

# JOB DEMAND REPORT

## MAY 2022

### HIGHLIGHTS

#### JOB POSTINGS BY THE NUMBERS

| TOTAL POSTINGS | NEW THIS MONTH | COMPANIES | JOB BOARDS |
|----------------|----------------|-----------|------------|
| 6,819          | 4,245          | 2,108     | 44         |

#### # OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 18.6    | 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.

#### OCCUPATION FILTERS

|                               |   |
|-------------------------------|---|
| SKILL TYPE NAME / 1-DIGIT NOC | ▼ |
| MAJOR GROUP / 2-DIGIT NOC     | ▼ |
| MINOR GROUP / 3-DIGIT NOC     | ▼ |
| UNIT GROUP / 4-DIGIT NOC      | ▼ |
| SKILL LEVEL                   | ▼ |
| JOB TYPE                      | ▼ |
| JOB DURATION                  | ▼ |
| ADDITIONAL LANGUAGE           | ▼ |
| SPECIFIC JOB TAGS             | ▼ |

#### INDUSTRY/SECTOR FILTERS

|                                     |   |
|-------------------------------------|---|
| HIRING SECTOR BY 2-DIGIT NAICS CODE | ▼ |
| HIRING SECTOR BY 3-DIGIT NAICS CODE | ▼ |
| HIRING SECTOR BY 4-DIGIT NAICS CODE | ▼ |
| HIRING SECTOR BY 5-DIGIT NAICS CODE | ▼ |
| HIRING SECTOR BY 6-DIGIT NAICS CODE | ▼ |

#### OTHER FILTERS

|                |   |
|----------------|---|
| MUNICIPALITY   | ▼ |
| CITY OR COUNTY | ▼ |
| JOB BOARD      | ▼ |

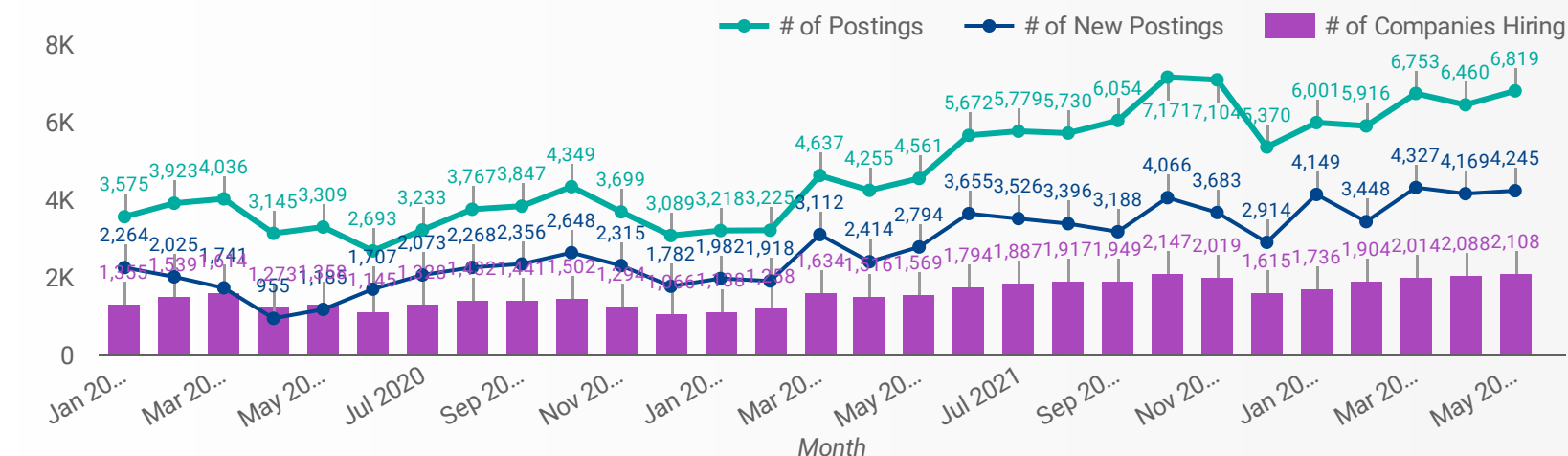
NOC = National Occupation Classification | NAICS = North American Industry Classification System

#### Source:

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

## JOB POSTINGS BY MONTH FOR WINDSOR-ESSEX

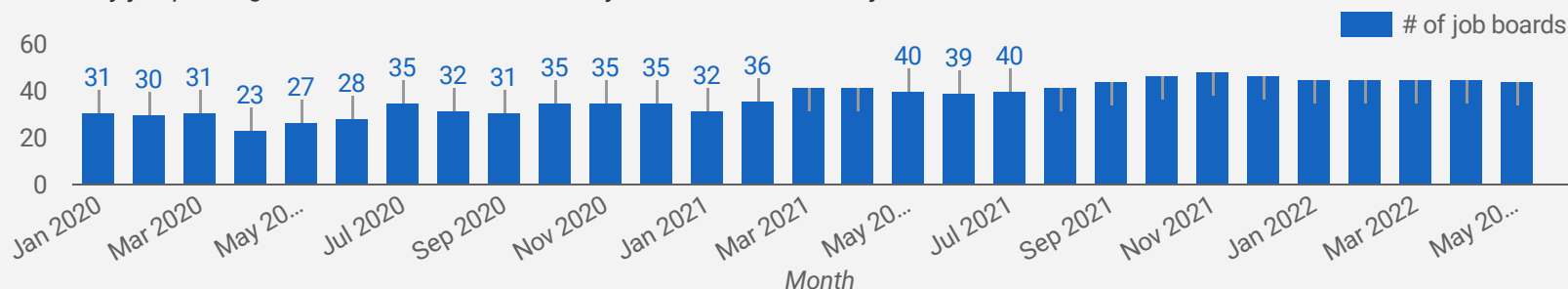
How many job postings were active for at least 1 day this month?



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

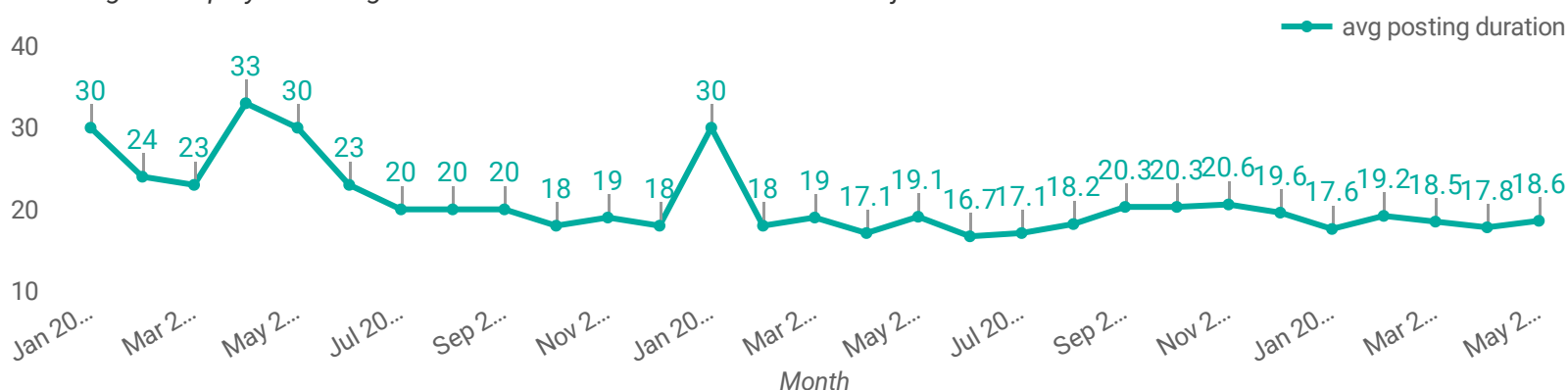
## NUMBER OF ACTIVE JOB BOARDS

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



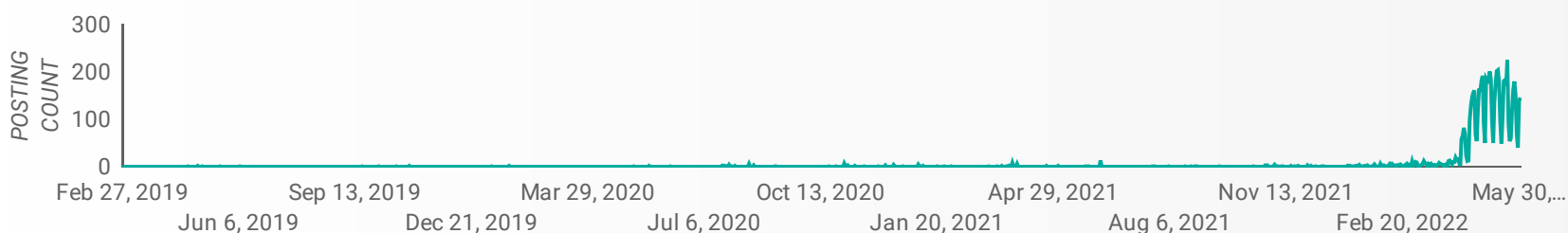
## AVG & MEDIAN POSTING LENGTH BY DAYS

How long are employers having to recruit for to find candidates to fill their job vacancies?



