

JOB DEMAND REPORT

AUGUST 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
3,786	2,284	1,432	32

OF DAYS POSTED

AVERAGE	MEDIAN
20	15

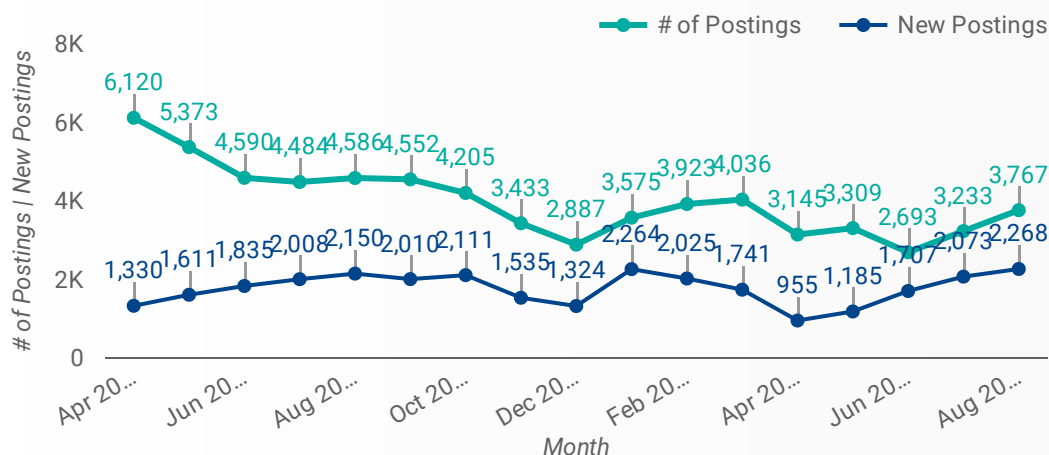
REPORT BUILDER

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

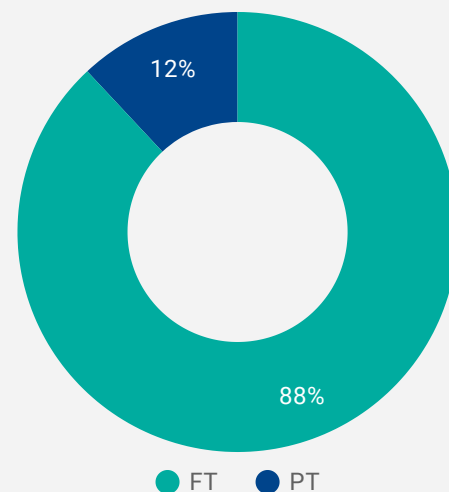
How many job postings were active for at least 1 day this month?



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

JOB TYPE

Full-time vs Part-time



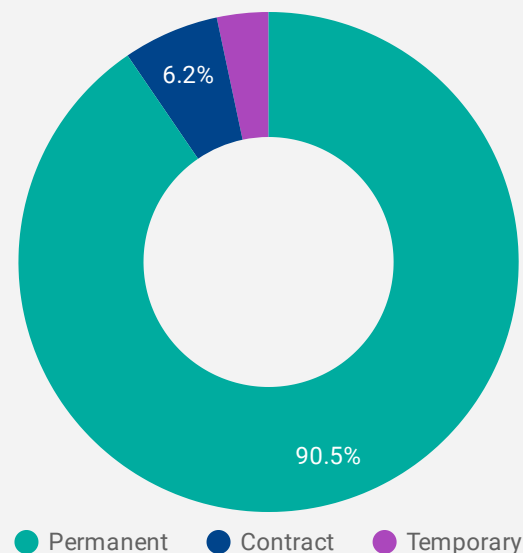
JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Windsor	2,394	17	15
2.	Municipality of Leamington	485	20	15
3.	Town of Kingsville	240	18	15
4.	Town of Tecumseh	214	18	15
5.	Town of Essex	150	22	15
6.	Town of Lakeshore	124	66	20
7.	Town of Amherstburg	96	18	15
8.	Town of LaSalle	51	19	15

