

JOB DEMAND REPORT

DECEMBER 2022

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

| TOTAL POSTINGS | NEW THIS MONTH | COMPANIES | JOB BOARDS |
|----------------|----------------|-----------|------------|
| 5,604 | 2,442 | 1,778 | 49 |

OF DAYS POSTED

| AVERAGE | MEDIAN |
|---------|--------|
| 31.9 | 20 |

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 | ▼ |

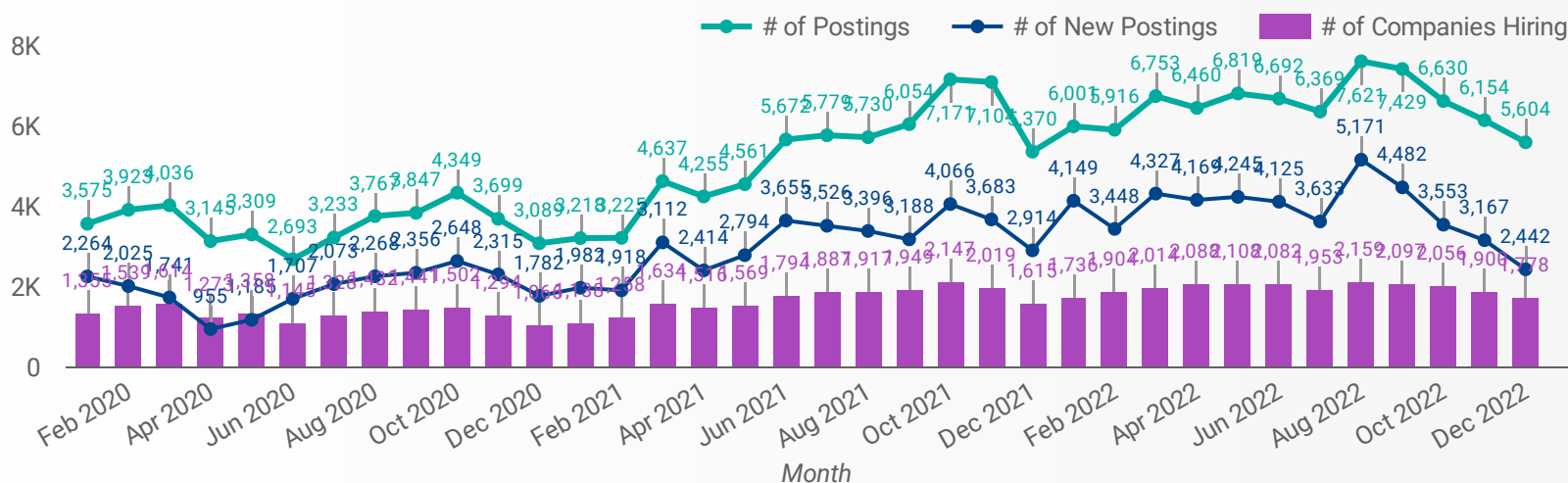
NOC = National Occupation Classification | NAICS = North American Industry Classification System

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

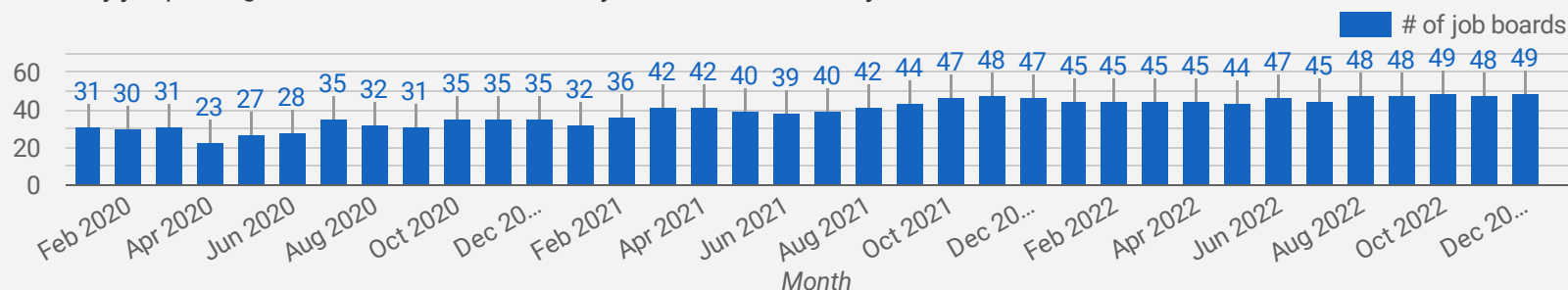
How many job postings were active for at least 1 day this month?



