

# JOB DEMAND REPORT

## SEPTEMBER 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  
3,847

NEW THIS MONTH  
2,356

COMPANIES  
1,441

JOB BOARDS  
31

#### # OF DAYS POSTED

AVERAGE  
20

MEDIAN  
15

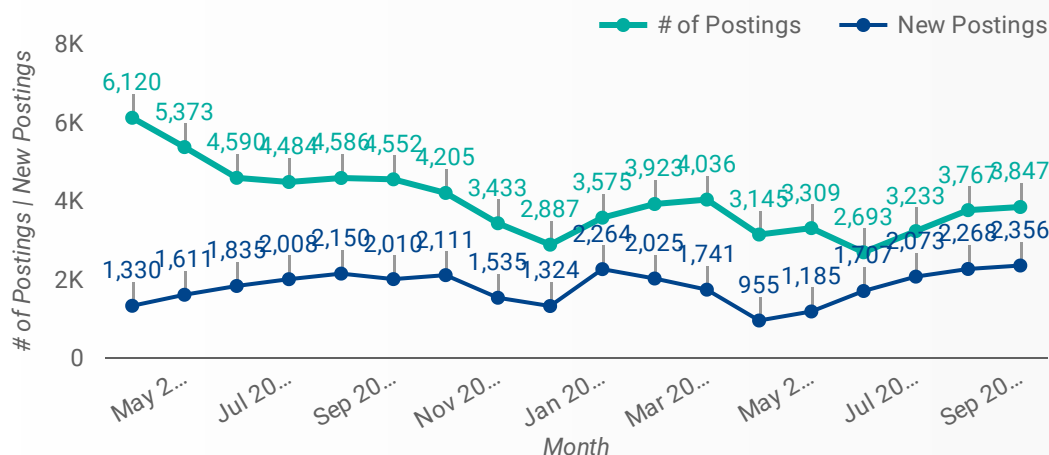
### REPORT BUILDER

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

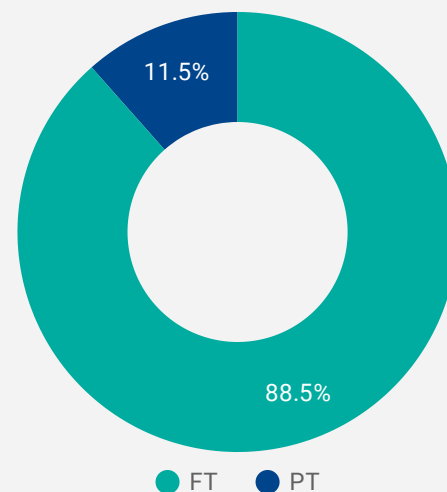
How many job postings were active for at least 1 day this month?



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

## JOB TYPE

Full-time vs Part-time



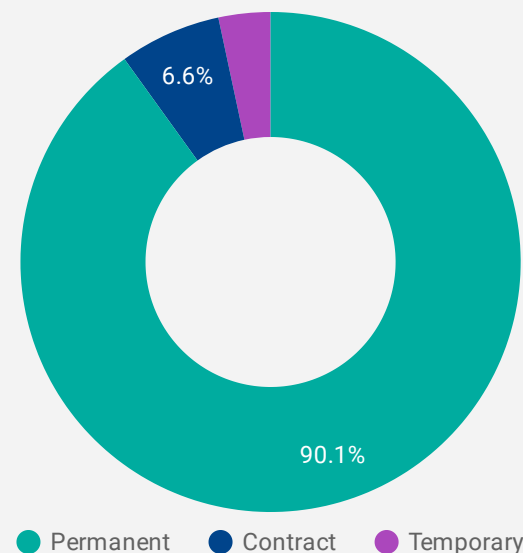
## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Windsor	2,495	20	15
2.	Municipality of Leamington	468	23	15
3.	Town of Kingsville	258	18	15
4.	Town of Tecumseh	187	19	15
5.	Town of Essex	166	19	15
6.	Town of Lakeshore	105	16	15
7.	Town of Amherstburg	87	15	15
8.	Town of LaSalle	51	16	11