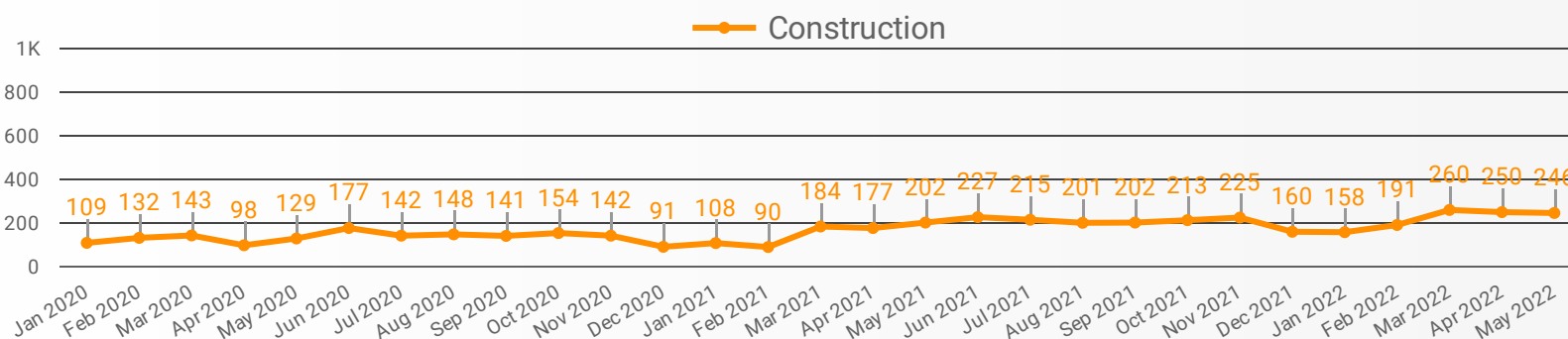
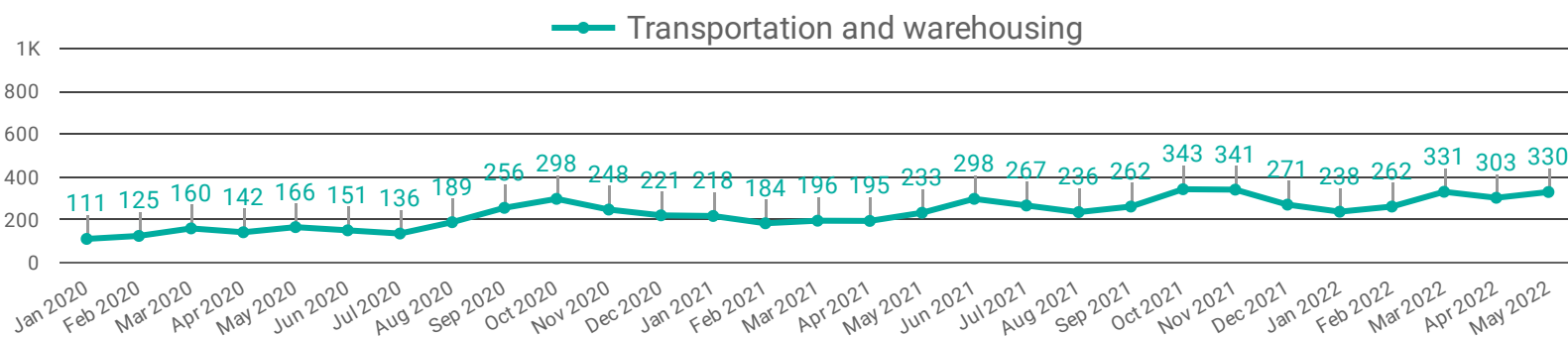
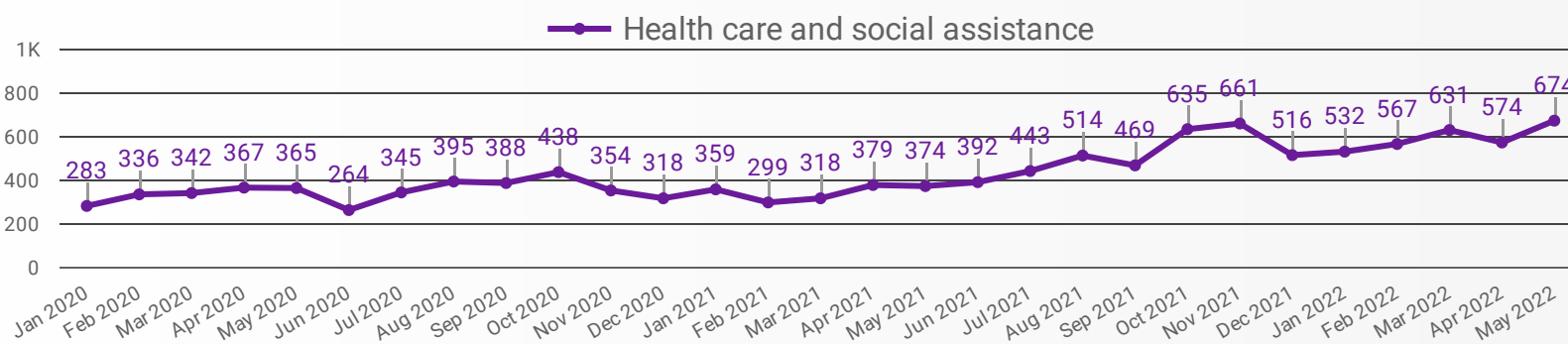
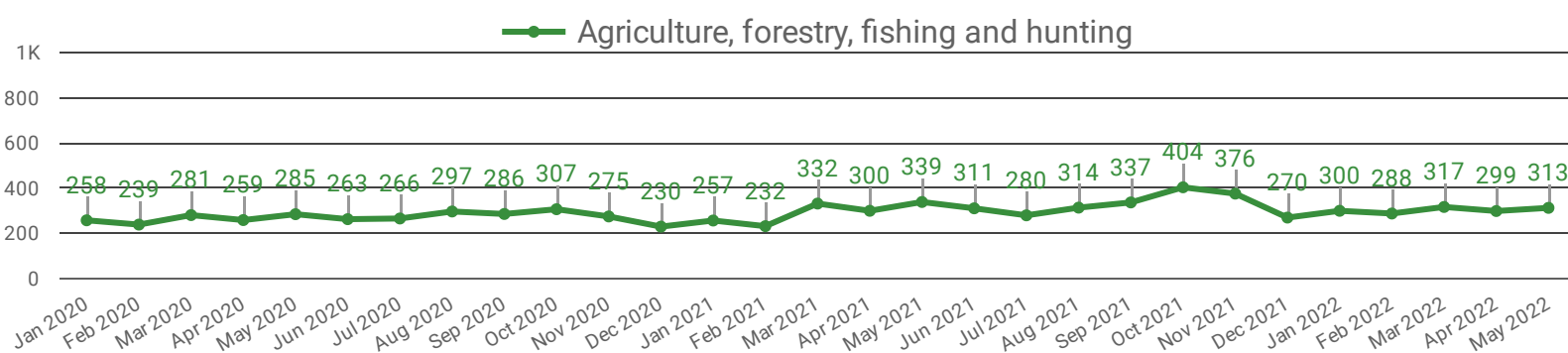
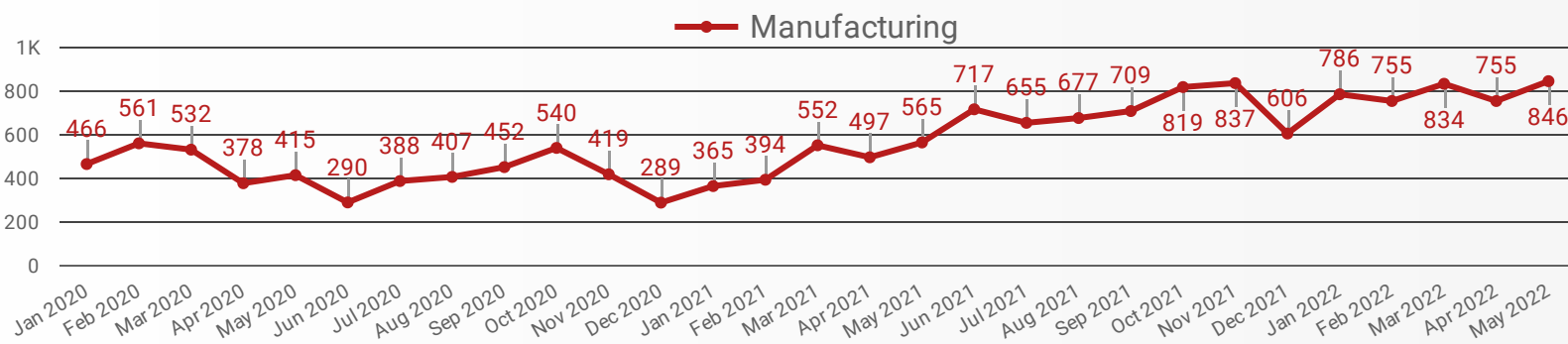
## POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



## DEMAND BY KEY SECTOR (WINDSOR-ESSEX)

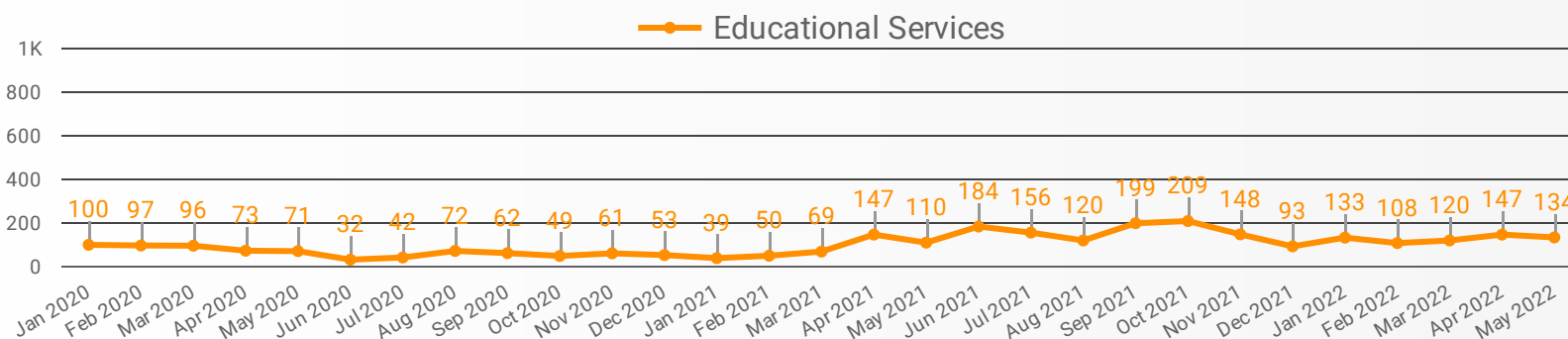
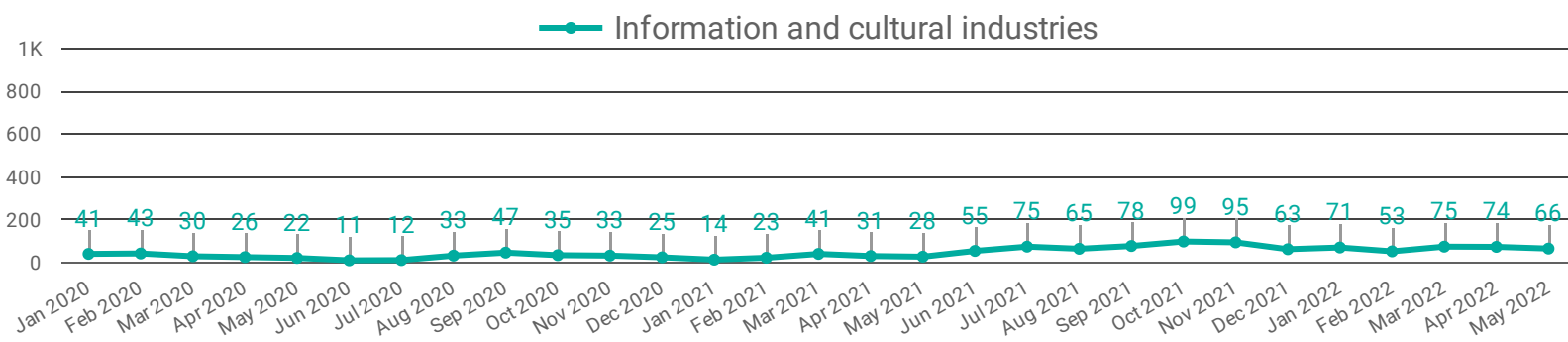
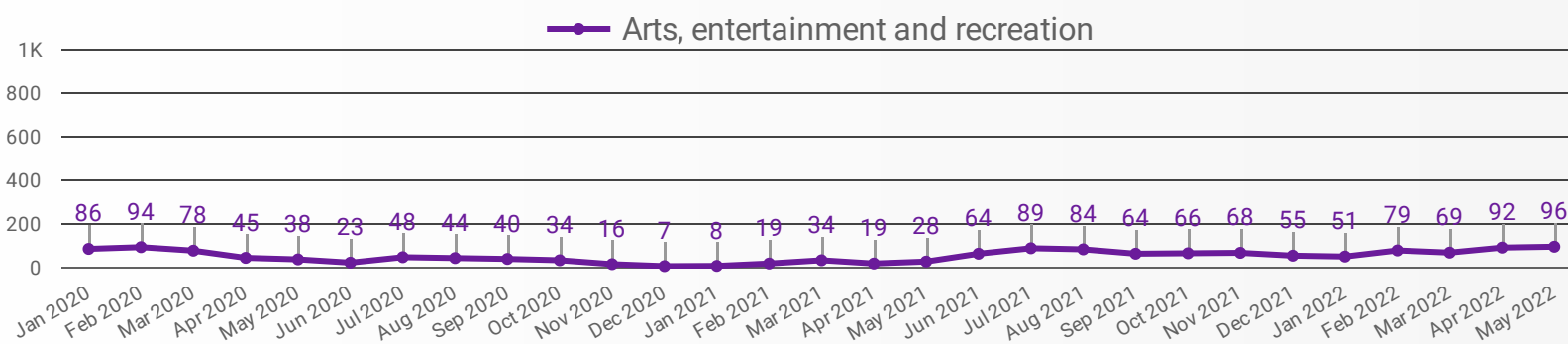
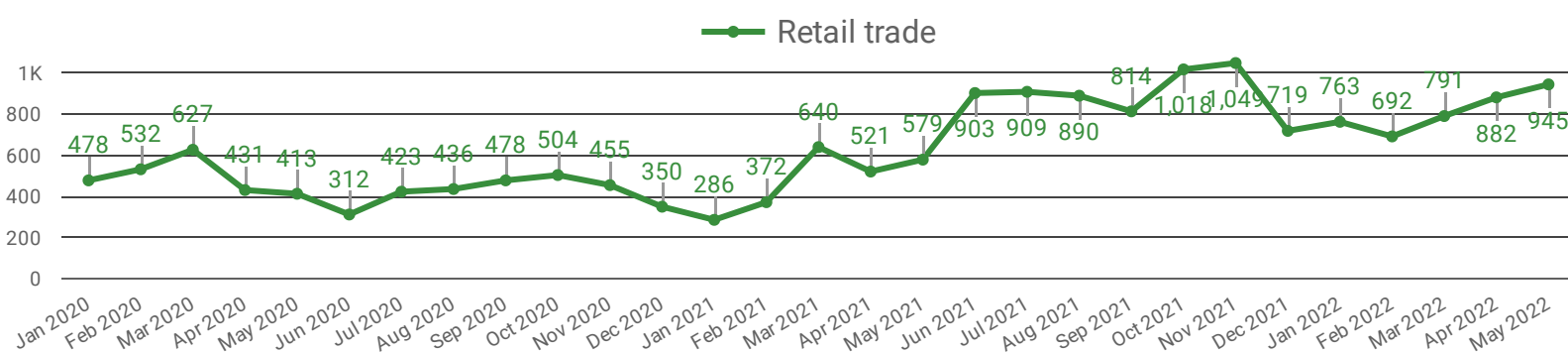
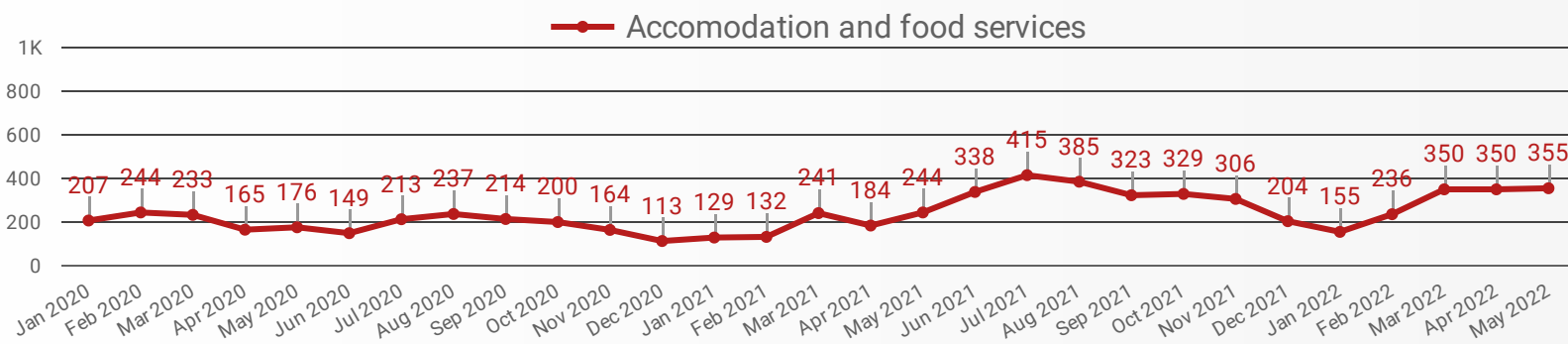
How many job postings were active for at least 1 day this month by sector?