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

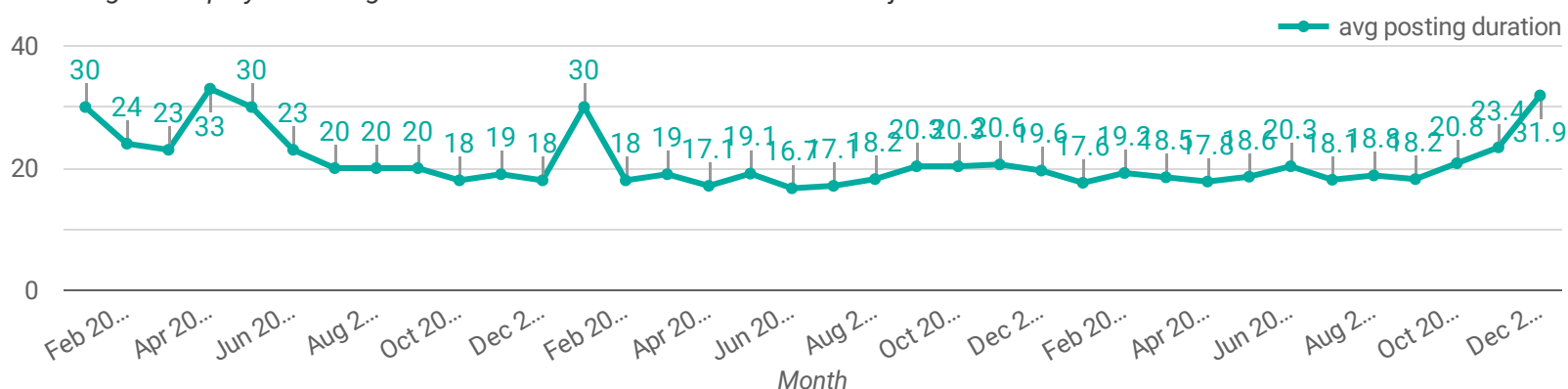
NUMBER OF ACTIVE JOB BOARDS

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



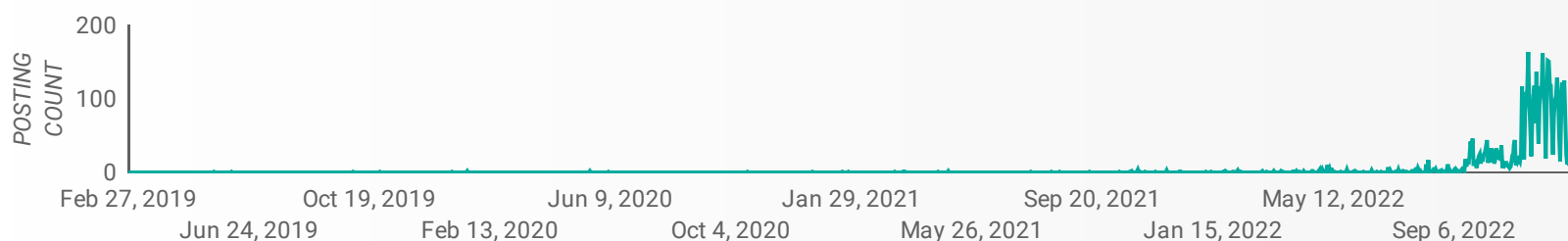
AVG & MEDIAN POSTING LENGTH BY DAYS