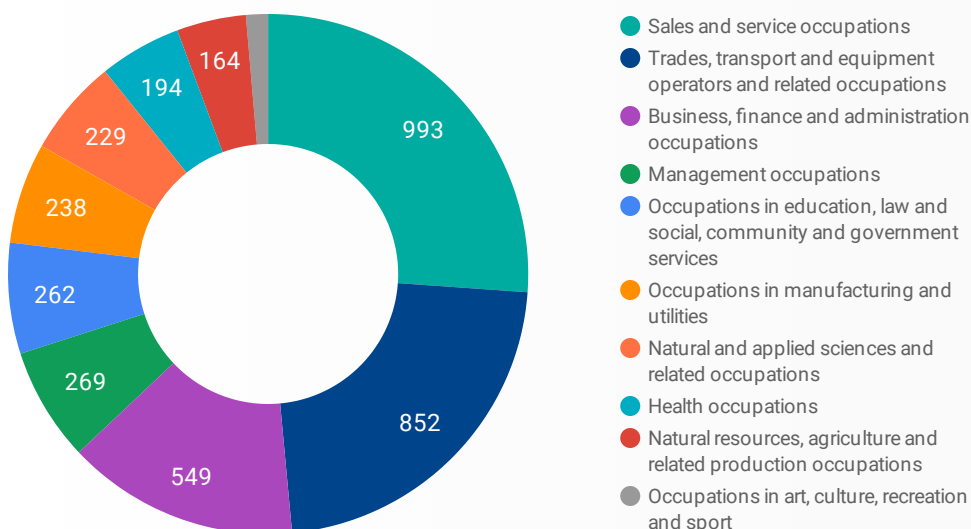
## JOB DURATION

Permanency of jobs posted



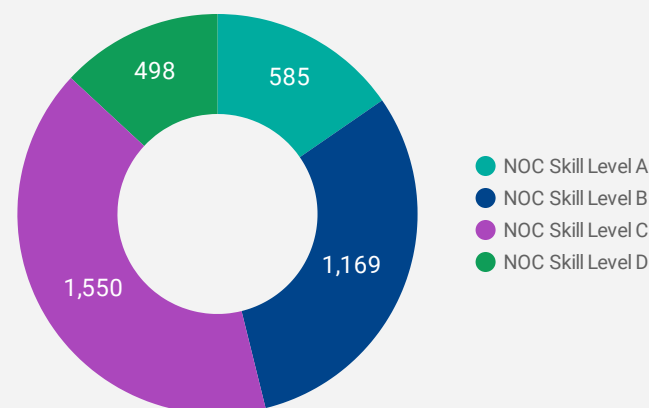
## JOB POSTINGS BY SKILL TYPE

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	224
2.	Transport truck drivers	183
3.	Home support workers, housekeepers and related occupations	115
4.	Delivery and courier service drivers	104
5.	Other customer and information services representatives	97
6.	Material handlers	93
7.	Cooks	88
8.	Nursery and greenhouse workers	85
9.	Retail and wholesale trade managers	79
10.	Other labourers in processing, manufacturing and utilities	70
11.	Janitors, caretakers and building superintendents	61
12.	Food counter attendants, kitchen helpers and related support occupations	57
13.	Administrative assistants	56
14.	Construction trades helpers and labourers	55
15.	Food and beverage servers	50
16.	Financial auditors and accountants	46
17.	Light duty cleaners	45
18.	Tool and die makers	43
19.	Store shelf stockers, clerks and order fillers	41
20.	Dental assistants	40
21.	Security guards and related security service occupations	39
22.	Labourers in food and beverage processing	34
23.	Other medical technologists and technicians (except dental health)	34
24.	Social and community service workers	33
25.	Shippers and receivers	33
26.	Construction millwrights and industrial mechanics	33
27.	Carpenters	32
28.	Machinists and machining and tooling inspectors	30
29.	Program leaders and instructors in recreation, sport and fitness	30
30.	Restaurant and food service managers	28