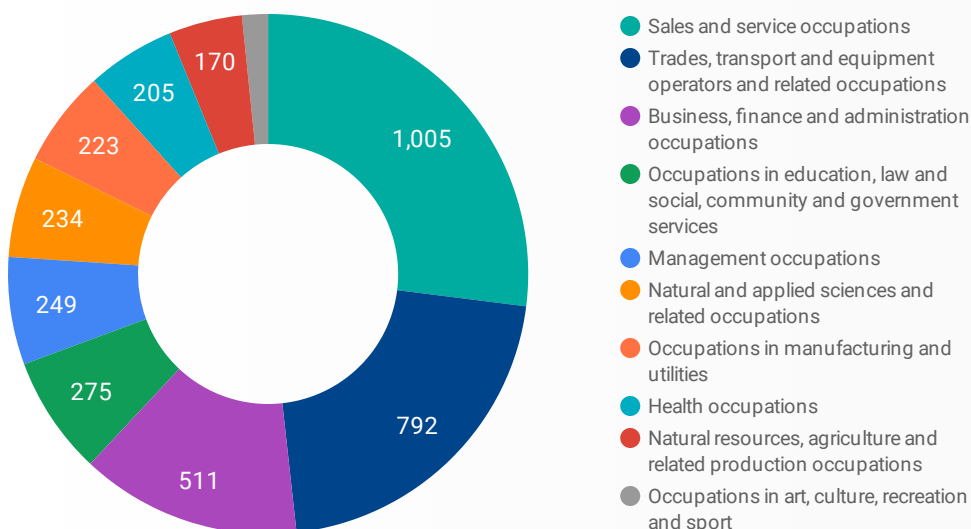
JOB DURATION

Permanency of jobs posted



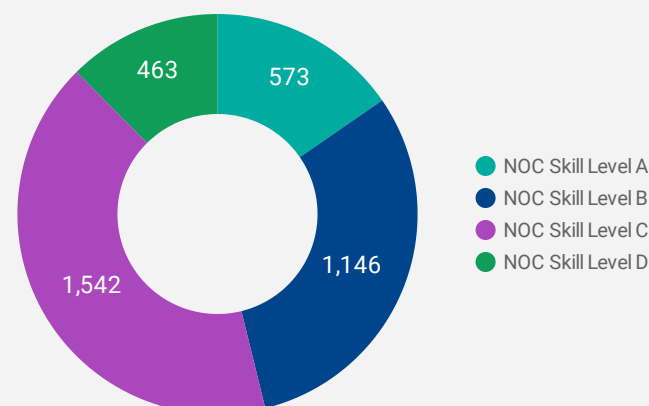
JOB POSTINGS BY SKILL TYPE

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	191
2.	Transport truck drivers	165
3.	Home support workers, housekeepers and related occupations	124
4.	Other customer and information services representatives	103
5.	Nursery and greenhouse workers	98
6.	Cooks	87
7.	Material handlers	86
8.	Delivery and courier service drivers	83
9.	Retail and wholesale trade managers	68
10.	Light duty cleaners	61
11.	Janitors, caretakers and building superintendents	57
12.	Administrative assistants	56
13.	Food counter attendants, kitchen helpers and related support occupations	55
14.	Food and beverage servers	53
15.	Store shelf stockers, clerks and order fillers	50
16.	Construction trades helpers and labourers	47
17.	Tool and die makers	44
18.	Dental assistants	42
19.	Other labourers in processing, manufacturing and utilities	41
20.	Receptionists	39
21.	Security guards and related security service occupations	38
22.	Labourers in food and beverage processing	32
23.	Data entry clerks	32
24.	Other financial officers	32
25.	Other sales related occupations	30
26.	Program leaders and instructors in recreation, sport and fitness	30
27.	Supervisors, supply chain, tracking and scheduling co-ordination occupations	28
28.	Construction millwrights and industrial mechanics	26
29.	General office support workers	26
30.	Construction millwrights and industrial mechanics	26