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



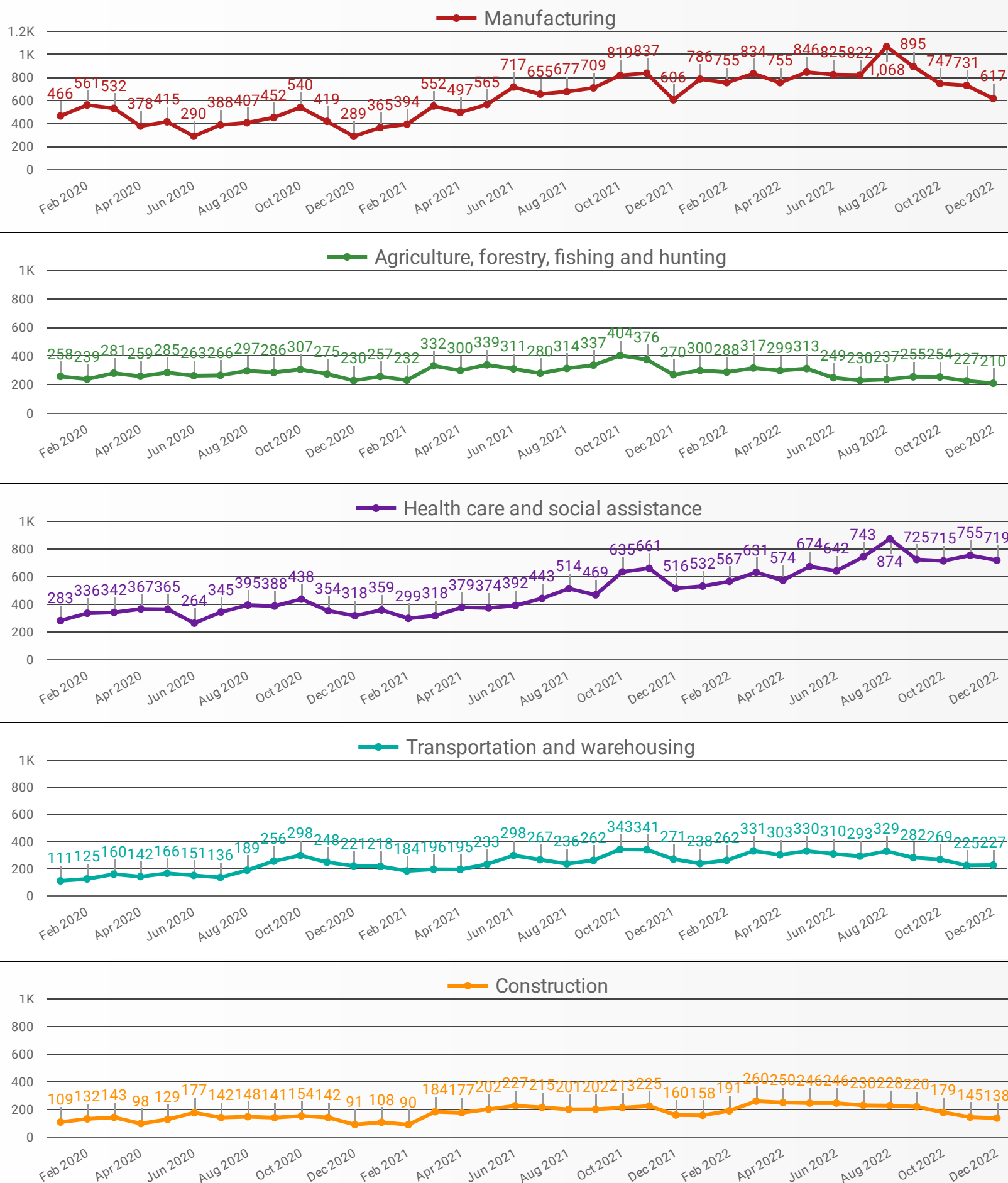
POST DATE TIMELINE FOR THIS MONTH'S ACTIVE JOB POSTINGS

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



DEMAND BY KEY SECTOR (WINDSOR-ESSEX)

