

# JOB DEMAND REPORT

## JULY 2020

Job posting data collected by Workforce WindsorEssex from job boards and employer websites who recruit candidates in Windsor-Essex.

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

TOTAL ACTIVE	NEW THIS MONTH	COMPANIES	JOB BOARDS
3,323	2,073	1,328	35

#### # OF DAYS POSTED

AVERAGE	MEDIAN
20	15

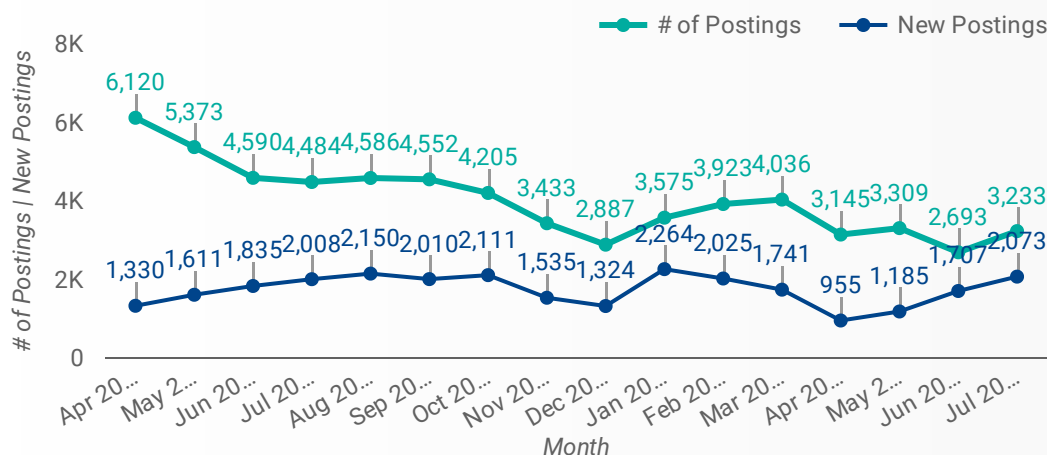
## REPORT BUILDER

The default filter selection below will show all job demand data for the month. You can use the filters to create a customized report for the purpose of understanding a subset of the data.

MUNICIPALITY ▾	JOB TYPE ▾	JOB DURATION ▾
JOB BOARD ▾	ADDITIONAL LANGUA... ▾	QUICK FIND ▾
SKILL LEVEL ▾		
SKILL TYPE NAME / 1-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE ▾		
MAJOR GROUP / 2-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE ▾		
MINOR GROUP / 3-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE ▾		
UNIT GROUP / 4-DIGIT NATIONAL OCCUPATIONAL CLASSIFICATION CODE ▾		
COMPANY OR EMPLOYMENT AGENCY ▾		

## JOB POSTINGS BY MONTH

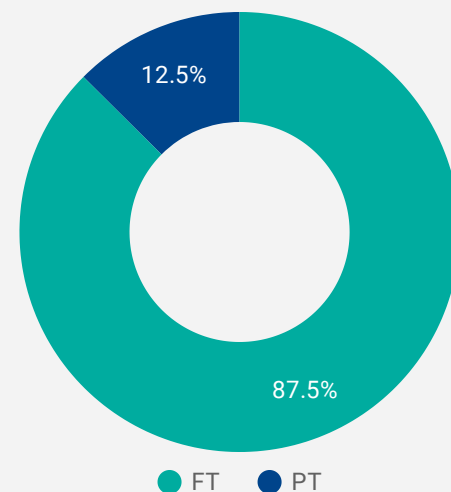
How many job postings were active for at least 1 day this month?