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

## DEMAND BY IMPACTED SECTOR (WINDSOR-ESSEX)

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



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

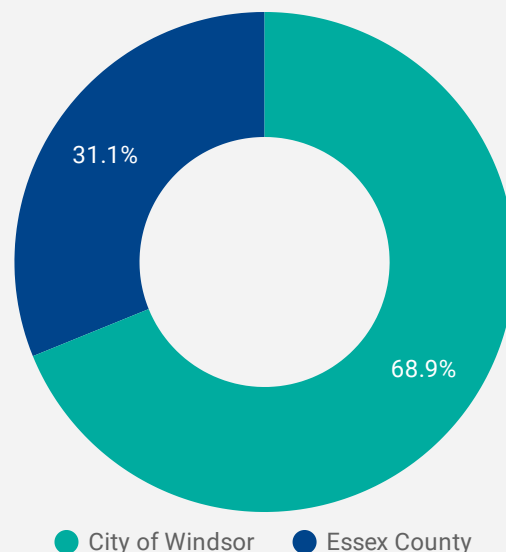
## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

|    | MUNICIPALITY               | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|----------------------------|---------------|----------------------------|-------------------------------|
| 1. | City of Windsor            | 4,667         | 18.5                       | 15                            |
| 2. | Municipality of Leamington | 555           | 17.7                       | 15                            |
| 3. | Town of Tecumseh           | 442           | 18.2                       | 15                            |
| 4. | Town of Kingsville         | 346           | 20.4                       | 16                            |
| 5. | Town of Essex              | 281           | 19.0                       | 15                            |
| 6. | Town of Amherstburg        | 185           | 16.4                       | 15                            |
| 7. | Town of Lakeshore          | 152           | 24.9                       | 15                            |
| 8. | Town of LaSalle            | 150           | 15.5                       | 15                            |

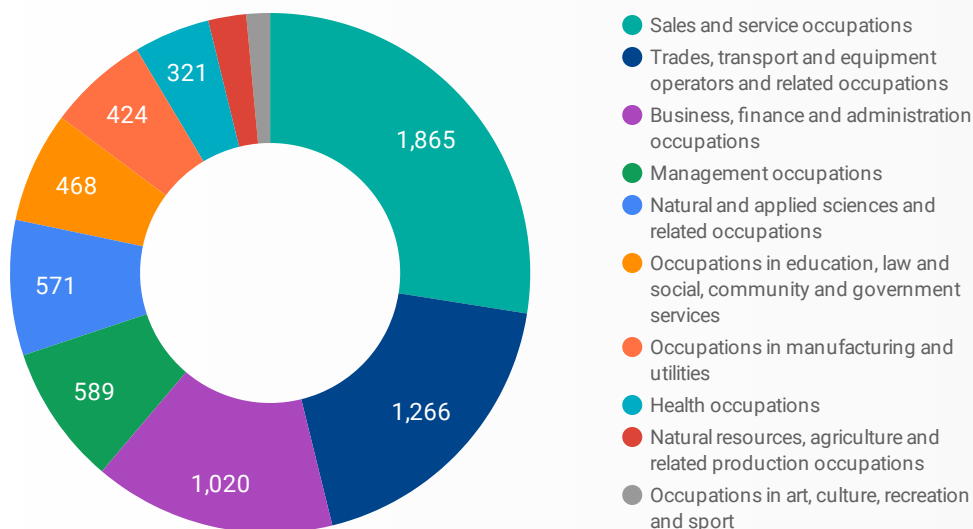
## URBAN & RURAL DEMAND

Job Postings by Location



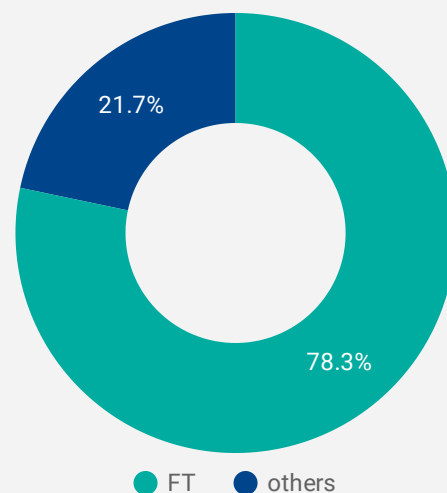
## JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



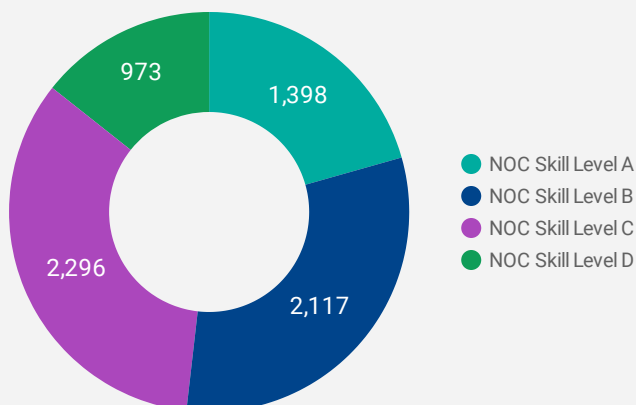
## JOB TYPE

Full-time vs Part-time



## JOB POSTINGS BY SKILL LEVEL

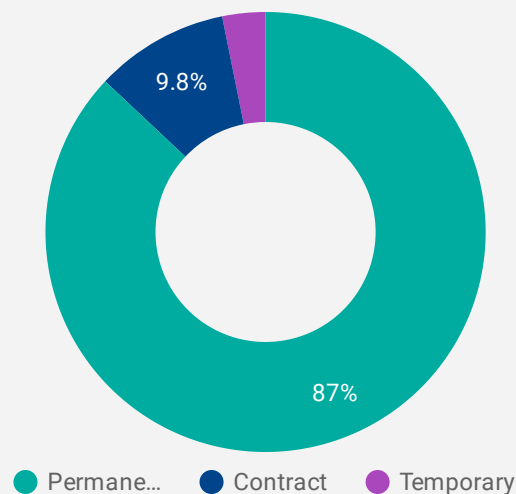
What education do occupations typically require?



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

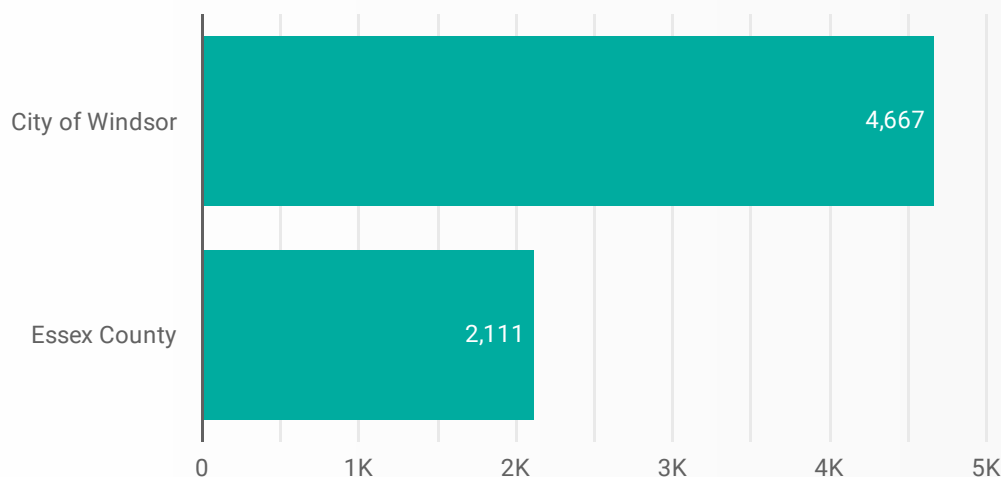
## JOB DURATION

Permanency of jobs posted



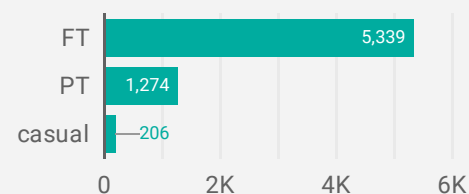
## JOB POSTINGS BY COUNTY VS CITY

Job Postings by Location



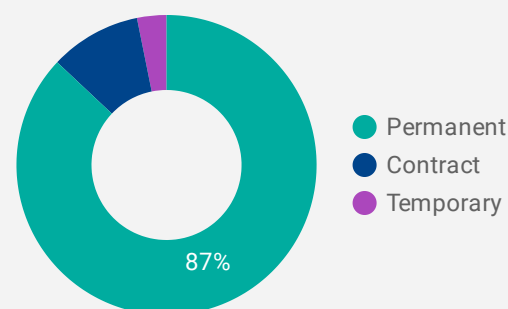
## JOB TYPE

# of Full-time vs Part-time Jobs



## JOB DURATION

Permanency of jobs posted



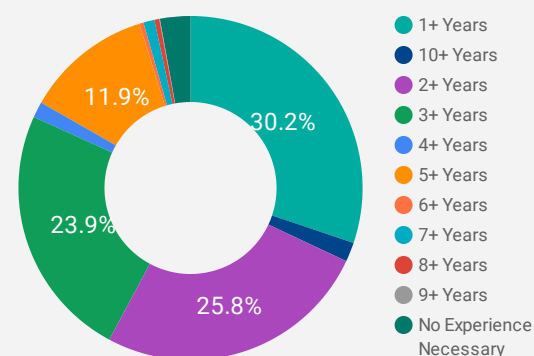
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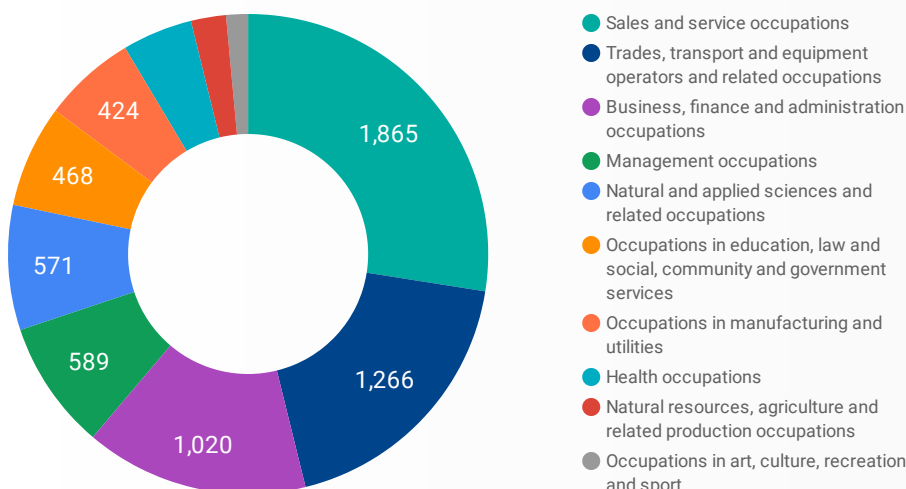
## JOB EXPERIENCE LEVEL