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TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS ▾
1.	Kijiji Jobs	156
2.	Personnel by Elsie	53
3.	Canadian Executive Search	52
4.	Loblaw Companies Limited	47
5.	Windsor Women Working with Immigrant Women	43
6.	Windsor, Corporation of the City of	36
7.	Mastronardi Produce Limited	35
8.	PROSTAFF Employment Solutions	35
9.	Town of Lakeshore	31
10.	Municipality of Leamington	31
11.	Mucci Farms Ltd.	27
12.	HGS Canada	24
13.	Walmart Canada	24
14.	Goudreau Personnel by Swinton Ltd.	24
15.	The Job Shoppe Incorporated	23
16.	We Check	22
17.	Electromac	22
18.	Windsor Regional Hospital	21
19.	Aphria Inc.	21
20.	Lakeside Produce Inc	21
21.	Nature Fresh Farms Inc.	20
22.	Tepperman's	19
23.	PetSmart Canada	18
24.	Flex-N-Gate Corporation	17
25.	Lowe's	17
26.	Chartwell Retirement Residences	17
27.	ParaMed Home Health	16

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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.	343	18
2.	Fruit and vegetable combination farming	111993	This Canadian industry comprises establishments primarily engaged in growing a combination of fruit and vegetables.	148	20
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.	125	83
4.	Civic and social organizations	813410	This Canadian industry comprises establishments primarily engaged in promoting the civic and social interest of their members.	118	25
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.	94	19
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.	73	17
7.	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.	73	12
8.	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.	66	13
9.	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.	62	20
10.	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.	55	14
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.	50	15
12.	Offices of dentists	621210	This Canadian industry comprises establishments of licensed dentists primarily engaged in the private or group practice of general or specialized dentistry or dental surgery. Offices of dentists, especially walk-in centres that accept patients without appointment and that often have extended office hours, are sometimes called clinics or dental centres.	49	15
13.	Local messengers and local delivery	492210	This Canadian industry comprises establishments primarily engaged in providing messenger and delivery services of small parcels within a single urban area.	48	8
Grand total				3,473	20

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	191	17	14
2.	7511	Transport truck drivers	NOC Skill Level C	165	17	15
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	124	16	15
4.	6552	Other customer and information services representatives	NOC Skill Level C	102	10	9.5
5.	8432	Nursery and greenhouse workers	NOC Skill Level C	97	35	32
6.	7452	Material handlers	NOC Skill Level C	85	13	15
7.	7514	Delivery and courier service drivers	NOC Skill Level C	82	14	15
8.	621	Retail and wholesale trade managers	NOC Skill Level A	68	15	15
9.		cook	NOC Skill Level D	66	17	15
10.	6731	Light duty cleaners	NOC Skill Level D	61	15	15
11.	1241	Administrative assistants	NOC Skill Level B	56	36	15
12.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	56	20	15
13.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	55	17	15
14.	6513	Food and beverage servers	NOC Skill Level C	52	14	15
15.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	50	15	15
16.	7611	Construction trades helpers and labourers	NOC Skill Level D	45	22	15
17.	7232	Tool and die makers	NOC Skill Level B	44	15	15
18.	3411	Dental assistants	NOC Skill Level C	41	14	15
19.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	41	12	15
20.	6322	Cooks	NOC Skill Level B	40	28	15
21.	1414	Receptionists	NOC Skill Level C	39	15	15
22.	6541	Security guards and related security service occupations	NOC Skill Level C	38	15	12
23.	1114	Other financial officers	NOC Skill Level A	32	16	15
24.	1422	Data entry clerks	NOC Skill Level C	32	27	18
25.	9617	Labourers in food and beverage processing	NOC Skill Level D	32	16	15
26.	6623	Other sales related occupations	NOC Skill Level D	30	15	14
27.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	30	17	15
28.	1215	Supervisors, supply chain, tracking and scheduling co-ordination occupations	NOC Skill Level B	28	24	15
29.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	26	15	15

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

286

NEW POSTINGS

215

COMPANIES

149

UNIQUE LANGUAGES

9

OF DAYS POSTED

AVERAGE

12

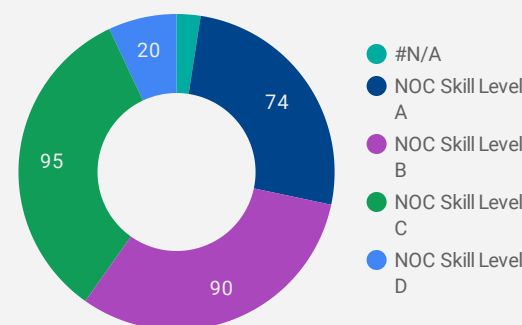
MEDIAN

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MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 74 Skill Level A - Management/ Professional Occupations usually requiring University
- 90 Skill Level B - Usually college education or apprenticeship training
- 95 Skill Level C - Usually secondary education or occupation-specific training
- 20 Skill Level D - Usually on-the-job training



JOB POSTINGS BY LANGUAGE SKILL

How many job postings require specific language skills?