NOTE: This graph cannot be filtered using the controls on the cover page

## JOB TYPE

Full-time vs Part-time



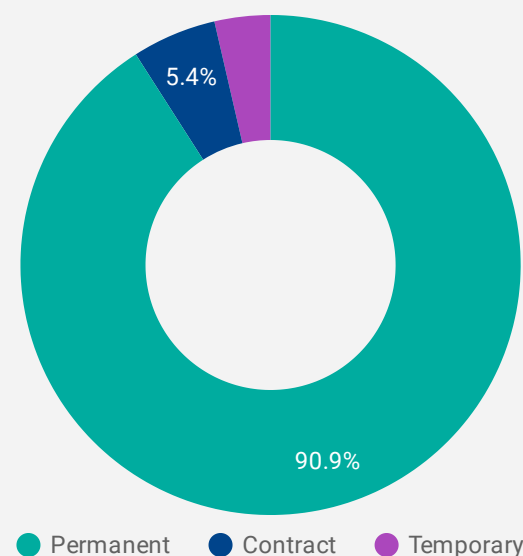
## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Windsor	2,101	19	15
2.	Municipality of Leamington	342	23	15
3.	Town of Kingsville	251	29	15
4.	Town of Tecumseh	198	20	15
5.	Town of Essex	130	37	15
6.	Town of Lakeshore	112	16	15
7.	Town of Amherstburg	97	18	15
8.	Town of LaSalle	65	16	15

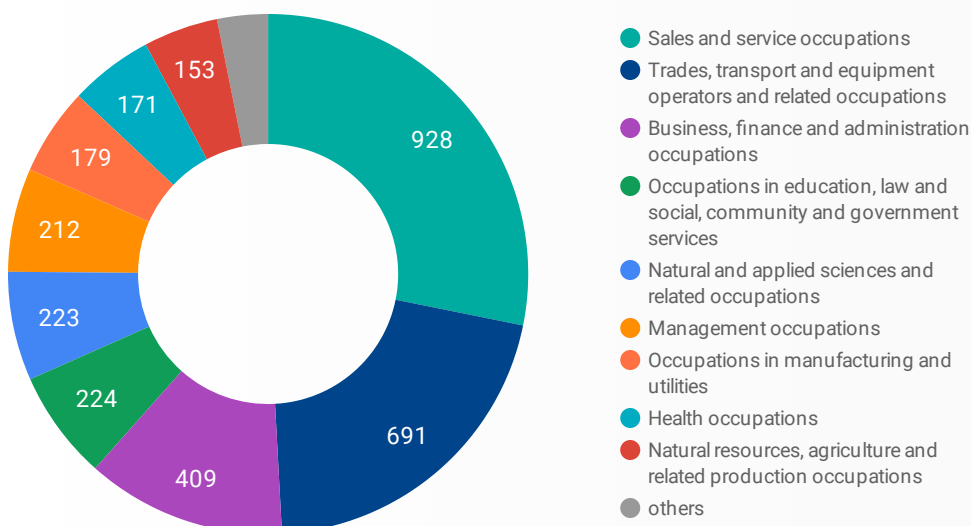
## JOB DURATION

Permanency of jobs posted



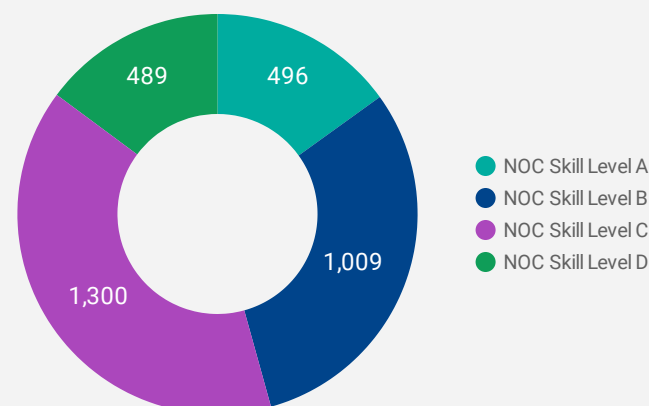
## JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



## JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



Skill Level A = Usually University education | Skill Level B = Usually College education or Apprenticeship training | Skill Level C = Usually Secondary education or occupation-specific training | Skill Level D = Usually on-the-job training