Job Postings by Years of Experience Required



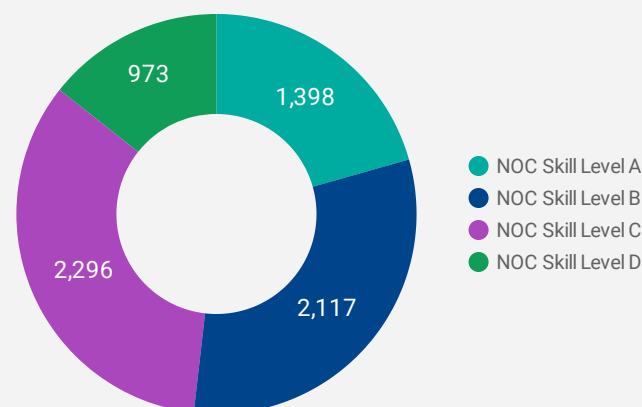
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What skill type is being recruited?



## JOB POSTINGS BY SKILL LEVEL

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## TOP HIRING COMPANIES & AGENCIES

What companies are hiring?

|     | COMPANY                                                    | COMMUNITY  | POSTINGS ▾ | AVERAGE POSTING DURATION IN DAYS | MEDIAN POSTING DURATION IN DAYS |
|-----|------------------------------------------------------------|------------|------------|----------------------------------|---------------------------------|
| 1.  | Windsor Regional Hospital - Met Campus                     | Windsor    | 85         | 20.3                             | 21                              |
| 2.  | Loblaw Companies Limited                                   | Windsor    | 82         | 15.3                             | 15                              |
| 3.  | Unemployed Help Centre of Windsor Inc. (Belle River)       | Windsor    | 69         | 30.3                             | 20                              |
| 4.  | Mastronardi Produce Limited                                | Kingsville | 62         | 19.0                             | 21                              |
| 5.  | City of Windsor Employment and Training Services (Windsor) | Windsor    | 50         | 77.6                             | 57                              |
| 6.  | Shoppers Drug Mart / Pharmaprix                            | Windsor    | 50         | 13.7                             | 15                              |
| 7.  | Lancesoft                                                  | Windsor    | 48         | 16.2                             | 21                              |
| 8.  | Windsor, Corporation of the City of                        | Windsor    | 42         | 14.6                             | 15                              |
| 9.  | Victorian Order of Nurses / VON Canada                     | Windsor    | 36         | 20.0                             | 21                              |
| 10. | Challenger Motor Freight                                   | Windsor    | 32         | 1.3                              | 1                               |
| 11. | RGBSI                                                      | Windsor    | 32         | 2.4                              | 1                               |
| 12. | HUB International                                          | Windsor    | 30         | 31.6                             | 39                              |
| 13. | BELFOR Canada                                              | Windsor    | 30         | 16.6                             | 15                              |
| 14. | Municipality of Leamington                                 | Leamington | 29         | 9.5                              | 8                               |
| 15. | UPS Canada                                                 | Windsor    | 28         | 19.7                             | 21                              |
| 16. | Varsity Tutors                                             | Windsor    | 27         | 21.0                             | 21                              |
| 17. | Sutherland Global Services, Inc.                           | Windsor    | 26         | 19.8                             | 21                              |
| 18. | Reliance Home Comfort                                      | Windsor    | 26         | 11.3                             | 11                              |
| 19. | Mucci Farms Ltd.                                           | Kingsville | 25         | 17.8                             | 15                              |
| 20. | FCA Canada Inc.                                            | Windsor    | 25         | 25.1                             | 21                              |
| 21. | Express Employment Professionals                           | Windsor    | 25         | 21.0                             | 21                              |
| 22. | The Electromac Group                                       | Windsor    | 23         | 21.8                             | 15                              |
| 23. | Impact Staffing Inc.                                       | Windsor    | 23         | 19.5                             | 21                              |
| 24. | Lowe's Canada                                              | Windsor    | 22         | 13.0                             | 15                              |
| 25. | University of Windsor                                      | Windsor    | 21         | 14.7                             | 15                              |
| 26. | Flex-N-Gate Corporation                                    | Windsor    | 21         | 21.0                             | 21                              |
| 27. | Highline Mushrooms                                         | Leamington | 20         | 21.1                             | 21                              |
| 28. | Rocket Companies                                           | Windsor    | 20         | 18.3                             | 1                               |
| 29. | St. Clair College of Applied Arts & Technology             | Windsor    | 20         | 16.9                             | 15                              |
| 30. | Centerline (Windsor) Limited                               | LaSalle    | 19         | 17.7                             | 15                              |

## TOP HOURLY WAGES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

# of Minimum Wage Jobs  
**266**

|     | JOB TITLE                                                   | COMPANY                                              | LOCATION           | WAGE POTENTIAL ▾   |
|-----|-------------------------------------------------------------|------------------------------------------------------|--------------------|--------------------|
| 1.  | Social Worker                                               | Paragon Psychological Services                       | City of Windsor    | \$80               |
| 2.  | Pharmacy Manager                                            | Randstad Canada                                      | City of Windsor    | \$65               |
| 3.  | C Developer -ad                                             | Unemployed Help Centre of Windsor Inc. (Belle River) | City of Windsor    | \$60               |
| 4.  | Moving Team Of 2 Needed For Residential Moves - \$55/HR Pay | Kijiji Jobs                                          | City of Windsor    | \$55               |
| 5.  | Pharmacist                                                  | Valor Health                                         | City of Windsor    | \$55               |
| 6.  | Maintenance Millwright                                      | Goudreau Personnel by Swinton Ltd.                   | Town of Essex      | \$54.5             |
| 7.  | Audiologist Or His                                          | Dr. Linda Tietze                                     | City of Windsor    | \$53               |
| 8.  | Sales Administrator                                         | Crawford General Contracting Inc.                    | City of Windsor    | \$52.5             |
| 9.  | Corporate Sales Manager                                     | Unique Environmental Service Inc.                    | City of Windsor    | \$52.5             |
| 10. | Software Engineer                                           | Intuitive Services Canada Inc                        | City of Windsor    | \$52               |
| 11. | Financial Controller Job                                    | WBSZ HOLDINGS LTD.                                   | City of Windsor    | \$52               |
| 12. | Financial Controller                                        | WBSZ HOLDINGS LTD.                                   | City of Windsor    | \$52               |
| 13. | Chief Executive Officer - CEO - Viscon Group NA Ltd.        | Viscon Group North America Ltd                       | Town of Kingsville | \$51.5             |
|     |                                                             |                                                      |                    | 1 - 100 / 1552 < > |

## TOP SALARIES IN JOB POSTINGS

What are employers willing to pay to find the perfect candidate?

|    | JOB TITLE                                                                  | COMPANY                                                    | LOCATION                   | SALARY POTENTIAL ▾ |
|----|----------------------------------------------------------------------------|------------------------------------------------------------|----------------------------|--------------------|
| 1. | Real Estate Agent - Pre-qualified Buyers & Seller Meetings Booked For You! | Zoocasa                                                    | City of Windsor            | \$350,000          |
| 2. | Real Estate Agent - Pre-qualified Buyers Seller Meetings Booked For You!   | Zoocasa                                                    | City of Windsor            | \$350,000          |
| 3. | Family Physician                                                           | Valor Health                                               | City of Windsor            | \$300,000          |
| 4. | Child & Adolescent Psychiatrists (wrh/maryvale)                            | Windsor Regional Hospital - Met Campus                     | City of Windsor            | \$270,000          |
| 5. | Owner Operator, Truck Driver Full Time                                     | Onfreight Logistics                                        | Town of Tecumseh           | \$255,000          |
| 6. | Pediatrician                                                               | Windsor Regional Hospital - Met Campus                     | City of Windsor            | \$220,000          |
| 7. | Vp Of Corporate Services, Finance And Planning                             | Logic Executive Search on behalf of Erie Shores HealthCare | Municipality of Leamington | \$160,000          |
| 8. | Chief Librarian/chief Executive Officer (ceo)                              | County of Essex                                            | Town of Essex              | \$152,264          |
|    |                                                                            |                                                            |                            | 1 - 100 / 2333 < > |