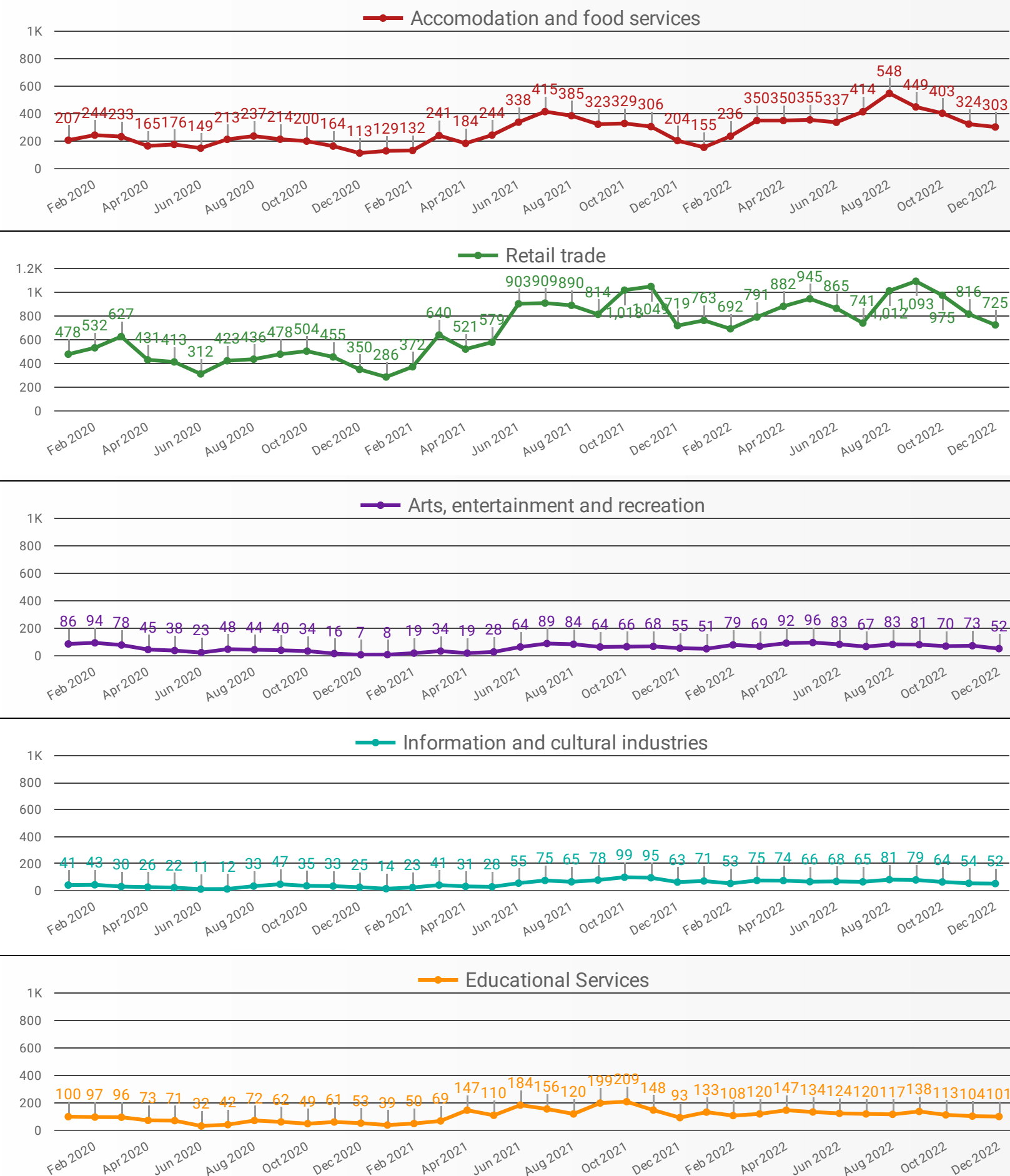
How many job postings were active for at least 1 day this month by sector?



