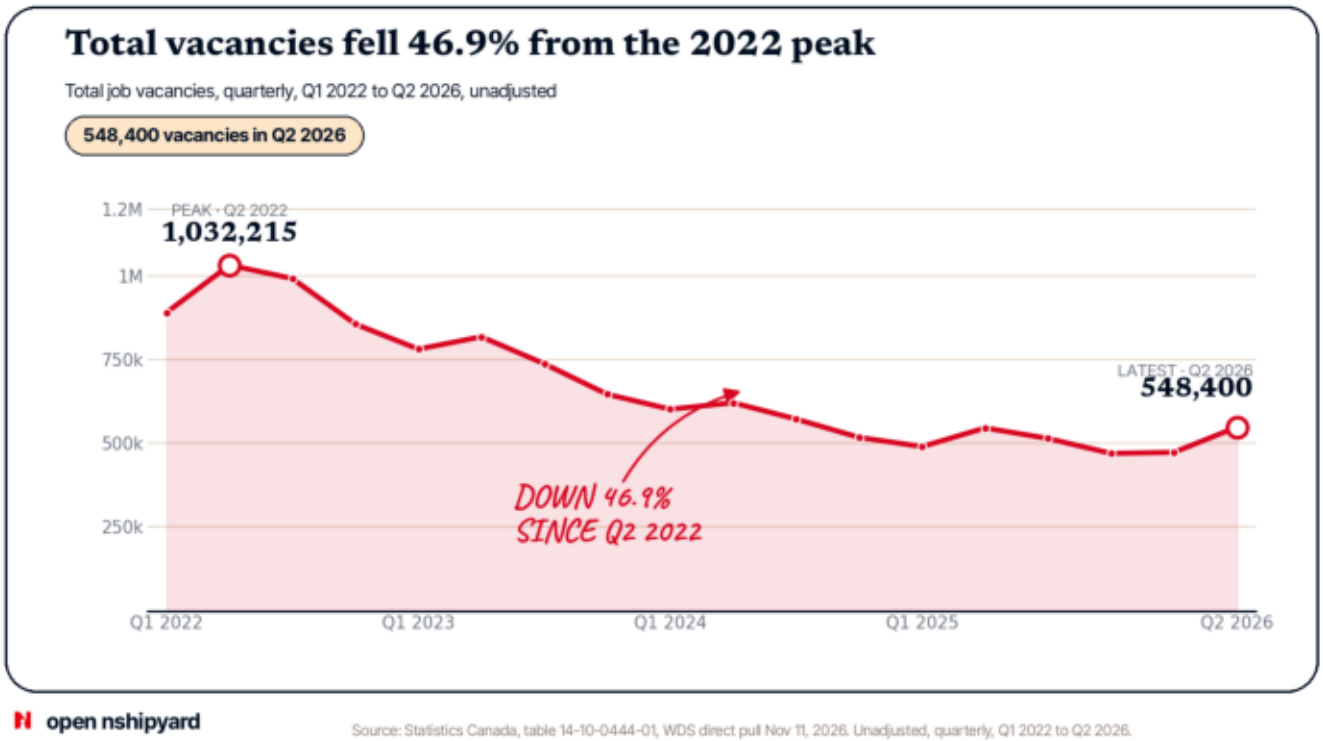
State of the Canadian tech job market late 2026

Canada's tech job market in late 2026: which roles are hiring, which are shrinking, and where the work is moving. Measured with open Canadian data.