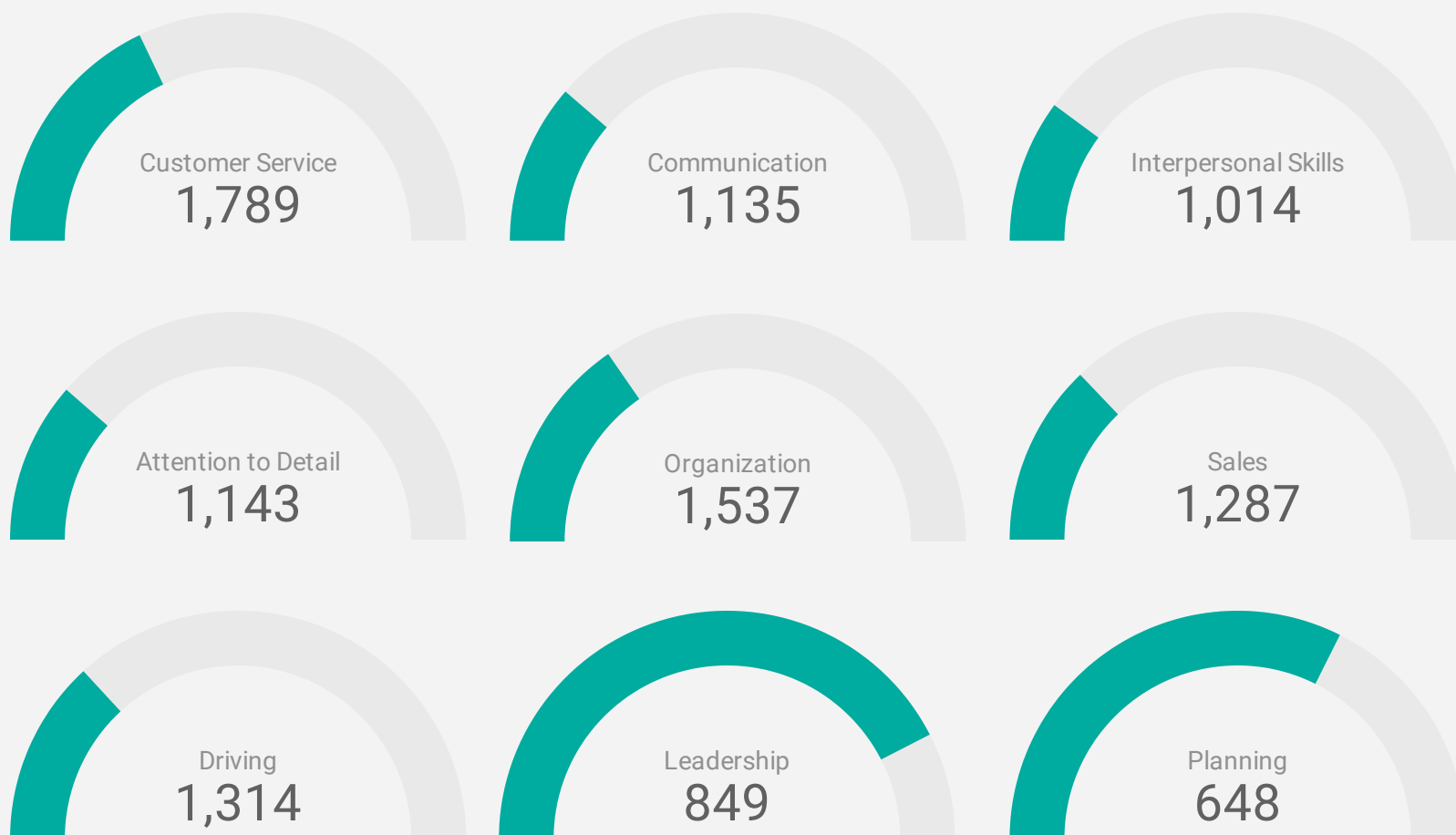


## TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,819



## KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

6,819



Driver's License  
11



First Aid  
244



Regular Access to a Vehicle  
249



Criminal Record Check  
288



Microsoft Office  
513



Food Safety  
156

## JOB POSTINGS BY 4-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

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

|     | 4-DIGIT NOC CODE | 4-DIGIT NOC LABEL                                                        | OCCUPATION'S SKILL LEVEL | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------------|--------------------------------------------------------------------------|--------------------------|---------------|----------------------------|-------------------------------|
| 1.  | 6421             | Retail salespersons                                                      | NOC Skill Level C        | 412           | 17                         | 15                            |
| 2.  | 7511             | Transport truck drivers                                                  | NOC Skill Level C        | 237           | 17                         | 15                            |
| 3.  | 7452             | Material handlers                                                        | NOC Skill Level C        | 171           | 19                         | 21                            |
| 4.  | 6622             | Store shelf stockers, clerks and order fillers                           | NOC Skill Level D        | 158           | 15                         | 15                            |
| 5.  | 4412             | Home support workers, housekeepers and related occupations               | NOC Skill Level C        | 154           | 14                         | 15                            |
| 6.  | 6322             | Cooks                                                                    | NOC Skill Level B        | 149           | 19                         | 15                            |
| 7.  | 6552             | Other customer and information services representatives                  | NOC Skill Level C        | 141           | 18                         | 17                            |
| 8.  | 6711             | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D        | 127           | 21                         | 15                            |
| 9.  | 7611             | Construction trades helpers and labourers                                | NOC Skill Level D        | 122           | 19                         | 15                            |
| 10. | 9619             | Other labourers in processing, manufacturing and utilities               | NOC Skill Level D        | 120           | 23                         | 21                            |
| 11. | 621              | Retail and wholesale trade managers                                      | NOC Skill Level A        | 111           | 18                         | 15                            |
| 12. | 6733             | Janitors, caretakers and building superintendents                        | NOC Skill Level D        | 101           | 21                         | 17                            |
| 13. | 1241             | Administrative assistants                                                | NOC Skill Level B        | 93            | 24                         | 21                            |
| 14. | 6731             | Light duty cleaners                                                      | NOC Skill Level D        | 84            | 18                         | 15                            |
| 15. | 1221             | Administrative officers                                                  | NOC Skill Level B        | 83            | 20                         | 16                            |
| 16. | 1114             | Other financial officers                                                 | NOC Skill Level A        | 79            | 23                         | 19                            |
| 17. | 6541             | Security guards and related security service occupations                 | NOC Skill Level C        | 77            | 16                         | 15                            |
| 18. | 7514             | Delivery and courier service drivers                                     | NOC Skill Level C        | 74            | 17                         | 15                            |
| 19. | 3012             | Registered nurses and registered psychiatric nurses                      | NOC Skill Level A        | 68            | 21                         | 21                            |
| 20. | 4212             | Social and community service workers                                     | NOC Skill Level B        | 64            | 21                         | 15                            |
| 21. | 7231             | Machinists and machining and tooling inspectors                          | NOC Skill Level B        | 62            | 20                         | 16                            |
| 22. | 1521             | Shippers and receivers                                                   | NOC Skill Level C        | 61            | 16                         | 15.5                          |
| 23. | 6611             | Cashiers                                                                 | NOC Skill Level D        | 61            | 13                         | 15                            |
| 24. | 111              | Financial managers                                                       | NOC Skill Level A        | 59            | 21                         | 21                            |
| 25. | 7232             | Tool and die makers                                                      | NOC Skill Level B        | 56            | 20                         | 15                            |
| 26. | 711              | Construction managers                                                    | NOC Skill Level A        | 55            | 18                         | 15                            |
| 27. | 8612             | Landscaping and grounds maintenance labourers                            | NOC Skill Level D        | 53            | 17                         | 15                            |
| 28. | 911              | Manufacturing managers                                                   | NOC Skill Level A        | 53            | 12                         | 15                            |
| 29. | 9617             | Labourers in food and beverage processing                                | NOC Skill Level D        | 53            | 22                         | 18.5                          |
| 30. | 6513             | Food and beverage servers                                                | NOC Skill Level C        | 52            | 15                         | 15                            |

## JOB POSTINGS BY 3-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

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

|     | 3-DIGIT NOC CODE | 3-DIGIT NOC LABEL                                                                                | OCCUPATION'S SKILL LEVEL | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------------|--------------------------------------------------------------------------------------------------|--------------------------|-----------------|----------------------------|-------------------------------|
| 1.  | 642              | Retail salespersons                                                                              | NOC Skill Level C        | 412             | 17                         | 15                            |
| 2.  | 751              | Motor vehicle and transit drivers                                                                | NOC Skill Level C        | 331             | 17                         | 15                            |
| 3.  | 673              | Cleaners                                                                                         | NOC Skill Level D        | 206             | 20                         | 15                            |
| 4.  | 961              | Labourers in processing, manufacturing and utilities                                             | NOC Skill Level D        | 187             | 22                         | 21                            |
| 5.  | 662              | Other sales support and related occupations                                                      | NOC Skill Level D        | 179             | 16                         | 15                            |
| 6.  | 745              | Longshore workers and material handlers                                                          | NOC Skill Level C        | 172             | 19                         | 21                            |
| 7.  | 632              | Chefs and cooks                                                                                  | NOC Skill Level B        | 169             | 20                         | 15                            |
| 8.  | 122              | Administrative and regulatory occupations                                                        | NOC Skill Level B        | 166             | 19                         | 15                            |
| 9.  | 441              | Home care providers and educational support occupations                                          | NOC Skill Level C        | 164             | 13                         | 15                            |
| 10. | 723              | Machining, metal forming, shaping and erecting trades                                            | NOC Skill Level B        | 159             | 22                         | 15                            |
| 11. | 655              | Customer and information services representatives                                                | NOC Skill Level C        | 155             | 17                         | 15                            |
| 12. | 421              | Paraprofessional occupations in legal, social, community and education services                  | NOC Skill Level B        | 150             | 19                         | 20                            |
| 13. | 111              | Auditors, accountants and investment professionals                                               | NOC Skill Level A        | 138             | 22                         | 15                            |
| 14. | 124              | Office administrative assistants - general, legal and medical                                    | NOC Skill Level B        | 135             | 22                         | 15                            |
| 15. | 671              | Food counter attendants, kitchen helpers and related support occupations                         | NOC Skill Level D        | 127             | 21                         | 15                            |
| 16. | 761              | Trades helpers and labourers                                                                     | NOC Skill Level D        | 126             | 19                         | 15                            |
| 17. | 152              | Supply chain logistics, tracking and scheduling co-ordination occupations                        | NOC Skill Level C        | 119             | 17                         | 16                            |
| 18. | 062              | Retail and wholesale trade managers                                                              | NOC Skill Level A        | 111             | 18                         | 15                            |
| 19. | 213              | Civil, mechanical, electrical and chemical engineers                                             | NOC Skill Level A        | 109             | 18                         | 16                            |
| 20. | 143              | Financial, insurance and related administrative support workers                                  | NOC Skill Level C        | 100             | 19                         | 16                            |
| 21. | 011              | Senior managers - construction, transportation, production and utilities                         | NOC Skill Level A        | 99              | 20                         | 21                            |
| 22. | 141              | General office workers                                                                           | NOC Skill Level C        | 97              | 15                         | 15                            |
| 23. | 217              | Computer and information systems professionals                                                   | NOC Skill Level A        | 93              | 17                         | 15                            |
| 24. | 651              | Occupations in food and beverage service                                                         | NOC Skill Level C        | 92              | 16                         | 15                            |
| 25. | 941              | Machine operators and related workers in mineral and metal products processing and manufacturing | NOC Skill Level C        | 91              | 20                         | 15                            |
| 26. | 112              | Human resources and business service professionals                                               | NOC Skill Level A        | 90              | 21                         | 16                            |
| 27. | 731              | Machinery and transportation equipment mechanics (except motor vehicles)                         | NOC Skill Level B        | 86              | 20                         | 15                            |
| 28. | 843              | Agriculture and horticulture workers                                                             | NOC Skill Level C        | 83              | 39                         | 21                            |

## JOB POSTINGS BY 2-DIGIT NOC, SKILL LEVEL, FREQUENCY & DURATION

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

|     | 2-DIGIT NOC CODE | 2-DIGIT NOC LABEL                                                                 | OCCUPATION'S SKILL LEVEL | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------------|-----------------------------------------------------------------------------------|--------------------------|-----------------|----------------------------|-------------------------------|
| 1.  | 64               | Sales representatives and salespersons - wholesale and retail trade               | NOC Skill Level C        | 425             | 17                         | 15                            |
| 2.  | 75               | Transport and heavy equipment operation and related maintenance occupations       | NOC Skill Level C        | 388             | 17                         | 15                            |
| 3.  | 65               | Service representatives and other customer and personal services occupations      | NOC Skill Level C        | 385             | 16                         | 15                            |
| 4.  | 12               | Administrative and financial supervisors and administrative occupations           | NOC Skill Level B        | 376             | 20                         | 15                            |
| 5.  | 72               | Industrial, electrical and construction trades                                    | NOC Skill Level B        | 360             | 20                         | 15                            |
| 6.  | 67               | Service support and other service occupations, n.e.c.                             | NOC Skill Level D        | 350             | 20                         | 15                            |
| 7.  | 21               | Professional occupations in natural and applied sciences                          | NOC Skill Level A        | 297             | 18                         | 15                            |
| 8.  | 22               | Technical occupations related to natural and applied sciences                     | NOC Skill Level B        | 274             | 21                         | 15                            |
| 9.  | 63               | Service supervisors and specialized service occupations                           | NOC Skill Level B        | 269             | 21                         | 15                            |
| 10. | 66               | Sales support occupations                                                         | NOC Skill Level D        | 240             | 15                         | 15                            |
| 11. | 11               | Professional occupations in business and finance                                  | NOC Skill Level A        | 228             | 22                         | 15.5                          |
| 12. | 74               | Other installers, repairers and servicers and material handlers                   | NOC Skill Level C        | 226             | 19                         | 15                            |
| 13. | 14               | Office support occupations                                                        | NOC Skill Level C        | 210             | 18                         | 15                            |
| 14. | 62               | Retail sales supervisors and specialized sales occupations                        | NOC Skill Level B        | 196             | 19                         | 15                            |
| 15. | 96               | Labourers in processing, manufacturing and utilities                              | NOC Skill Level D        | 187             | 22                         | 21                            |
| 16. | 06               | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A        | 186             | 18                         | 15                            |
| 17. | 44               | Care providers and educational, legal and public protection support occupations   | NOC Skill Level C        | 169             | 13                         | 15                            |
| 18. | 01               | Senior managers - construction, transportation, production and utilities          | NOC Skill Level A        | 165             | 18                         | 16.5                          |
| 19. | 73               | Maintenance and equipment operation trades                                        | NOC Skill Level B        | 158             | 22                         | 15                            |
| 20. | 42               | Paraprofessional occupations in legal, social, community and education services   | NOC Skill Level B        | 150             | 19                         | 20                            |
| 21. | 94               | Processing and manufacturing machine operators and related production workers     | NOC Skill Level C        | 146             | 20                         | 15                            |
| 22. | 15               | Distribution, tracking and scheduling co-ordination occupations                   | NOC Skill Level C        | 143             | 17                         | 16                            |
| 23. | 32               | Technical occupations in health                                                   | NOC Skill Level B        | 136             | 19                         | 21                            |
| 24. | 76               | Trades helpers, construction labourers and related occupations                    | NOC Skill Level D        | 134             | 19                         | 15                            |
| 25. | 41               | Professional occupations in law and social, community and government services     | NOC Skill Level A        | 113             | 17                         | 15                            |
| 26. | 07               | Managers in customer and personal services, n.e.c.                                | NOC Skill Level A        | 88              | 18                         | 15                            |
| 27. | 84               | Workers in natural resources, agriculture and related production                  | NOC Skill Level C        | 82              | 20                         | 21                            |