## TOP OCCUPATIONS

*What kind of jobs are in-demand?*

	4 DIGIT NOC NAME	POSTINGS ▾
1.	Retail salespersons	166
2.	Transport truck drivers	134
3.	Home support workers, housekeepers and related occupations	101
4.	Other customer and information services representatives	94
5.	Nursery and greenhouse workers	82
6.	Retail and wholesale trade managers	70
7.	Delivery and courier service drivers	70
8.	Food counter attendants, kitchen helpers and related support occupations	65
9.	Cooks	64
10.	Construction trades helpers and labourers	63
11.	Material handlers	63
12.	Janitors, caretakers and building superintendents	56
13.	Light duty cleaners	52
14.	Administrative assistants	52
15.	Food and beverage servers	45
16.	Security guards and related security service occupations	39
17.	cook	38
18.	Store shelf stockers, clerks and order fillers	38
19.	Shippers and receivers	30
20.	Process control and machine operators, food and beverage processing	30
21.	Hairstylists and barbers	29
22.	Other financial officers	29
23.	null	29
24.	Dental assistants	27
25.	Tool and die makers	27
26.	receptionist	27
27.	Other labourers in processing, manufacturing and utilities	27
28.	Landscaping and grounds maintenance labourers	27
29.	Restaurant and food service managers	27
30.	Residential and commercial installers and servicers	26

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## TOP EMPLOYERS/AGENCIES

*Who is hiring?*

	COMPANY	POSTINGS ▾
1.	Kijiji Jobs	158
2.	Mastronardi Produce Limited	49
3.	Loblaws Companies Limited	47
4.	Shoppers Drug Mart / Pharmaprix	46
5.	Windsor, Corporation of the City of	44
6.	Windsor Women Working with Immigrant Women	41
7.	We Check	29
8.	PROSTAFF Employment Solutions	26
9.	Town of Lakeshore	25
10.	Canadian Executive Search	25
11.	Tepperman's	24
12.	Chartwell Retirement Residences	22
13.	Sunrise Senior Living	20
14.	Aphria Inc.	19
15.	Windsor Regional Hospital	19
16.	Goudreau Personnel by Swinton Ltd.	18
17.	Lowe's	18
18.	Mucci Farms Ltd.	18
19.	Walmart Canada	17
20.	Electromac	17
21.	Flex-N-Gate Corporation	16
22.	Lakeside Produce Inc	16
23.	Morton Salt	14
24.	HUB International	14
25.	GoodLife Fitness Centres Inc.	14
26.	TJX Canada	13
27.	ParaMed Home Health	13

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## TOP HIRING SECTORS (6 DIGIT NAICS CODE)

What sectors are hiring?

NOTE: This table cannot be filtered using the controls on the cover page

	Class title	Code	Class definition	Job Posting Count ▾	Avg Posting Length
1.	Employment placement agencies and executive search services	561310	This Canadian industry comprises establishments primarily engaged in listing employment vacancies and selecting, referring and placing applicants in employment, either on a permanent or temporary basis. The individuals placed are not employees of the placement agencies.	203	14
2.	Fruit and vegetable combination farming	111993	This Canadian industry comprises establishments primarily engaged in growing a combination of fruit and vegetables.	150	24
3.	Other local, municipal and regional public administration	913910	This Canadian industry comprises establishments of local governments, not classified to any other Canadian industry, primarily engaged in executive and legislative activities; planning, fiscal and related policies and the administration of the public debt; assessing, levying and collecting taxes; conducting relations with other governments; and the administration of local, municipal, and regional government programs.	108	37
4.	Civic and social organizations	813410	This Canadian industry comprises establishments primarily engaged in promoting the civic and social interest of their members.	107	15
5.	Full-service restaurants	722511	This Canadian industry comprises establishments primarily engaged in providing food services to patrons who order and are served while seated and pay after eating.	69	17
6.	Limited-service eating places	722512	This Canadian industry comprises establishments primarily engaged in providing food services to patrons who order or select items at a counter, food bar or cafeteria line (or order by telephone) and pay before eating. Food and drink are picked up for consumption on the premises or for take-out, or delivered to the customer's location.	69	25
7.	Supermarkets and other grocery (except convenience) stores	445110	This Canadian industry comprises establishments, known as supermarkets and grocery stores, primarily engaged in retailing a general line of food, such as canned, dry and frozen foods; fresh fruits and vegetables; fresh and prepared meats, fish, poultry, dairy products, baked products and snack foods.	63	15
8.	Nursing care facilities	623110	This Canadian industry comprises establishments primarily engaged in providing in-patient nursing and rehabilitative services, and continuous personal care services. Individuals requiring nursing care usually require an extended stay in the care facility.	60	22
9.	General freight trucking, long distance, less than truck-load	484122	This Canadian industry comprises establishments primarily engaged in long distance, general freight trucking of less than complete truck-loads. Less-than-truck-load carriers are characterized by the use of terminals to consolidate shipments, generally from several shippers, into a single truck for haulage between a load assembly terminal and a disassembly terminal, where the load is sorted and shipments are re-routed for delivery.	60	14
10.	Pharmacies and drug stores	446110	This Canadian industry comprises establishments, known as pharmacies and drug stores, primarily engaged in retailing prescription or non-prescription drugs and medicines.	56	5
11.	All other miscellaneous store retailers (except beer and wine-making supplies stores)	453999	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in retailing specialized lines of merchandise.	44	16
12.	Marketing research and public opinion polling	541910	This Canadian industry comprises establishments primarily engaged in gathering, recording, tabulating, and presenting marketing and public opinion data.	41	15
13.	Hardware stores	444130	This Canadian industry comprises establishments, known as hardware stores, primarily engaged in retailing a general line of basic hardware items, such as tools and builders' hardware.	41	17
Grand total				3,013	23