By Richardson Dackam · November 11, 2026 · Open Nshipyard

Takeaway 1: Tech vacancies fell from the 2022 peak, but some roles rose

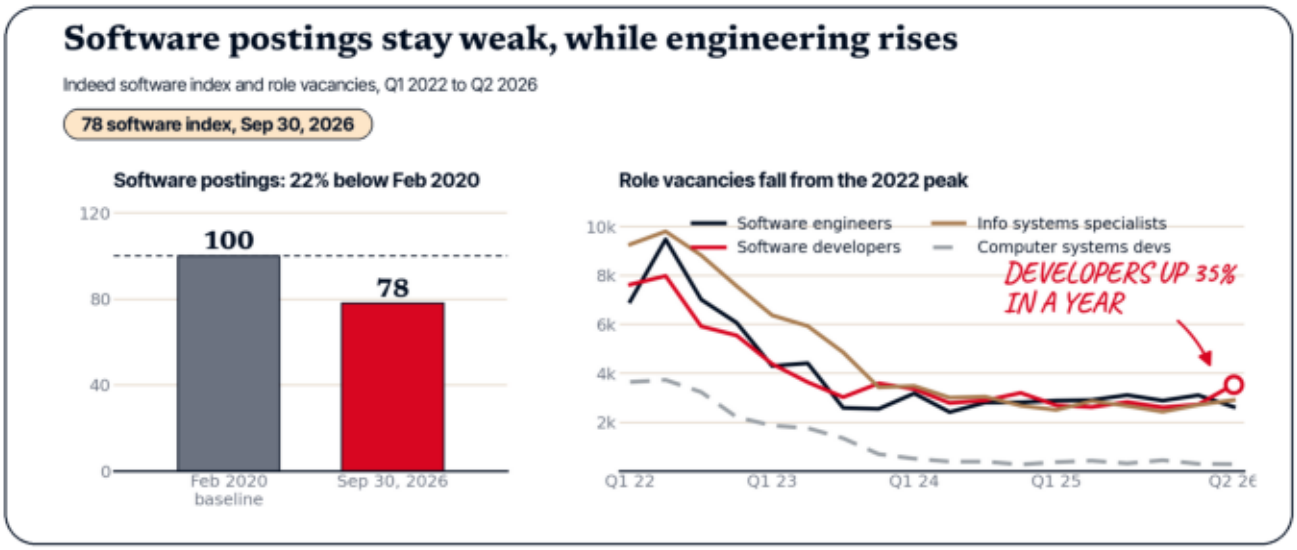
Total vacancies fell from 1,032,215 in Q2 2022 to 548,400 in Q2 2026, down 46.9%. That is the unadjusted WDS series, 18 quarters, Q1 2022 to Q2 2026. Natural and applied sciences vacancies reached 43,400 in Q2 2026, up 5.7% from Q1 2026 and up 6.0% from a year earlier. Software developers and programmers stood at 3,545 in Q2 2026, up 925 from 2,620 a year earlier. User support technicians stood at 2,365, up 480 from 1,885. Job Bank shows 2,625 software engineer vacancies in Q2 2026, at $55.85 offered per hour. The WDS value matches Job Bank exactly. The WDS wage for the same role is also $55.85. Canada has no TrueUp-style series for product manager openings. No Canada PM win can be claimed from open data. The rises are real, but they are narrow. They sit in a few technical roles, against a 46.9% fall from the peak.