Arabic Language Jobs

4

African Dialect Language Jobs

0

Cantonese Language Jobs

1

Chinese Language Jobs

2

French Language Jobs

122

German Language Jobs

2

Italian Language Jobs

0

Japanese Language Jobs

0

Mandarin Language Jobs

0

Portuguese Language Jobs

0

Punjabi Language Jobs

1

Spanish Language Jobs

33

Thai Language Jobs

0

Vietnamese Language Jobs

0

MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

	COMPANY	POSTINGS
1.	Lakeside Produce Inc	8
2.	HÃ'tel-Dieu Grace Healthcare	8
3.	Victorian Order of Nurses / VON Canada	7
4.	Mucci Farms Ltd.	7
5.	Windsor Regional Hospital	7
6.	Nature Fresh Farms Inc.	7
7.	Securitas	6
8.	Synterra	6
9.	Kijiji Jobs	6
10.	VON Canada (Ontario)	5
11.	Windsor Mold Group	4
12.	Mastronardi Produce Limited	4
13.	Canadian Armed Forces Army Reserve	4
14.	HUB International	4
15.	Purolator	3
16.	Amco Farms Inc.	3

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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	8	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Social and community service workers	7	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Home support workers, housekeepers and related occupations	7	0	1	0	0	0	0	0	0	0	0	0	0	0
5. Insurance agents and brokers	6	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Psychologists	5	0	0	0	0	0	0	0	0	0	0	0	0	0
7. Delivery and courier service drivers	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. Medical sonographers	4	0	0	0	0	0	0	0	0	0	0	0	0	0
10. Financial sales representatives	4	0	0	0	0	0	0	0	0	0	0	0	0	0
11. Food and beverage servers	3	0	0	0	0	0	0	0	0	0	0	0	0	0
12. Retail salespersons	3	0	0	0	0	0	0	0	0	0	0	3	0	0
13. Other instructors	3	0	1	0	0	0	0	0	0	0	0	0	0	0
14. Professional occupations in advertising, marketing and public relations	2	0	0	0	0	0	0	0	0	0	0	0	0	0
15. Material handlers	2	0	0	0	0	0	0	0	0	0	0	1	0	0
16. Other financial officers	2	0	1	0	0	0	0	0	0	0	0	0	0	0
17. Securities agents, investment dealers and brokers	2	0	0	0	0	0	0	0	0	0	0	0	0	0
18. Pharmacists	2	0	0	0	0	0	0	0	0	0	0	0	0	0
19. Medical radiation technologists	2	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Retail and wholesale trade managers	2	0	0	0	0	0	0	0	0	0	0	0	0	0
21. Technical sales specialists - wholesale trade	2	0	0	0	0	0	0	0	0	0	0	1	0	0
22. Program leaders and instructors in recreation, sport and fitness	2	0	0	0	0	0	0	0	0	0	0	0	0	0
23. Licensed practical nurses	2	0	0	0	0	0	0	0	0	0	0	0	0	0
24. Non-commissioned ranks of the Canadian Armed Forces	2	0	0	0	0	0	0	0	0	0	0	0	0	0
25. Home child care providers	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?