## OCCUPATIONS BY FREQUENCY & LENGTH OF JOB POSTINGS

What jobs are hard to fill and/or in-demand?

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	166	15	15
2.	7511	Transport truck drivers	NOC Skill Level C	134	24	15
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	101	21	15
4.	6552	Other customer and information services representatives	NOC Skill Level C	94	10	11
5.	8432	Nursery and greenhouse workers	NOC Skill Level C	82	52	32
6.	621	Retail and wholesale trade managers	NOC Skill Level A	70	20	15
7.	7514	Delivery and courier service drivers	NOC Skill Level C	70	15	15
8.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	65	15	15
9.	6322	Cooks	NOC Skill Level B	64	21	15
10.	7452	Material handlers	NOC Skill Level C	63	18	15
11.	7611	Construction trades helpers and labourers	NOC Skill Level D	63	15	15
12.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	56	19	15
13.	6731	Light duty cleaners	NOC Skill Level D	52	24	15
14.	1241	Administrative assistants	NOC Skill Level B	52	16	15
15.	6513	Food and beverage servers	NOC Skill Level C	45	15	15
16.	6541	Security guards and related security service occupations	NOC Skill Level C	39	30	15
17.		cook	NOC Skill Level D	38	13	15
18.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	38	12	15
19.	9461	Process control and machine operators, food and beverage processing	NOC Skill Level C	30	19	15
20.	1521	Shippers and receivers	NOC Skill Level C	30	15	13
21.	6341	Hairstylists and barbers	NOC Skill Level B	29	18	15
22.	1114	Other financial officers	NOC Skill Level A	29	20	16
23.	7232	Tool and die makers	NOC Skill Level B	27	16	15
24.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	27	27	15
25.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	27	22	15
26.	3411	Dental assistants	NOC Skill Level C	27	16	15
27.	631	Restaurant and food service managers	NOC Skill Level A	27	26	16
28.		receptionist	NOC Skill Level D	27	10	11
29.	7441	Residential and commercial installers and servicers	NOC Skill Level C	26	17	15

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

143

NEW POSTINGS

102

COMPANIES

73

UNIQUE LANGUAGES

5

## # OF DAYS POSTED

AVERAGE

19

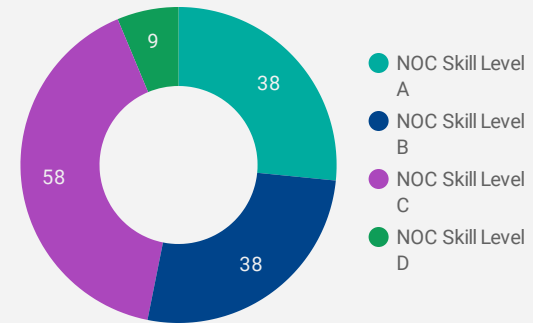
MEDIAN

15

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

What language skills are employers looking for by occupational skill level?

- 38 Skill Level A - Management/ Professional Occupations usually requiring University
- 38 Skill Level B - Usually college education or apprenticeship training
- 58 Skill Level C - Usually secondary education or occupation-specific training
- 9 Skill Level D - Usually on-the-job training



## JOB POSTINGS BY LANGUAGE SKILL

How many job postings require specific language skills?