Takeaway 2: Software postings stay weak, while engineering postings rise

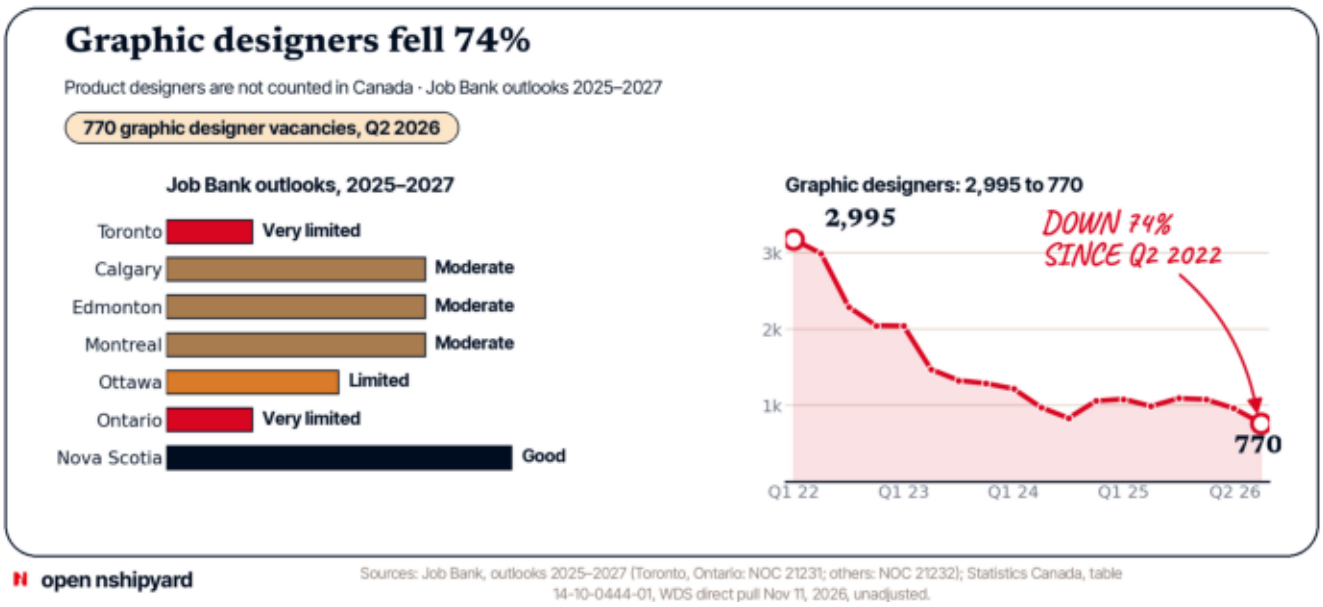
Indeed Canada software development postings fell 8.0% year to date to Sep 30, 2026. They sit 22% below the pre-pandemic baseline, at an index of 78. The vacancy series tells the same story from the 2022 peak. Software engineers fell from 9,480 in Q2 2022 to 2,625 in Q2 2026, down 72.3%. Information systems specialists fell from 9,805 to 2,910, down 70.3%. Computer systems developers fell from 3,730 to 285, down 92.4%. Software developers fell from 7,985 to 3,545, down 55.6%, though they rose 35.3% in the last year. National unemployment rose to 6.7% in Oct 2026. Employment fell for three straight months: 41,700 in August, 68,300 in September, and 4,700 in October. Yet natural and applied sciences unemployment was only 2.8% in September. The split is the story. Software demand is weak. Technical demand is tight.

Lenny's fastest-growing engineering role is the forward deployed engineer, up 4.6x in a year in his data. Canada has no count for it. Indeed Hiring Lab does not break it out in its Canada update, and StatCan has no occupation code for it. The jobs exist here. Extreme Networks posted a senior forward deployed engineer role in Toronto in October 2026, and Anvil posted one in Ottawa in August. But with no series counting them, there is no Canadian version of Lenny's 4.6x.