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS  
**378**

NEW POSTINGS  
**251**

COMPANIES  
**145**

LANGUAGES  
**7**

## # OF DAYS POSTED

AVERAGE  
**17.3**

MEDIAN  
**16**

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

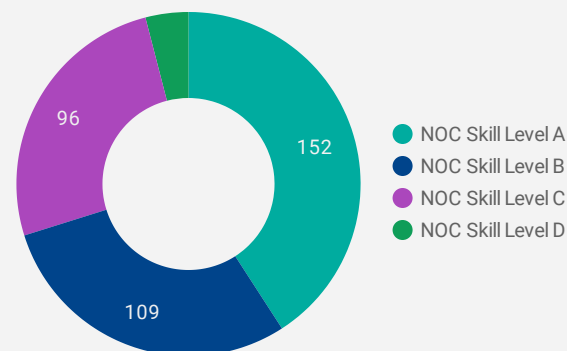
What language skills are employers looking for by occupational skill level?

**152** Skill Level A - Management/ Professional Occupations usually requiring University

**109** Skill Level B - Usually college education or apprenticeship training

**96** Skill Level C - Usually secondary education or occupation-specific training

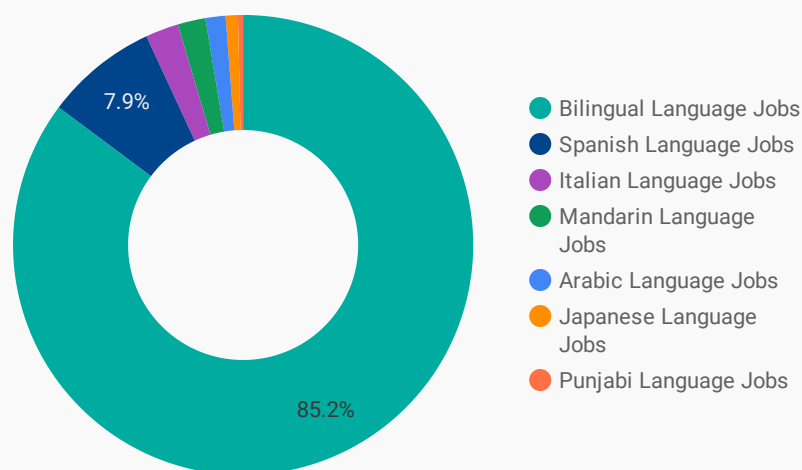
**15** Skill Level D - Usually on-the-job training



| LANGUAGES               | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C | NOC Skill Level D |
|-------------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Language Jobs | 137               | 85                | 81                | 6                 |
| Spanish Language Jobs   | 8                 | 17                | 9                 | 5                 |
| Italian Language Jobs   | 1                 | 3                 | 2                 | 2                 |
| Arabic Language Jobs    | 2                 | 4                 | 1                 |                   |
| Mandarin Language Jobs  | 4                 |                   | 1                 | 1                 |
| Japanese Language Jobs  |                   |                   | 1                 | 1                 |
| Punjabi Language Jobs   |                   |                   | 1                 |                   |

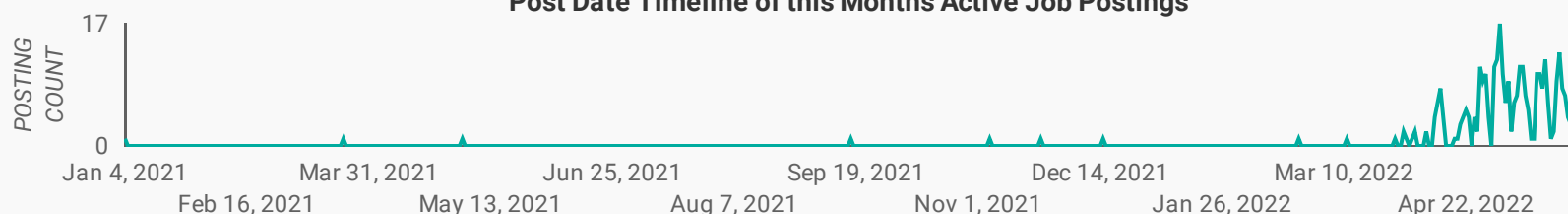
## LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



| LANGUAGES                  | POSTING COUNT |
|----------------------------|---------------|
| 1. Bilingual Language Jobs | 314           |
| 2. Spanish Language Jobs   | 40            |
| 3. Italian Language Jobs   | 8             |
| 4. Arabic Language Jobs    | 7             |
| 5. Mandarin Language Jobs  | 6             |
| 6. Japanese Language Jobs  | 2             |

## Post Date Timeline of this Month's Active Job Postings



## LANGUAGE SKILLS BEING RECRUITED BY SKILL TYPE

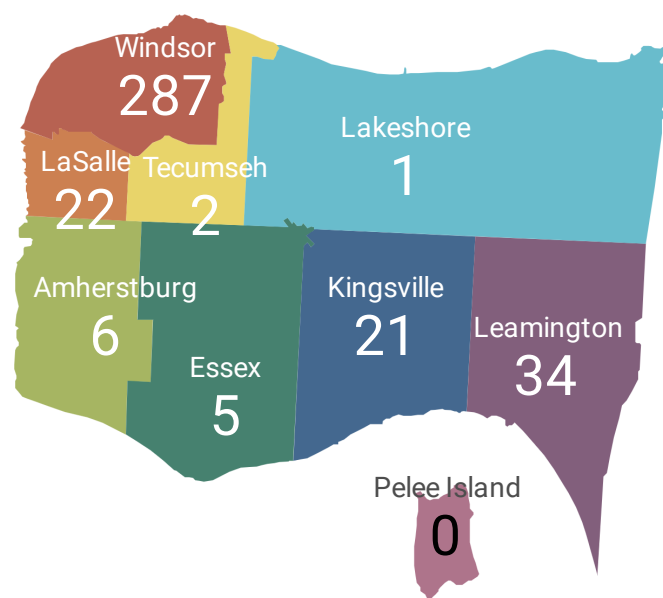
What language skills are sought by 1-Digit NOC?

| SKILL TYPE NAME                                 | Bilingual ... | Spanish ... | Italian La... | Arabic La... | Mandarin... | Japanese... | Grand total |
|-------------------------------------------------|---------------|-------------|---------------|--------------|-------------|-------------|-------------|
| Business, finance and administration occu...    | 70            | 10          |               | 1            | 1           |             | 82          |
| Health occupations                              | 57            |             |               | 1            |             |             | 58          |
| Management occupations                          | 45            | 2           | 1             |              | 2           |             | 50          |
| Natural and applied sciences and related o...   | 13            | 9           |               |              | 2           |             | 24          |
| Natural resources, agriculture and related ...  |               | 6           |               |              |             |             | 6           |
| Occupations in art, culture, recreation and ... | 6             |             |               | 1            |             |             | 7           |
| Occupations in education, law and social, ...   | 48            | 1           |               | 1            |             |             | 51          |
| Occupations in manufacturing and utilities      | 2             | 3           |               |              |             |             | 5           |
| Sales and service occupations                   | 65            | 2           | 7             | 2            | 1           | 2           | 79          |
| Trades, transport and equipment operator...     | 3             | 6           |               | 1            |             |             | 10          |
| <b>Grand total</b>                              | <b>309</b>    | <b>39</b>   | <b>8</b>      | <b>7</b>     | <b>6</b>    | <b>2</b>    | <b>372</b>  |

## MULTILINGUAL JOB POSTINGS BY MUNICIPALITY

What language skills are sought by 4-Digit NOC?

|    | MUNICIPALITY               | POSTINGS | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|----------------------------|----------|----------------------------|-------------------------------|
| 1. | City of Windsor            | 287      | 18.5                       | 15                            |
| 2. | Municipality of Leamington | 34       | 17.7                       | 15                            |
| 3. | Town of LaSalle            | 22       | 15.5                       | 15                            |
| 4. | Town of Kingsville         | 21       | 20.4                       | 16                            |
| 5. | Town of Amherstburg        | 6        | 16.4                       | 15                            |
| 6. | Town of Essex              | 5        | 19.0                       | 15                            |
| 7. | Town of Tecumseh           | 2        | 18.2                       | 15                            |
| 8. | Town of Lakeshore          | 1        | 24.9                       | 15                            |



|    | UPPER TIER      | POSTINGS | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|-----------------|----------|----------------------------|-------------------------------|
| 1. | City of Windsor | 287      | 18.5                       | 15                            |
| 2. | Essex County    | 91       | 18.7                       | 15                            |

## LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME |                                              | POSTINGS ▾ |
|------------------|----------------------------------------------|------------|
| 1.               | Retail salespersons                          | 27         |
| 2.               | Registered nurses and registered psychi...   | 27         |
| 3.               | Managers in health care                      | 16         |
| 4.               | Other customer and information service...    | 16         |
| 5.               | Home support workers, housekeepers an...     | 14         |
| 6.               | Other financial officers                     | 14         |
| 7.               | Social workers                               | 10         |
| 8.               | Licensed practical nurses                    | 7          |
| 9.               | Administrative assistants                    | 7          |
| 10.              | Human resources professionals                | 7          |
| 11.              | Manufacturing managers                       | 6          |
| 12.              | Insurance agents and brokers                 | 6          |
| 13.              | Administrative officers                      | 6          |
| 14.              | Human resources and recruitment officers     | 6          |
| 15.              | Medical radiation technologists              | 6          |
| 16.              | Social and community service workers         | 6          |
| 17.              | Medical administrative assistants            | 5          |
| 18.              | Landscape and horticulture technicians ...   | 5          |
| 19.              | Health information management occupa...      | 5          |
| 20.              | Financial sales representatives              | 5          |
| 21.              | Early childhood educators and assistants     | 4          |
| 22.              | Food counter attendants, kitchen helpers...  | 4          |
| 23.              | Nurse aides, orderlies and patient servic... | 4          |
| 24.              | Biologists and related scientists            | 4          |
| 25.              | Other instructors                            | 4          |
| 26.              | Banking, insurance and other financial cl... | 4          |
| 27.              | Retail and wholesale trade managers          | 4          |
| 28.              | Cooks                                        | 4          |
| 29.              | Securities agents, investment dealers an...  | 3          |
| 30.              | Information systems analysts and consu...    | 3          |
| 31.              | Family, marriage and other related couns...  | 3          |
| 32.              | Purchasing agents and officers               | 3          |
| 1 - 100 / 116    |                                              | < >        |