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## TOP EMPLOYERS/AGENCIES

*Who is hiring?*

	COMPANY	POSTINGS ▾
1.	Kijiji Jobs	182
2.	Mastronardi Produce Limited	50
3.	Windsor Women Working with Immigrant Women	41
4.	PROSTAFF Employment Solutions	40
5.	Windsor, Corporation of the City of	38
6.	Personnel by Elsie	37
7.	Loblaw Companies Limited	35
8.	Canadian Executive Search	34
9.	Goudreau Personnel by Swinton Ltd.	32
10.	Nature Fresh Farms Inc.	29
11.	Municipality of Leamington	27
12.	Doordash	27
13.	Flex-N-Gate Corporation	26
14.	Aphria Inc.	24
15.	Walmart Canada	24
16.	Electromac	22
17.	UPS	19
18.	Shoppers Drug Mart / Pharmaprix	19
19.	Highline Mushrooms	18
20.	We Check	18
21.	Mucci Farms Ltd.	17
22.	The Job Shoppe Incorporated	17
23.	Windsor Regional Hospital	17
24.	City of Windsor Employment and Training Services	16
25.	ParaMed Home Health Care	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.	338	29
2.	Fruit and vegetable combination farming	111993	This Canadian industry comprises establishments primarily engaged in growing a combination of fruit and vegetables.	149	19
3.	Civic and social organizations	813410	This Canadian industry comprises establishments primarily engaged in promoting the civic and social interest of their members.	120	28
4.	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.	99	46
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.	93	20
6.	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.	88	9
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.	80	26
8.	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.	74	16
9.	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.	69	14
10.	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.	67	12
11.	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.	64	14
12.	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.	59	16
13.	Industrial mould manufacturing	333511	This Canadian industry comprises establishments primarily engaged in casting and machining industrial metal moulds.	54	19
14.	All other	111999	This Canadian industry comprises establishments, not classified to any other	53	18
	<b>Grand total</b>			<b>3,519</b>	<b>21</b>

## 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	224	20	15
2.	7511	Transport truck drivers	NOC Skill Level C	183	16	15
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	115	17	15
4.	7514	Delivery and courier service drivers	NOC Skill Level C	104	14	15
5.	6552	Other customer and information services representatives	NOC Skill Level C	97	13	10
6.	7452	Material handlers	NOC Skill Level C	93	15	15
7.	6322	Cooks	NOC Skill Level B	88	21	15
8.	8432	Nursery and greenhouse workers	NOC Skill Level C	85	37	32
9.	621	Retail and wholesale trade managers	NOC Skill Level A	79	11	9
10.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	70	15	15
11.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	61	12	14
12.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	57	18	15
13.	1241	Administrative assistants	NOC Skill Level B	56	13	11
14.	7611	Construction trades helpers and labourers	NOC Skill Level D	55	27	15
15.	6513	Food and beverage servers	NOC Skill Level C	50	24	15
16.	1111	Financial auditors and accountants	NOC Skill Level A	46	15	15
17.	6731	Light duty cleaners	NOC Skill Level D	45	13	15
18.	7232	Tool and die makers	NOC Skill Level B	43	42	15
19.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	41	14	15
20.	3411	Dental assistants	NOC Skill Level C	40	18	15
21.	6541	Security guards and related security service occupations	NOC Skill Level C	39	17	12
22.	9617	Labourers in food and beverage processing	NOC Skill Level D	34	23	15
23.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	34	13	12.5
24.	4212	Social and community service workers	NOC Skill Level B	33	30	15
25.	1521	Shippers and receivers	NOC Skill Level C	33	15	15
26.	7311	Construction millwrights and industrial mechanics	NOC Skill Level B	33	18	15
27.	7271	Carpenters	NOC Skill Level B	32	16	15
28.	7231	Machinists and machining and tooling inspectors	NOC Skill Level B	30	30	20
29.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	30	17	15.5