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

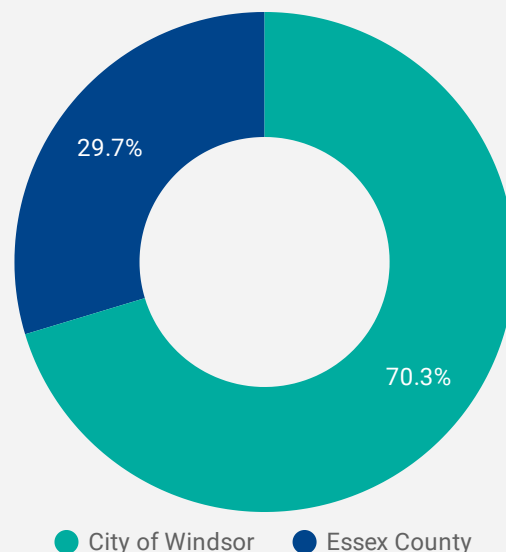
JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

| | MUNICIPALITY | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|----------------------------|---------------|----------------------------|-------------------------------|
| 1. | City of Windsor | 3,926 | 31.7 | 20 |
| 2. | Municipality of Leamington | 416 | 32.9 | 20 |
| 3. | Town of Tecumseh | 373 | 29.8 | 20 |
| 4. | Town of Kingsville | 293 | 36.0 | 20 |
| 5. | Town of Essex | 188 | 37.1 | 20 |
| 6. | Town of Lakeshore | 137 | 29.4 | 20 |
| 7. | Town of LaSalle | 128 | 28.6 | 20 |
| 8. | Town of Amherstburg | 121 | 29.0 | 20 |