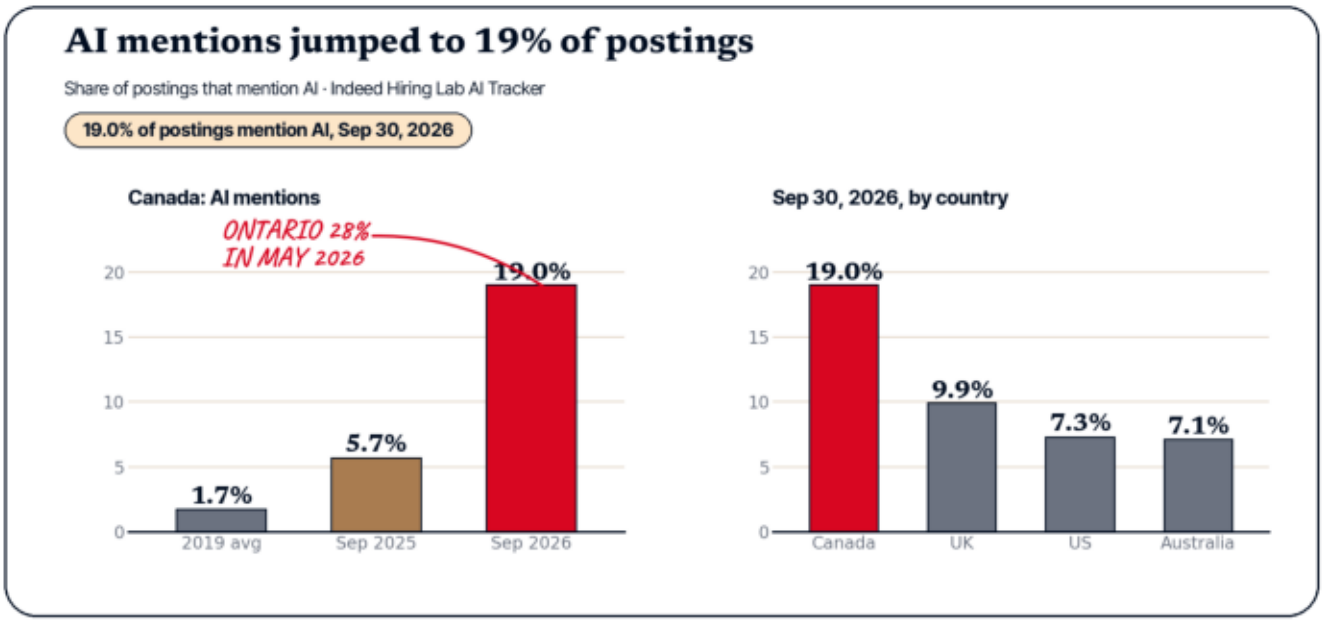
Takeaway 3: Graphic designers fell 74%. Product designers are not counted in Canada

Lenny counts about 1,900 open product design roles worldwide, down 28% in a year. Canada now has a count for graphic designers, but not for product designers. Graphic designer vacancies fell from 2,995 in Q2 2022 to 770 in Q2 2026, down 74.3%. Web designer vacancies fell from 335 to 75, but 7 of 18 quarters are suppressed, so that series is thin. NOC 52120 covers graphic designers and illustrators. It is not a product design count. Job Bank rates the software outlook as Very limited in Toronto and in Ontario, Limited in Ottawa, and Moderate in Calgary, Edmonton, and Montreal. Nova Scotia rates Good for software engineers and designers. The design fall is real. The product design gap stays open. I checked StatCan's vacancy table and FRED for a product manager series. The table has no product manager code, and FRED carries Indeed's Canada postings only as a national index and broad sectors. Nothing open counts any of the three.