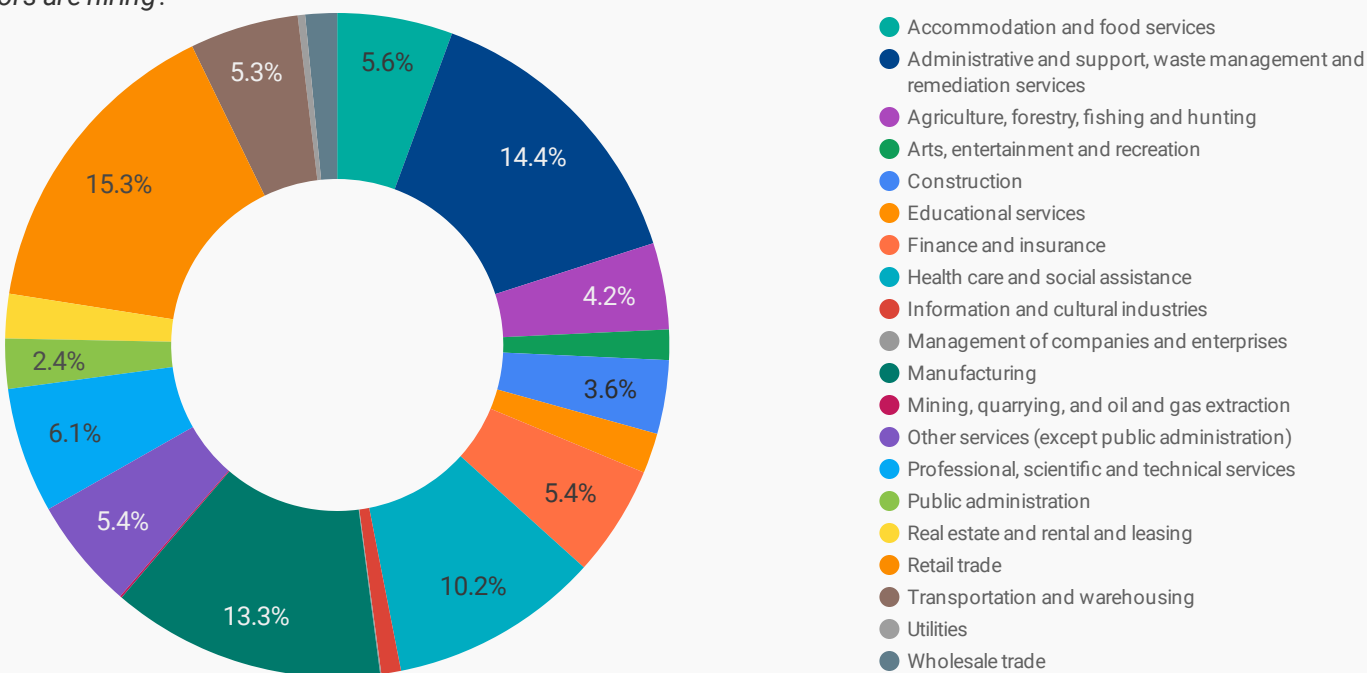
## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

| COMPANY      |                                              | POSTINGS ▾ |
|--------------|----------------------------------------------|------------|
| 1.           | Windsor Regional Hospital - Met Campus       | 50         |
| 2.           | Victorian Order of Nurses / VON Canada       | 31         |
| 3.           | Desjardins                                   | 18         |
| 4.           | Green Shield Canada                          | 14         |
| 5.           | Global Excel Management                      | 12         |
| 6.           | NFP Corp                                     | 7          |
| 7.           | Windsor Essex Community Health Centre        | 6          |
| 8.           | HUB International                            | 6          |
| 9.           | HÃ'tel-Dieu Grace Healthcare                 | 6          |
| 10.          | East Side Mario's                            | 5          |
| 11.          | Bell Canada                                  | 5          |
| 12.          | The Hospice of Windsor & Essex County        | 5          |
| 13.          | Sitel Group                                  | 5          |
| 14.          | Cronos Growing Company Inc.                  | 5          |
| 15.          | The Source                                   | 5          |
| 16.          | Laura Canada                                 | 4          |
| 17.          | Desjardins Group / Mouvement Desjardins      | 4          |
| 18.          | ProPharma Group                              | 4          |
| 19.          | Family Services Windsor-Essex                | 4          |
| 20.          | La Source                                    | 4          |
| 21.          | Immigration, Refugees and Citizenship Canada | 4          |
| 22.          | Windsor, Corporation of the City of          | 3          |
| 23.          | Nature Fresh Farms Inc.                      | 3          |
| 24.          | Angus Consulting Management Limited          | 3          |
| 25.          | Highline Mushrooms                           | 3          |
| 26.          | The Source (Bell) Electronics Inc.           | 3          |
| 27.          | Canadian Hearing Society                     | 2          |
| 1 - 50 / 147 |                                              | < >        |

## TOP HIRING SECTORS BY 2-DIGIT NAICS CODE

What sectors are hiring?



|     | NAICS CODE | 2-DIGIT NAICS LABEL                                                   | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|-----------------------------------------------------------------------|---------------|----------------------------|-------------------------------|
| 1.  | 44-45      | Retail trade                                                          | 945           | 16.7                       | 15                            |
| 2.  | 56         | Administrative and support, waste management and remediation services | 907           | 18.5                       | 21                            |
| 3.  | 31-33      | Manufacturing                                                         | 846           | 19.4                       | 15                            |
| 4.  | 62         | Health care and social assistance                                     | 674           | 19.2                       | 16                            |
| 5.  | 81         | Other services (except public administration)                         | 385           | 20.5                       | 15                            |
| 6.  | 54         | Professional, scientific and technical services                       | 385           | 19.5                       | 15                            |
| 7.  | 72         | Accommodation and food services                                       | 355           | 18.0                       | 15                            |
| 8.  | 52         | Finance and insurance                                                 | 333           | 17.3                       | 15                            |
| 9.  | 48-49      | Transportation and warehousing                                        | 330           | 17.0                       | 15                            |
| 10. | 11         | Agriculture, forestry, fishing and hunting                            | 313           | 23.5                       | 21                            |
| 11. | 23         | Construction                                                          | 246           | 22.5                       | 15                            |
| 12. | 91         | Public administration                                                 | 167           | 13.3                       | 13                            |
| 13. | 61         | Educational services                                                  | 134           | 19.2                       | 16                            |
| 14. | 53         | Real estate and rental and leasing                                    | 128           | 18.7                       | 15                            |
| 15. | 41         | Wholesale trade                                                       | 109           | 19.6                       | 16                            |
| 16. | 71         | Arts, entertainment and recreation                                    | 96            | 17.5                       | 15                            |
| 17. | 51         | Information and cultural industries                                   | 66            | 20.2                       | 20                            |
| 18. | 22         | Utilities                                                             | 20            | 14.8                       | 15                            |
| 19. | 21         | Mining, quarrying, and oil and gas extraction                         | 6             | 17.4                       | 15                            |
| 20. | 55         | Management of companies and enterprises                               | 3             | 15.0                       | 15                            |

NOTE: NAICS code 56 includes Employment Agencies. Manufacturing includes codes 31-33, Retail Trade includes codes 44-45 and Transportation and Warehousing includes codes 48-49.



## TOP HIRING SECTORS BY 3-DIGIT NAICS CODE

What sectors are hiring?

|     | NAICS CODE | 3-DIGIT NAICS LABEL                                                        | POSTING COUNT ▾ | AVERAGE POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|----------------------------------------------------------------------------|-----------------|--------------------------------|-------------------------------|
| 1.  | 561        | Administrative and support services                                        | 882             | 18.5                           | 21                            |
| 2.  | 541        | Professional, scientific and technical services                            | 385             | 19.5                           | 15                            |
| 3.  | 722        | Food services and drinking places                                          | 312             | 18.1                           | 15                            |
| 4.  | 111        | Crop production                                                            | 293             | 23.6                           | 21                            |
| 5.  | 333        | Machinery manufacturing                                                    | 246             | 19.1                           | 15                            |
| 6.  | 624        | Social assistance                                                          | 232             | 21.8                           | 15                            |
| 7.  | 813        | Religious, grant-making, civic, and professional and similar organizations | 216             | 23.0                           | 15                            |
| 8.  | 621        | Ambulatory health care services                                            | 203             | 18.1                           | 15                            |
| 9.  | 445        | Food and beverage stores                                                   | 196             | 16.6                           | 15                            |
| 10. | 484        | Truck transportation                                                       | 182             | 16.1                           | 15                            |
| 11. | 522        | Credit intermediation and related activities                               | 160             | 18.2                           | 15                            |
| 12. | 336        | Transportation equipment manufacturing                                     | 154             | 20.6                           | 20                            |
| 13. | 452        | General merchandise stores                                                 | 154             | 14.9                           | 15                            |
| 14. | 332        | Fabricated metal product manufacturing                                     | 149             | 20.9                           | 15                            |
| 15. | 623        | Nursing and residential care facilities                                    | 144             | 17.6                           | 15                            |
| 16. | 913        | Local, municipal and regional public administration                        | 140             | 12.6                           | 12                            |
| 17. | 238        | Specialty trade contractors                                                | 136             | 21.3                           | 15                            |
| 18. | 611        | Educational services                                                       | 134             | 19.2                           | 16                            |
| 19. | 524        | Insurance carriers and related activities                                  | 129             | 15.6                           | 15                            |
| 20. | 446        | Health and personal care stores                                            | 121             | 15.2                           | 15                            |
| 21. | 448        | Clothing and clothing accessories stores                                   | 107             | 20.7                           | 18                            |
| 22. | 622        | Hospitals                                                                  | 95              | 20.1                           | 21                            |
| 23. | 531        | Real estate                                                                | 94              | 19.3                           | 15                            |
| 24. | 453        | Miscellaneous store retailers                                              | 89              | 18.1                           | 15                            |
| 25. | 811        | Repair and maintenance                                                     | 87              | 22.3                           | 15                            |
| 26. | 444        | Building material and garden equipment and supplies dealers                | 83              | 16.3                           | 15                            |
| 27. | 713        | Amusement, gambling and recreation industries                              | 77              | 17.1                           | 15                            |
| 28. | 236        | Construction of buildings                                                  | 76              | 20.3                           | 15                            |
| 29. | 492        | Couriers and messengers                                                    | 74              | 17.5                           | 20                            |
| 30. | 311        | Food manufacturing                                                         | 72              | 15.7                           | 15                            |
| 31. | 812        | Personal and laundry services                                              | 70              | 14.5                           | 15                            |

## TOP HIRING SECTORS BY 4-DIGIT NAICS CODE

What sectors are hiring?

|     | NAICS CODE | 4-DIGIT NAICS LABEL                                         | POSTING COUNT ▾ | AVERAGE POSTING LENGTH IN DAYS | MEDIAN POSTING DAYS IN LENGTH |
|-----|------------|-------------------------------------------------------------|-----------------|--------------------------------|-------------------------------|
| 1.  | 5613       | Employment services                                         | 598             | 18.9                           | 21                            |
| 2.  | 7225       | Full-service restaurants and limited-service eating places  | 272             | 18.1                           | 15                            |
| 3.  | 1119       | Other crop farming                                          | 212             | 23.7                           | 21                            |
| 4.  | 8134       | Civic and social organizations                              | 197             | 24.0                           | 15                            |
| 5.  | 4451       | Grocery stores                                              | 181             | 16.4                           | 15                            |
| 6.  | 4841       | General freight trucking                                    | 167             | 16.1                           | 15                            |
| 7.  | 3335       | Metalworking machinery manufacturing                        | 144             | 19.6                           | 15                            |
| 8.  | 6241       | Individual and family services                              | 141             | 23.7                           | 20                            |
| 9.  | 5413       | Architectural, engineering and related services             | 137             | 16.4                           | 15                            |
| 10. | 9139       | Other local, municipal and regional public administration   | 131             | 12.6                           | 12                            |
| 11. | 5617       | Services to buildings and dwellings                         | 125             | 16.3                           | 15                            |
| 12. | 4461       | Health and personal care stores                             | 121             | 15.2                           | 15                            |
| 13. | 4529       | Other general merchandise stores                            | 118             | 13.3                           | 15                            |
| 14. | 5221       | Depository credit intermediation                            | 109             | 18.3                           | 15                            |
| 15. | 3361       | Motor vehicle manufacturing                                 | 104             | 19.2                           | 21                            |
| 16. | 5242       | Agencies, brokerages and other insurance related activities | 99              | 18.3                           | 15                            |
| 17. | 6221       | General medical and surgical hospitals                      | 95              | 20.1                           | 21                            |
| 18. | 4481       | Clothing stores                                             | 94              | 20.2                           | 15.5                          |
| 19. | 6231       | Nursing care facilities                                     | 85              | 18.2                           | 15                            |
| 20. | 4441       | Building material and supplies dealers                      | 77              | 16.0                           | 15                            |
| 21. | 7139       | Other amusement and recreation industries                   | 76              | 17.1                           | 15                            |
| 22. | 5416       | Management, scientific and technical consulting services    | 75              | 25.6                           | 15                            |
| 23. | 1114       | Greenhouse, nursery and floriculture production             | 69              | 23.0                           | 16                            |
| 24. | 5616       | Investigation and security services                         | 68              | 15.2                           | 16                            |
| 25. | 6213       | Offices of other health practitioners                       | 62              | 19.2                           | 21                            |
| 26. | 3322       | Cutlery and hand tool manufacturing                         | 61              | 18.3                           | 15                            |
| 27. | 4539       | Other miscellaneous store retailers                         | 59              | 19.1                           | 16                            |
| 28. | 3329       | Other fabricated metal product manufacturing                | 56              | 21.9                           | 21                            |
| 29. | 5419       | Other professional, scientific and technical services       | 55              | 17.1                           | 15                            |
| 30. | 8111       | Automotive repair and maintenance                           | 55              | 28.6                           | 21                            |
| 31. | 3119       | Other food manufacturing                                    | 55              | 14.9                           | 15                            |