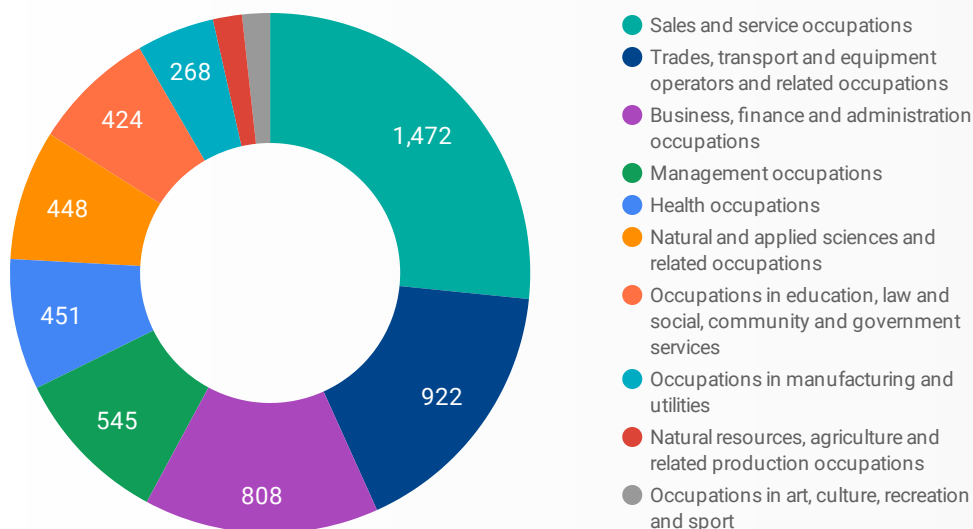
URBAN & RURAL DEMAND

Job Postings by Location



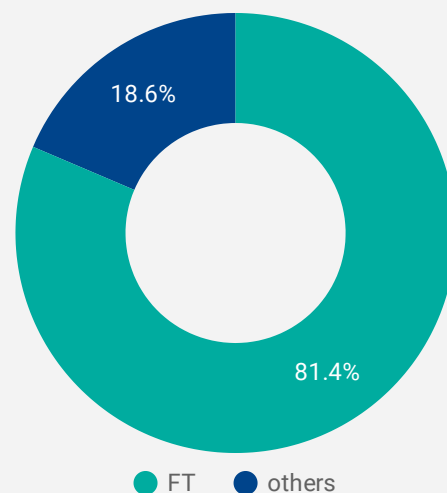
JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



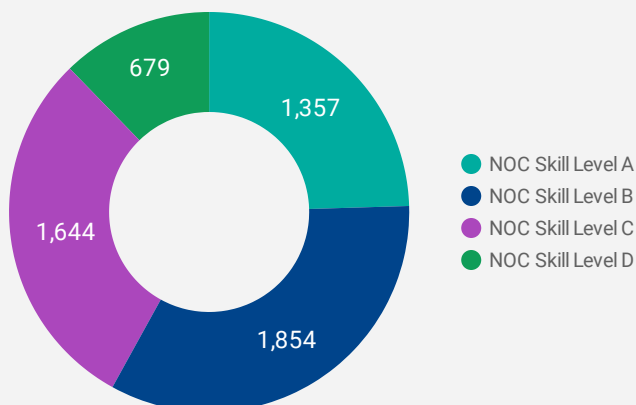
JOB TYPE

Full-time vs Part-time



JOB POSTINGS BY SKILL LEVEL

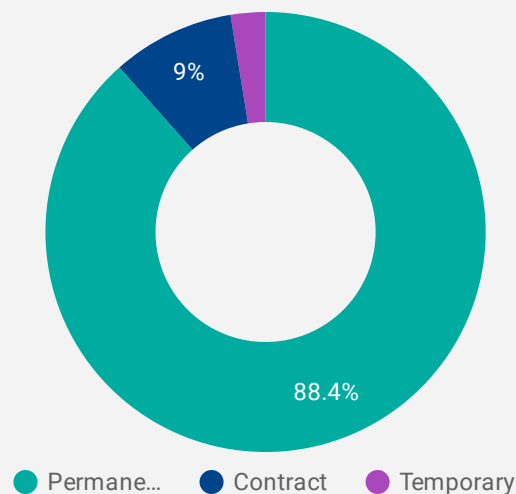
What education do occupations typically require?