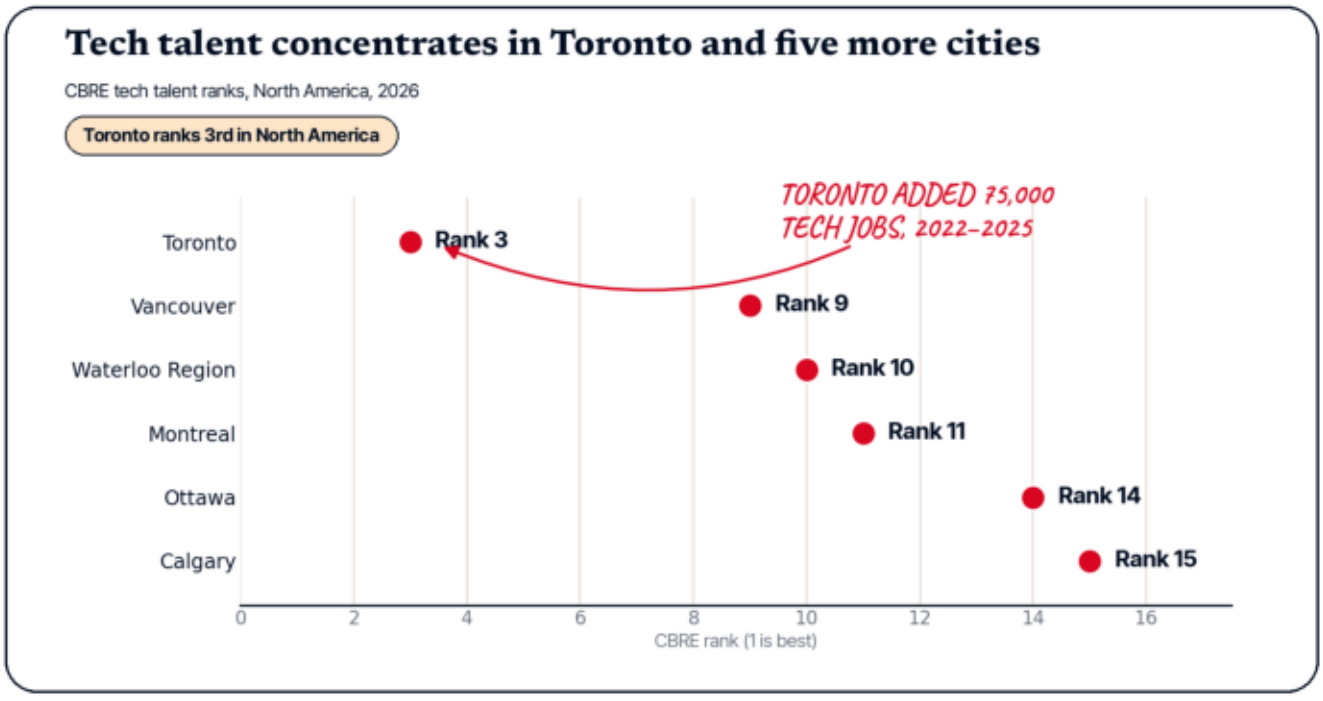
Takeaway 4: Everybody now needs AI, but Ontario's rule pushed Canada's number up

AI words appear in 19.0% of all Canadian Indeed postings on Sep 30, 2026. That is up from 5.7% a year earlier and 1.7% in 2019. The US sits at 7.3%, the UK at 9.9%, and Australia at 7.1%. Ontario sits at 28% in May 2026, up from 9% in Oct 2025. Ontario's Jan 2026 