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

125

NEW POSTINGS

71

COMPANIES

74

UNIQUE LANGUAGES

6

## # OF DAYS POSTED

AVERAGE

13

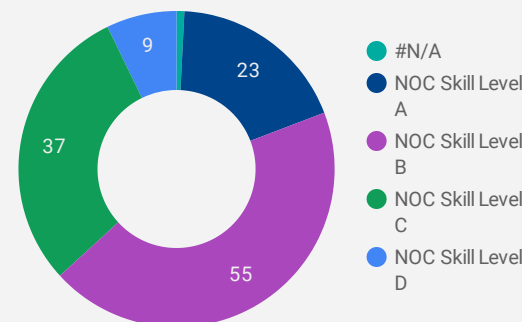
MEDIAN

15

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 23 Skill Level A - Management/ Professional Occupations usually requiring University
- 55 Skill Level B - Usually college education or apprenticeship training
- 37 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

4

French Language Jobs

72

German Language Jobs

3

Italian Language Jobs

0

Japanese Language Jobs

0

Mandarin Language Jobs

0

Portuguese Language Jobs

0

Punjabi Language Jobs

2

Spanish Language Jobs

37

Thai Language Jobs

0

Vietnamese Language Jobs

0

## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

	COMPANY	POSTINGS
1.	Windsor Regional Hospital	6
2.	Nature Fresh Farms Inc.	5
3.	Mucci Farms Ltd.	5
4.	Desjardins	5
5.	YMCA of Southwestern Ontario - Central Park	4
6.	Crawford Packaging Inc.	3
7.	Lakeside Produce Inc	3
8.	Aerotek	3
9.	Amco Farms Inc.	3
10.	Windsor-Essex County Health Unit	3
11.	Mastronardi Produce Limited	3
12.	Intuit	2
13.	Commissionaires	2
14.	Pomas Farms Inc.	2
15.	Crazy Chicken	2
16.	Kijiji Jobs	2

## 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. Banking, insurance and other financial clerks	5	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Medical sonographers	5	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Security guards and related security service occupations	5	0	0	0	0	0	0	0	0	0	0	1	0	0
4. Social and community service workers	5	0	2	0	0	0	0	0	0	0	0	0	0	0
5. Financial auditors and accountants	4	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Administrative officers	3	0	0	0	0	0	0	0	0	0	0	2	0	0
7. Other customer and information services representatives	3	0	0	0	0	0	0	0	0	0	0	0	0	0
8. Material handlers	2	0	0	0	0	0	0	0	0	0	0	2	0	0
9. Licensed practical nurses	2	0	0	0	0	0	0	0	0	0	0	0	0	0
10. Retail salespersons	2	0	0	0	0	0	0	0	0	0	0	2	0	0
11. Other instructors	2	0	0	0	0	0	0	0	0	0	0	0	0	0
12. Insurance agents and brokers	2	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Financial sales representatives	1	0	0	0	0	0	0	0	0	0	0	0	0	0
14. Technical sales specialists - wholesale trade	1	0	0	0	0	0	0	0	0	0	0	0	0	0
15. Program leaders and instructors in recreation, sport and fitness	1	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Home support workers, housekeepers and related occupations	1	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Home child care providers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
18. Sales and account representatives - wholesale trade (non-technical)	1	0	0	0	0	0	0	0	0	0	0	0	0	0
19. Early childhood educators and assistants	1	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Managers in health care	1	0	0	0	0	0	0	0	0	0	0	0	0	0
21. Food and beverage servers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
22. Business development officers and marketing researchers and consultants	1	0	0	0	0	0	0	0	0	0	0	0	0	0
23. Labourers in food and beverage processing	1	0	0	0	0	0	0	0	0	0	0	1	0	0
24. Nurse aides, orderlies and patient service associates	1	0	0	0	0	0	0	0	0	0	0	0	0	0
25. Other sales 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	300	15	15
2.	642	Retail salespersons	NOC Skill Level C	224	20	15
3.	441	Home care providers and educational support occupations	NOC Skill Level C	126	19	15
4.	673	Cleaners	NOC Skill Level D	125	13	15
5.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	115	18	15
6.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	107	30	15
7.	632	Chefs and cooks	NOC Skill Level B	104	22	15
8.	843	Agriculture and horticulture workers	NOC Skill Level C	103	37	31
9.	655	Customer and information services representatives	NOC Skill Level C	99	13	10
10.	745	Longshore workers and material handlers	NOC Skill Level C	93	15	15
11.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	91	15	15
12.	062	Retail and wholesale trade managers	NOC Skill Level A	79	11	9