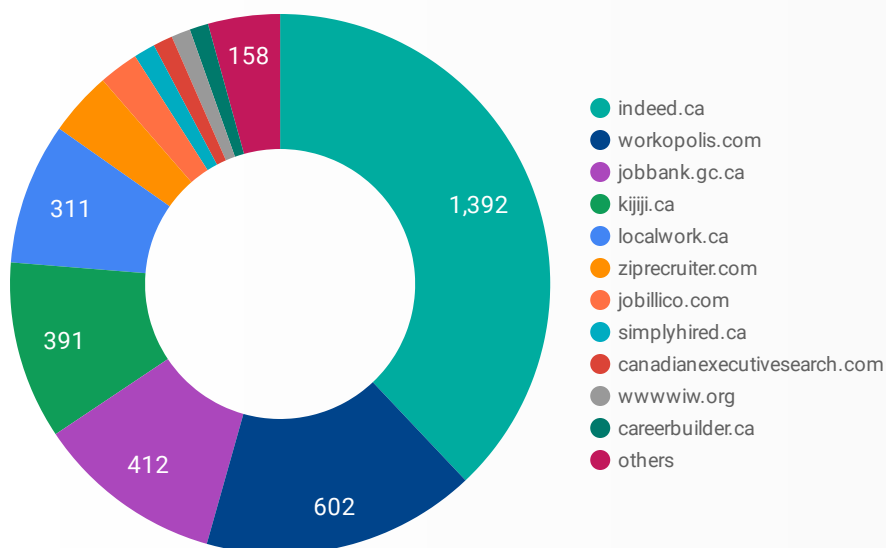
	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	751	Motor vehicle and transit drivers	NOC Skill Level C	261	16	15
2.	642	Retail salespersons	NOC Skill Level C	191	17	14.5
3.	441	Home care providers and educational support occupations	NOC Skill Level C	148	21	15
4.	673	Cleaners	NOC Skill Level D	140	17	15
5.	843	Agriculture and horticulture workers	NOC Skill Level C	121	35	32
6.	655	Customer and information services representatives	NOC Skill Level C	103	10	11
7.	632	Chefs and cooks	NOC Skill Level B	100	20	15
8.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	98	16	15
9.	745	Longshore workers and material handlers	NOC Skill Level C	88	18	15
10.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	86	29	15
11.	662	Other sales support and related occupations	NOC Skill Level D	81	15	15
12	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	78	14	15
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JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

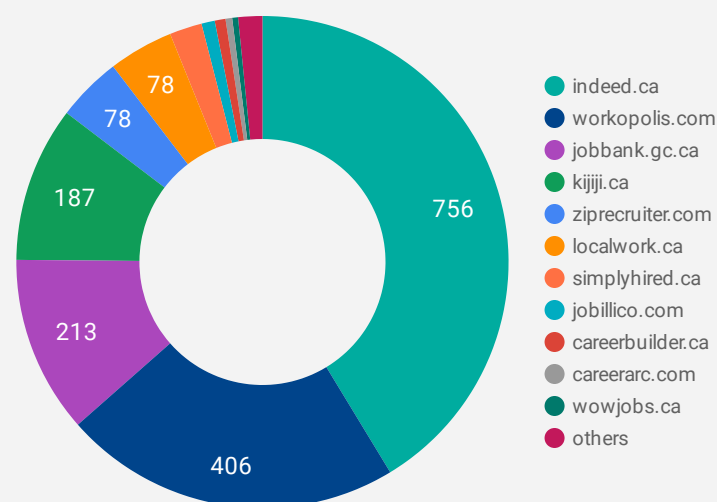
What jobs are hard to fill and/or in-demand?

	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	289	19	15
2.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	248	14	15
3.	72	Industrial, electrical and construction trades	NOC Skill Level B	246	17	15
4.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	204	17	15
5.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	203	17	14
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	170	26	15
7.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	152	26	15
8.	63	Service supervisors and specialized service occupations	NOC Skill Level B	152	18	15
9.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	140	27	15
10.	14	Office support occupations	NOC Skill Level C	137	18	15
11.	84	Workers in natural resources, agriculture and related production	NOC Skill Level C	121	35	32
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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	1,392	22	16	756
2.	workopolis.com	602	15	15	406
3.	jobbank.gc.ca	412	29	19.5	213
4.	kijiji.ca	391	15	15	187
5.	localwork.ca	311	5	2	78
6.	ziprecruiter.com	141	15	15	78
7.	jobillico.com	87	16	10	16
8.	simplyhired.ca	47	14	16	39
9.	canadianexecutivesearch.com	43	19	14	1
10.	wwwiwiw.org	42	32	32	1
11.	careerbuilder.ca	41	11	10	13
12.	careers.lakeshore.ca	31	174	202	1
13.	careers.leamington.ca	24	12	10	1
14.	careerarc.com	20	21	11	8
15.	drcareers.ca	13	21	30	1
16.	kingsville.ca	11			1
17.	wowjobs.ca	10	9	8	7