rule requires employers with 25 or more staff to disclose AI use in hiring. So part of the jump comes from a government rule, not from employers asking for AI skills. AI demand is real, and the headline share is inflated by disclosure. Read the 19% with that caveat.



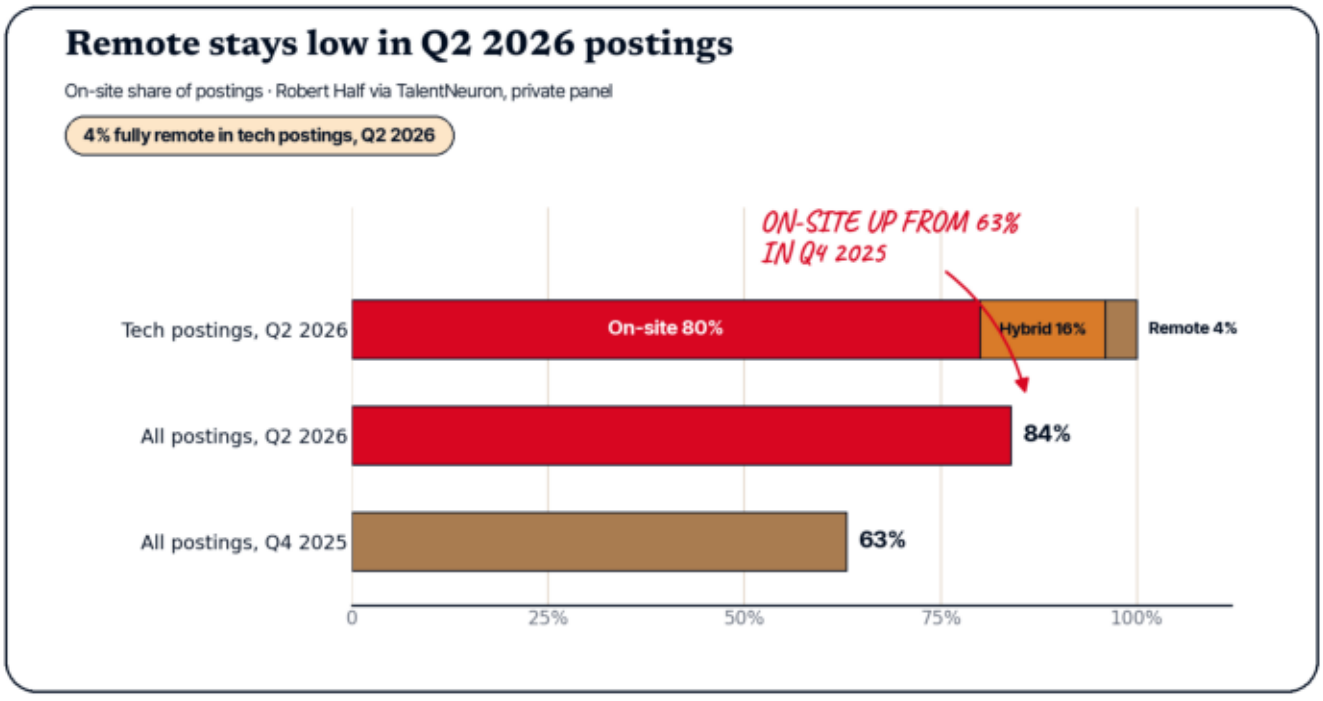
Takeaway 5: Tech talent concentrates in Toronto and in five more cities