Arabic Language Jobs

6

African Dialect Language Jobs

0

Cantonese Language Jobs

0

Chinese Language Jobs

3

French Language Jobs

99

German Language Jobs

0

Italian Language Jobs

0

Japanese Language Jobs

0

Mandarin Language Jobs

0

Portuguese Language Jobs

0

Punjabi Language Jobs

4

Spanish Language Jobs

28

Thai Language Jobs

0

Vietnamese Language Jobs

0

## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

	COMPANY	POSTINGS
1.	HUB International	8
2.	Lakeside Produce Inc	7
3.	Mucci Farms Ltd.	5
4.	Kijiji Jobs	5
5.	Victorian Order of Nurses / VON Canada	5
6.	Synterra	5
7.	Windsor Women Working with Immigrant Women	4
8.	Canadian Armed Forces Army Reserve	4
9.	National Bank of Canada	4
10.	Mastronardi Produce Limited	4
11.	HÃ'tel-Dieu Grace Healthcare	4
12.	New Beginnings Youth Opportunities Strategy Site	3
13.	VON Canada (Ontario)	3
14.	Al-Hijra Academy	3
15.	Menzies Automotive Group	3

## MULTILINGUAL JOB DEMAND BY 4-DIGIT NOC

What occupations seek French Language Skills?

4 DIGIT NOC NAME	FRENCH ...	AFRICAN	ARABIC	CANTONESE	CHINESE	GERMAN	ITALIAN	JAPANESE	MANDARIN	PORTUGUESE	PUNJABI	SPANISH	THAI	VIETNAMESE
1. Security guards and related security service occupations	...	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Other customer and information services representatives	9	0	0	0	0	0	0	0	0	0	0	1	0	0
3. Insurance agents and brokers	6	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Home support workers, housekeepers and related occupations	6	0	1	0	0	0	0	0	0	0	0	0	0	0
5. Delivery and courier service drivers	5	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Securities agents, investment dealers and brokers	4	0	0	0	0	0	0	0	0	0	0	0	0	0
7. Professional occupations in advertising, marketing and public relations	4	0	0	0	0	0	0	0	0	0	0	0	0	0
8. Registered nurses and registered psychiatric nurses	4	0	0	0	0	0	0	0	0	0	0	0	0	0
9. Financial sales representatives	4	0	0	0	0	0	0	0	0	0	2	0	0	0
10. Social workers	4	0	0	0	0	0	0	0	0	0	0	0	0	0
11. Retail and wholesale trade managers	3	0	0	0	0	0	0	0	0	0	0	0	0	0
12. General office support workers	3	0	1	0	0	0	0	0	0	0	0	0	0	0
13. Social and community service workers	3	0	0	0	0	0	0	0	0	0	0	0	0	0
14. Home child care providers	3	0	0	0	0	0	0	0	0	0	0	0	0	0
15. Other financial officers	2	0	1	0	0	0	0	0	0	0	0	0	0	0
16. Psychologists	2	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Retail salespersons	2	0	0	0	0	0	0	0	0	0	0	2	0	0
18. Non-commissioned ranks of the Canadian Armed Forces	2	0	0	0	0	0	0	0	0	0	0	0	0	0
19. Other instructors	1	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Musicians and singers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
21. Labourers in food and beverage processing	1	0	0	0	0	0	0	0	0	0	0	0	0	0
22. Health policy researchers, consultants and program officers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
23. Business development officers and marketing researchers and consultants	1	0	0	0	0	0	0	0	0	0	0	0	0	0
24. Natural and applied science policy researchers, consultants and program officers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
25. Probation and parole officers and related occupations	1	0	0	0	0	0	0	0	0	0	0	0	0	0

## JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and/or in-demand?

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	751	Motor vehicle and transit drivers	NOC Skill Level C	221	20	15
2.	642	Retail salespersons	NOC Skill Level C	166	15	15
3.	441	Home care providers and educational support occupations	NOC Skill Level C	125	27	15
4.	673	Cleaners	NOC Skill Level D	123	21	15
5.	843	Agriculture and horticulture workers	NOC Skill Level C	98	47	32
6.	655	Customer and information services representatives	NOC Skill Level C	95	11	11.5
7.	632	Chefs and cooks	NOC Skill Level B	87	21	15
8.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	75	15	15
9.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	72	18	15
10.	062	Retail and wholesale trade managers	NOC Skill Level A	70	20	15
11.	761	Trades helpers and labourers	NOC Skill Level D	66	16	15
12.	152	Supply chain logistics, tracking and scheduling co-ordination	NOC Skill Level C	66	14	13.5

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## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

What jobs are hard to fill and/or in-demand?