## TOP HIRING SECTORS BY 5-DIGIT NAICS CODE

What sectors are hiring?

|     | NAICS CODE | 5-DIGIT NAICS LABEL                                         | POSTING COUNT ▾ | AVERAGE POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|-------------------------------------------------------------|-----------------|--------------------------------|-------------------------------|
| 1.  | 56131      | Employment placement agencies and executive search services | 598             | 18.9                           | 21                            |
| 2.  | 72251      | Full-service restaurants and limited-service eating places  | 272             | 18.1                           | 15                            |
| 3.  | 11199      | All other crop farming                                      | 212             | 23.7                           | 21                            |
| 4.  | 81341      | Civic and social organizations                              | 197             | 24.0                           | 15                            |
| 5.  | 44511      | Supermarkets and other grocery (except convenience) stores  | 170             | 16.2                           | 15                            |
| 6.  | 48412      | General freight trucking, long distance                     | 147             | 15.5                           | 15                            |
| 7.  | 33351      | Metalworking machinery manufacturing                        | 144             | 19.6                           | 15                            |
| 8.  | 91391      | Other local, municipal and regional public administration   | 131             | 12.6                           | 12                            |
| 9.  | 45299      | All other general merchandise stores                        | 118             | 13.3                           | 15                            |
| 10. | 54133      | Engineering services                                        | 116             | 17.6                           | 15                            |
| 11. | 33611      | Automobile and light-duty motor vehicle manufacturing       | 103             | 19.3                           | 21                            |
| 12. | 62211      | General medical and surgical hospitals                      | 95              | 20.1                           | 21                            |
| 13. | 62419      | Other individual and family services                        | 94              | 25.9                           | 15                            |
| 14. | 44611      | Pharmacies and drug stores                                  | 87              | 16.3                           | 15                            |
| 15. | 62311      | Nursing care facilities                                     | 85              | 18.2                           | 15                            |
| 16. | 52211      | Banking                                                     | 73              | 17.2                           | 15                            |
| 17. | 52421      | Insurance agencies and brokerages                           | 68              | 24.5                           | 21                            |
| 18. | 44413      | Hardware stores                                             | 64              | 16.6                           | 15                            |
| 19. | 33221      | Cutlery and hand tool manufacturing                         | 61              | 18.3                           | 15                            |
| 20. | 33299      | All other fabricated metal product manufacturing            | 56              | 21.9                           | 21                            |
| 21. | 45399      | All other miscellaneous store retailers                     | 54              | 19.4                           | 21                            |
| 22. | 49211      | Couriers                                                    | 53              | 17.2                           | 16                            |
| 23. | 56172      | Janitorial services                                         | 52              | 16.0                           | 15                            |
| 24. | 33399      | All other general-purpose machinery manufacturing           | 50              | 19.8                           | 15.5                          |
| 25. | 62331      | Community care facilities for the elderly                   | 50              | 16.8                           | 15                            |
| 26. | 31199      | All other food manufacturing                                | 48              | 14.9                           | 15                            |
| 27. | 44314      | Electronics and appliance stores                            | 47              | 13.2                           | 15                            |
| 28. | 56173      | Landscaping services                                        | 47              | 15.5                           | 15                            |
| 29. | 62149      | Other out-patient care centres                              | 45              | 18.0                           | 18                            |
| 30. | 33324      | Industrial machinery manufacturing                          | 44              | 16.3                           | 15                            |
| 31. | 44211      | Furniture stores                                            | 44              | 19.8                           | 21                            |

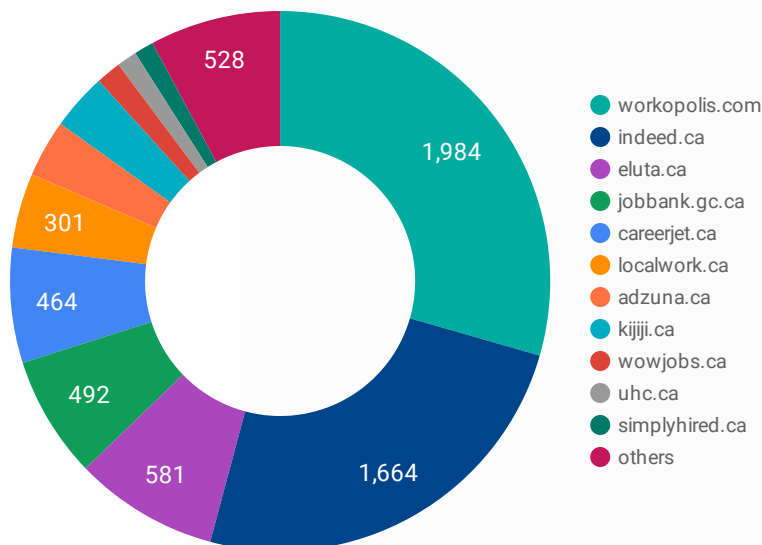
## TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

What sectors are hiring?

|     | NAICS CODE | 6-DIGIT NAICS LABEL                                            | POSTING COUNT ▾ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|-----|------------|----------------------------------------------------------------|-----------------|----------------------------|-------------------------------|
| 1.  | 561310     | Employment placement agencies and executive search services    | 598             | 18.9                       | 21                            |
| 2.  | 813410     | Civic and social organizations                                 | 197             | 24.0                       | 15                            |
| 3.  | 445110     | Supermarkets and other grocery (except convenience) stores     | 170             | 16.2                       | 15                            |
| 4.  | 722511     | Full-service restaurants                                       | 162             | 18.1                       | 15                            |
| 5.  | 111993     | Fruit and vegetable combination farming                        | 158             | 24.8                       | 21                            |
| 6.  | 913910     | Other local, municipal and regional public administration      | 131             | 12.6                       | 12                            |
| 7.  | 333511     | Industrial mould manufacturing                                 | 122             | 18.6                       | 15                            |
| 8.  | 452999     | All other miscellaneous general merchandise stores             | 118             | 13.3                       | 15                            |
| 9.  | 541330     | Engineering services                                           | 116             | 17.6                       | 15                            |
| 10. | 722512     | Limited-service eating places                                  | 110             | 18.1                       | 15                            |
| 11. | 336110     | Automobile and light-duty motor vehicle manufacturing          | 103             | 19.3                       | 21                            |
| 12. | 622111     | General (except paediatric) hospitals                          | 95              | 20.1                       | 21                            |
| 13. | 624190     | Other individual and family services                           | 94              | 25.9                       | 15                            |
| 14. | 484122     | General freight trucking, long distance, less than truck-load  | 90              | 23.5                       | 21                            |
| 15. | 446110     | Pharmacies and drug stores                                     | 87              | 16.3                       | 15                            |
| 16. | 623110     | Nursing care facilities                                        | 85              | 18.2                       | 15                            |
| 17. | 522111     | Personal and commercial banking industry                       | 73              | 17.2                       | 15                            |
| 18. | 524210     | Insurance agencies and brokerages                              | 68              | 24.5                       | 21                            |
| 19. | 444130     | Hardware stores                                                | 64              | 16.6                       | 15                            |
| 20. | 332210     | Cutlery and hand tool manufacturing                            | 61              | 18.3                       | 15                            |
| 21. | 484121     | General freight trucking, long distance, truck-load            | 57              | 7.2                        | 2                             |
| 22. | 332999     | All other miscellaneous fabricated metal product manufacturing | 56              | 21.9                       | 21                            |
| 23. | 111999     | All other miscellaneous crop farming                           | 54              | 20.3                       | 21                            |
| 24. | 492110     | Couriers                                                       | 53              | 17.2                       | 16                            |
| 25. | 333990     | All other general-purpose machinery manufacturing              | 50              | 19.8                       | 15.5                          |
| 26. | 623310     | Community care facilities for the elderly                      | 50              | 16.8                       | 15                            |
| 27. | 561722     | Janitorial services (except window cleaning)                   | 50              | 15.6                       | 15                            |
| 28. | 311990     | All other food manufacturing                                   | 48              | 14.9                       | 15                            |
| 29. | 561730     | Landscaping services                                           | 47              | 15.5                       | 15                            |
| 30. | 443143     | Appliance, television and other electronics stores             | 44              | 13.0                       | 15                            |
| 31. | 621494     | Community health centres                                       | 44              | 18.1                       | 21                            |

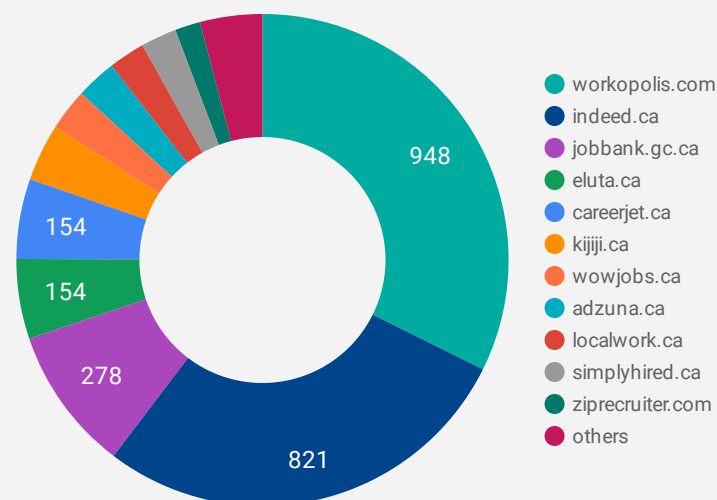
## JOB POSTINGS BY JOB BOARD

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<br>▼ | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS | # OF COMPANIES |
|-----|------------------------|--------------------|----------------------------|-------------------------------|----------------|
| 1.  | workopolis.com         | 1,984              | 15                         | 15                            | 948            |
| 2.  | indeed.ca              | 1,664              | 21                         | 21                            | 821            |
| 3.  | eluta.ca               | 581                | 21                         | 21                            | 154            |
| 4.  | jobbank.gc.ca          | 492                | 37                         | 26.5                          | 278            |
| 5.  | careerjet.ca           | 464                | 24                         | 16                            | 154            |
| 6.  | localwork.ca           | 301                | 3                          | 2                             | 70             |
| 7.  | adzuna.ca              | 231                | 15                         | 15                            | 78             |
| 8.  | kijiji.ca              | 229                | 15                         | 15                            | 111            |
| 9.  | wowjobs.ca             | 101                | 15                         | 15                            | 80             |
| 10. | uhc.ca                 | 81                 | 53                         | 44                            | 3              |
| 11. | simplyhired.ca         | 79                 | 15                         | 15                            | 69             |
| 12. | ziprecruiter.com       | 64                 | 16                         | 15                            | 49             |
| 13. | jobillico.com          | 62                 | 18                         | 19                            | 27             |
| 14. | citywindsor.ca         | 53                 | 78                         | 57                            | 3              |
| 15. | careerbuilder.ca       | 45                 | 16                         | 13.5                          | 14             |
| 16. | careerarc.com          | 44                 | 22                         | 18.5                          | 13             |
| 17. | careers.learmington.ca | 25                 | 8                          | 8                             | 1              |
| 18. | ymcaswo.ca             | 23                 |                            |                               | 1              |

## MAPPING THIS MONTH'S ACTIVE JOB POSTINGS IN WINDSOR-ESSEX

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