Toronto ranks 3rd in North America for tech talent in CBRE's 2026 report. Vancouver ranks 9th, Waterloo Region 10th, Montreal 11th, Ottawa 14th, and Calgary 15th. Toronto added 75,000 tech jobs from 2022 to 2025, more than any other North American market. Toronto, Montreal, and Vancouver hold 60% of Canada's AI jobs. Canada added 91,300 tech talent jobs in 2025, up 7.6%, to nearly 1.3 million. CBRE is a private report, shown as secondary context only. Concentration is real, but it is spread across six cities, not one Bay Area.



Takeaway 6: Remote stays low in Q2 2026 postings, and hybrid is the realistic option

Only 4% of Canadian technology postings in Q2 2026 were fully remote. Hybrid was 16% and fully on-site was 80%. Across all postings, on-site was 63% in Q4 2025 and 84% in Q2 2026. This is the Q2 2026 share in the Robert Half series. No longer series is shown, so this report makes no record claim. Postings are not the same as actual work. Postings show what employers advertise. The direction is clear. Employers advertise on-site first.

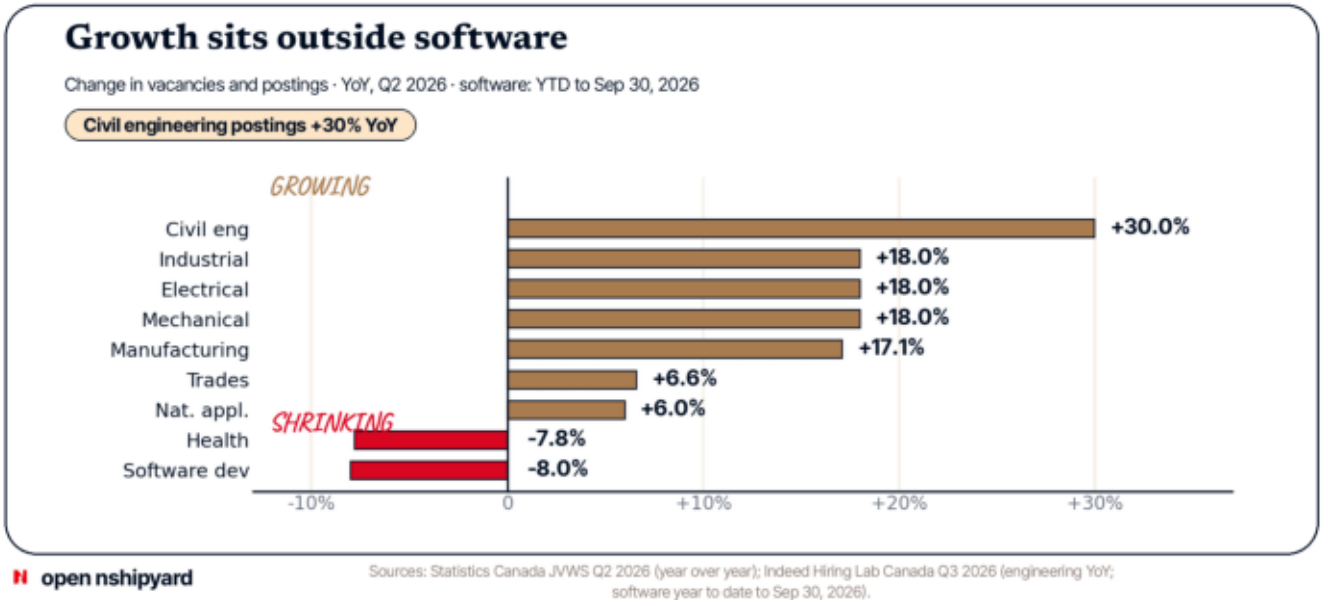


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Source: Robert Half Canada via TalentNeuron, Q4 2025 and Q2 2026. Private panel, secondary context only.

Takeaway 7: Growth sits outside software, in engineering, trades, and manufacturing

Lenny's takeaway 7 body text is cut off in the public PDF at page 23. Only the heading remains. The Canada analogue is clear from open data. Civil engineering postings rose 30% year over year. Industrial, electrical, and mechanical engineering postings each rose 18% year over year. Manufacturing vacancies rose 17.1% year over year. Trades vacancies rose 6.6%. Natural and applied sciences vacancies rose 6.0%. Health vacancies fell 7.8%. Software postings fell 8.0% year to date. Growth is real, but it is not in software.



Conclusion

Product managers are winning in the US. In Canada, we cannot count them.
I checked StatCan's vacancy table and FRED. StatCan's table has no product manager code, and FRED carries Indeed's Canada postings only as a national index and broad sectors. No one publishes a Canadian equivalent of TrueUp. The nearest proxy is computer and information systems managers, at 2,170 open roles against 3,340 at the peak. That is a different job, and there is no Canadian count for product managers.

Engineers are splitting, not collapsing.
Software engineers and designers are down 72.3% from the peak, at 2,625 open roles. Computer systems developers and programmers are down 92.4%, at 285. But software developers and programmers added 925 open roles in a year, up 35.3%, and user support technicians added 480, up 25.5%. Indeed's software index is at 78 and still falling, down 8.0% year to date. The floor may be in for some codes and not others.

Designers are hurting.
Graphic designers and illustrators fell from 2,995 open roles to 770, down 74.3%. That is the worst result among the roles with a clean series, apart from computer systems developers and programmers. Web designers fell from 335 to 75, with 7 of 18 quarters suppressed. Product design has no count at all.

The biggest hiring boom is not in software.
It is in engineering, trades, and manufacturing. Civil engineering postings are up 30%. Manufacturing and utilities vacancies are up 17.1%. Trades and transport sit at 105,255 vacancies, up 6.6%. AI mentions in postings did jump, from 5.7% to 19.0% in a year, but partly because Ontario made employers with 25 or more staff disclose AI use in hiring. Ontario hit 28% in May 2026. The US sits at 7.3% without that rule.

If you work in Canadian tech and have a job, the 2.8% unemployment rate in natural and applied sciences says you are in the majority. If you are looking for one, there are 548,400 vacancies in the country and 2,625 of them are for software engineers and designers, at $55.85 an hour.