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	248	20	15
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	242	15	15
3.	72	Industrial, electrical and construction trades	NOC Skill Level B	202	20	15
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	198	19	15
5.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	181	16	15
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	141	19	15
7.	63	Service supervisors and specialized service occupations	NOC Skill Level B	138	22	15
8.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	134	28	15
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	128	27	15
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	103	22	15

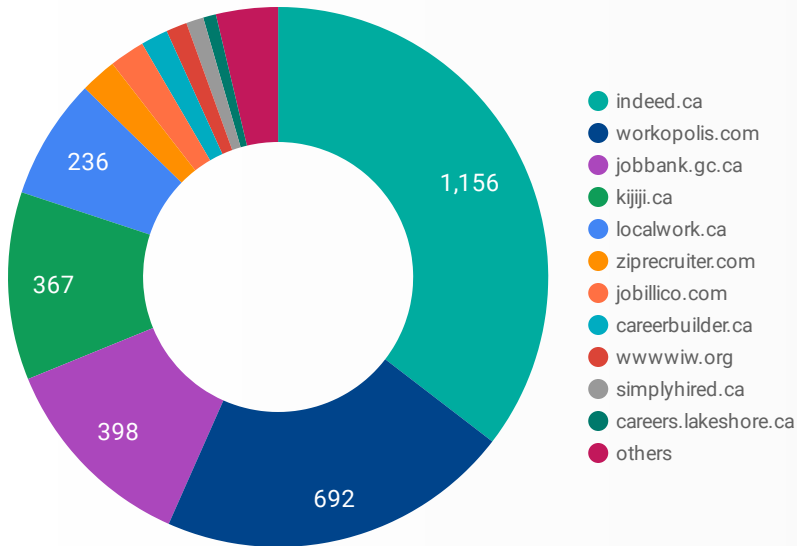
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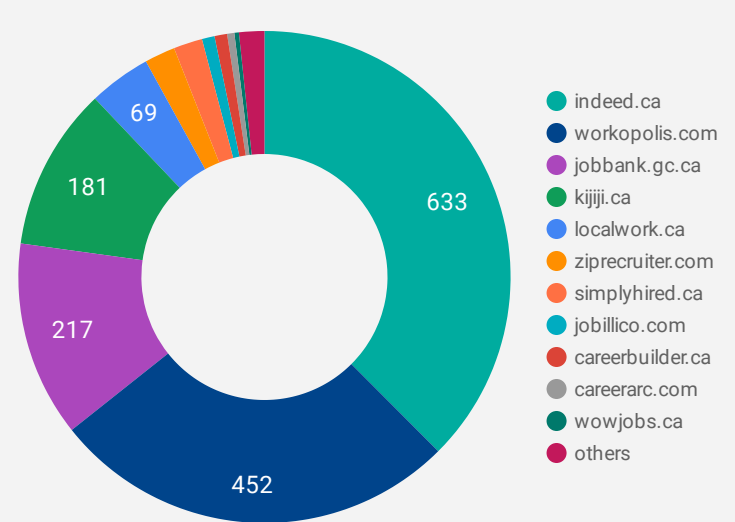
## JOB POSTINGS BY JOB BOARD

What share of unique job postings appear on each job board?



## COMPANIES BY JOB BOARD

What share of unique job postings appear on each job board?



## JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	1,156	24	15	633
2.	workopolis.com	692	15	15	452
3.	jobbank.gc.ca	398	42	29	217
4.	kijiji.ca	367	15	15	181
5.	localwork.ca	236	8	3	69
6.	ziprecruiter.com	71	14	15	34
7.	jobillico.com	69	10	8	14
8.	careerbuilder.ca	53	13	9	14
9.	wwwiwi.org	41	14	6	1
10.	simplyhired.ca	34	16	16	32
11.	careers.lakeshore.ca	25			1
12.	canadianexecutivesearch.com	25	19	16.5	1
13.	careerarc.com	24	25	9	8
14.	kingsville.ca	10			1
15.	careers.learmington.ca	8	63	9	1
16.	wowjobs.ca	5	24	22	5
17.	wfcu.ca	5	150	149.5	1