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## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

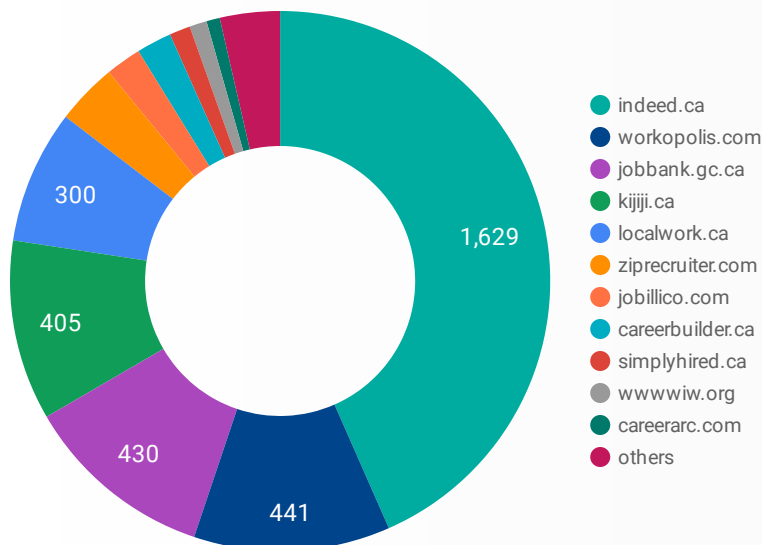
What jobs are hard to fill and/or in-demand?

	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	327	17	15
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	232	20	15
3.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	231	17	15
4.	72	Industrial, electrical and construction trades	NOC Skill Level B	226	29	15
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	188	14	15
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	174	30	15
7.	63	Service supervisors and specialized service occupations	NOC Skill Level B	162	20	15
8.	14	Office support occupations	NOC Skill Level C	144	14	14
9.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	130	25	15
10.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	127	20	15
11.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	117	19	15

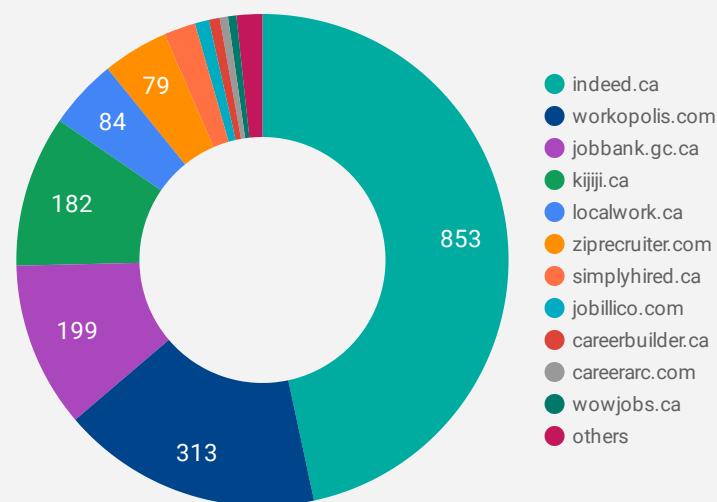
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## JOB POSTINGS BY JOB BOARD

*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	1,629	24	16	853
2.	workopolis.com	441	15	15	313
3.	jobbank.gc.ca	430	26	16	199
4.	kijiji.ca	405	15	15	182
5.	localwork.ca	300	2	2	84
6.	ziprecruiter.com	138	15	15	79
7.	jobillico.com	80	11	8	17
8.	careerbuilder.ca	79	12	9	13
9.	simplyhired.ca	47	16	16	38
10.	wwwiwiw.org	39	29	27	1
11.	careerarc.com	30	19	12	10
12.	canadianexecutivesearch.com	29	19	10	1
13.	careers.learmington.ca	21	11	8	1
14.	kingsville.ca	11			1
15.	drcareers.ca	10	26	30	1
16.	wowjobs.ca	10	10	10	10
17.	en.agilus.ca	8	23	22.5	1