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

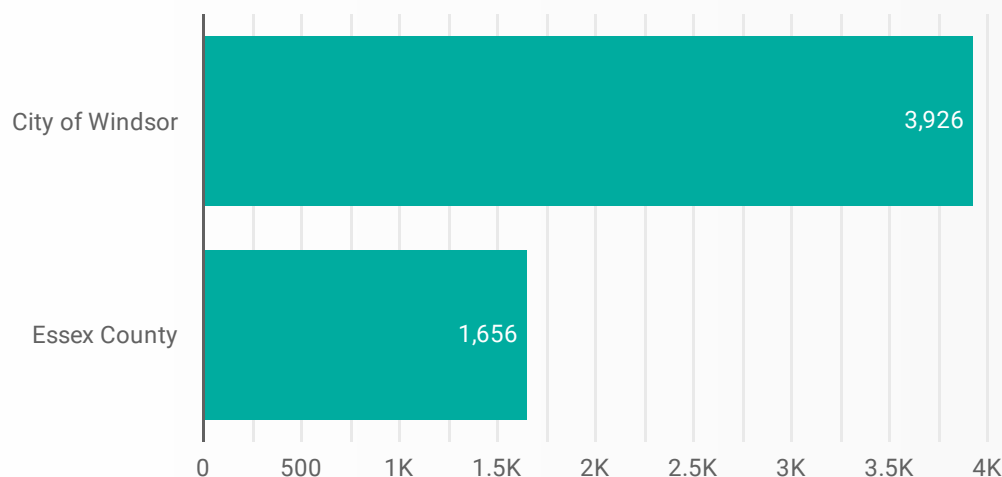
JOB DURATION

Permanency of jobs posted



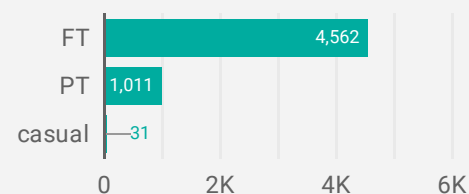
JOB POSTINGS BY COUNTY VS CITY

Job Postings by Location



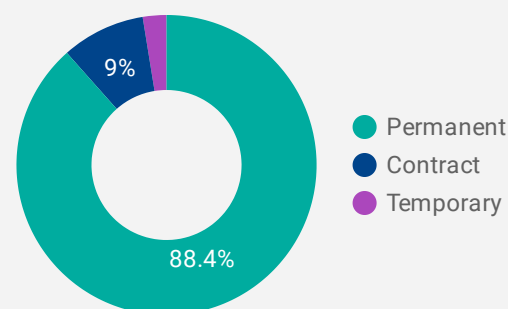
JOB TYPE

of Full-time vs Part-time Jobs



JOB DURATION

Permanency of jobs posted



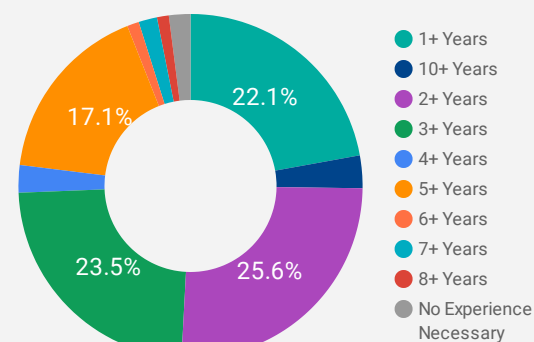
JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

| | MUNICIPALITY | POSTING COUNT | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|----------------------------|---------------|----------------------------|-------------------------------|
| 1. | City of Windsor | 3,926 | 31.7 | 20 |
| 2. | Municipality of Leamington | 416 | 32.9 | 20 |
| 3. | Town of Tecumseh | 373 | 29.8 | 20 |
| 4. | Town of Kingsville | 293 | 36.0 | 20 |
| 5. | Town of Essex | 188 | 37.1 | 20 |
| 6. | Town of Lakeshore | 137 | 29.4 | 20 |
| 7. | Town of LaSalle | 128 | 28.6 | 20 |
| 8. | Town of Amherstburg | 121 | 29.0 | 20 |