Method

Method. This report mirrors Lenny Rachitsky, State of the tech job market: late 2026, Nov 10, 2026. Lenny uses TrueUp, which tracks openings at over 9,000 tech companies, and Live Data Technologies, which tracks hires for 124 million people in the US. Canada has no open copy of either data set. This report now reads Statistics Canada table 14-10-0444-01 direct, through the StatCan Web Data Service. The method is the one CRED uses: GET getDataFromVectorByReferencePeriodRange, in ~/workspace/cred-energy/src/lib/data.ts. The pull ran Nov 11, 2026, and covers Q1 2022 to Q2 2026, 18 quarters, unadjusted. In fix cycle 5 the broad-group totals were pulled the same way: natural and applied sciences (vector 1569792036), health occupations (1569792038), trades, transport and equipment operators (1569792046), and occupations in manufacturing and utilities (1569792050). The average offered hourly wage for software engineers and designers was also pulled direct (vector 1569792825): $55.85 in Q2 2026, matching Job Bank. The headline 510,200 is the seasonally adjusted Q2 2026 total from the Daily release. The WDS unadjusted Q2 2026 total is 548,400. The two differ because one is adjusted and one is not. Do not mix them. The Daily seasonally adjusted figures differ slightly from the WDS unadjusted figures, so this report uses the WDS figures in the text. Software developers: Daily 3,500, up 900; WDS 3,545, up 925. User support technicians: Daily 2,400, up 500; WDS 2,365, up 480. Natural and applied sciences: Daily 42,300, up 4.5% from Q1 2026; WDS 43,400, up 5.7%. Manufacturing and utilities: Daily up 19.2% year over year; WDS up 17.1%. Trades: Daily up 7.7%; WDS up 6.6%. Health: Daily down 7.9%; WDS down 7.8%. Other open sources are Indeed Hiring Lab Canada, Job Bank, and StatCan LFS. Robert Half via TalentNeuron and CBRE are private sources, shown as secondary context only. They are not open data. Under pred-v2, approved Nov 11, 2026, labelled private secondary context is allowed for takeaways 5 and 6 only. No other takeaway uses private data. Role mapping uses NOC 2021. Software is NOC 21231 and 21232. Web designers and developers are NOC 21233 and 21234, and they are not counted as engineering here. Data and AI is NOC 21211, 21220, and 21223. Product management has no clean NOC. NOC 20012 covers computer and information systems managers, and it is not a PM series. Design has no clean vacancy series for product designers. NOC 52120 covers graphic designers and illustrators. I checked StatCan's vacancy table and FRED's Indeed series before writing that. The table has no product manager code, and FRED's Indeed series for Canada cover the national index and broad sectors only. Two WDS series need care. Data scientists jump from 25 in Q3 2023 to 770 in Q4 2023. That looks like a classification or sample break, not organic growth. This report does not chart it as growth. Web designers have 7 of 18 quarters suppressed. Blank cells mean suppressed, not zero. Derived values in the CSV files are marked Derived, with the arithmetic shown.

Gaps

Gaps. (1) No Canada PM openings series. (2) No Canada product design openings count. Graphic designers now have a count. (3) No Canada hire-level series by tech role. (4) No Canada FDE openings count. (5) No Canada UXR openings count. (6) Lenny takeaway 7 body text is missing from the public PDF. (7) Fixed in v5 and v6: the StatCan Web Data Service now returns direct primary JVWS data, so JVWS numbers no longer rest on reports of the Daily release. The pull ran Nov 11, 2026. In v6 the broad-group totals and the $55.85 wage also come from the direct WDS pull. LFS numbers still rest on the Daily release text, because no LFS vector pull was run. (8) Fixed in v5: charts now cover 18 quarters, Q1 2022 to Q2 2026. (9) Remote shares for tech come from Robert Half and TalentNeuron, a private panel, not from StatCan. StatCan does not publish a work-location split for computer occupations.

All numbers in this report trace to sources_v6.md. No US number is labelled as Canada. No number lacks a source.

Where to go from here

Product managers cannot be counted in Canada. No open series counts them.

Engineers are splitting. Software is down, but some technical roles are rising.

Designers are hurting. Graphic designers fell 74%.

The hiring boom is outside software, in engineering, trades, and manufacturing.

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