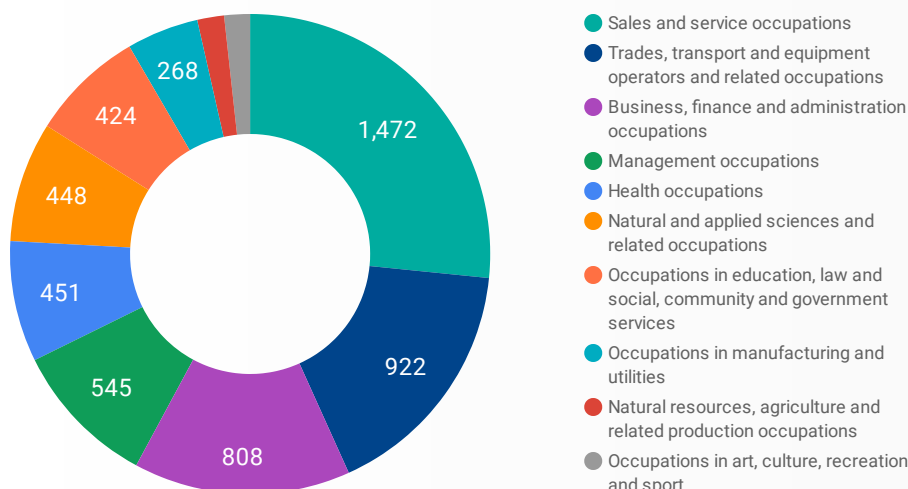
JOB EXPERIENCE LEVEL

Job Postings by Years of Experience Required



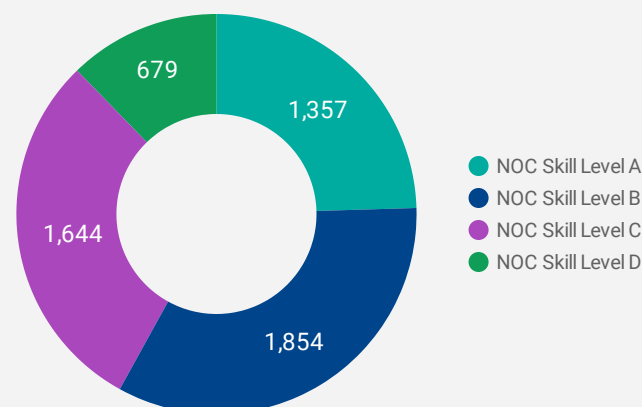
JOB POSTINGS BY JOB CATEGORY

What broad occupational category 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 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 | 109 | 19.7 | 20 |
| 2. | Loblaw Companies Limited | windsor | 76 | 42.3 | 38 |
| 3. | City of Windsor Employment and Training Services (Windsor) | windsor | 69 | 180.3 | 26 |
| 4. | Windsor, Corporation of the City of | windsor | 61 | 32.4 | 20 |
| 5. | Unemployed Help Centre of Windsor Inc. (Belle River) | windsor | 51 | 19.9 | 20 |
| 6. | Loblaw Companies | windsor | 44 | 21.0 | 20 |
| 7. | Victorian Order of Nurses / VON Canada | windsor | 40 | 41.0 | 20 |
| 8. | SUNSET Produce | kingsville | 40 | 57.4 | 72 |
| 9. | Mucci Farms Ltd. | kingsville | 32 | 22.7 | 20 |
| 10. | Shoppers Drug Mart / Pharmaprix | windsor | 30 | 40.3 | 20 |
| 11. | Hiram Walker & Sons Limited | windsor | 29 | 31.8 | 20 |
| 12. | Platinum Direct Hire Inc. | windsor | 28 | 19.8 | 20 |
| 13. | Omni Tool Ltd. | oldcastle | 28 | 42.5 | 53 |
| 14. | BELFOR Canada | windsor | 27 | 19.6 | 20 |
| 15. | Adzuna | windsor | 27 | null | null |
| 16. | FCA Canada Inc. | windsor | 25 | 17.7 | 20 |
| 17. | McDonald's Restaurants | windsor | 23 | 38.8 | 20 |
| 18. | HÃ'tel-Dieu Grace Healthcare | windsor | 23 | 19.8 | 20 |
| 19. | Mastronardi Produce Limited | kingsville | 22 | 19.6 | 20 |
| 20. | Giant Tiger | windsor | 22 | 14.2 | 15 |
| 21. | University of Windsor | windsor | 21 | 18.9 | 20 |
| 22. | Windsor Mold Group | windsor | 21 | 32.3 | 20 |
| 23. | Onward Technologies Inc | windsor | 21 | 20.0 | 20 |
| 24. | WFCU Credit Union | windsor | 21 | 31.1 | 20 |
| 25. | Tepperman's | windsor | 20 | 20.0 | 20 |
| 26. | Altair Engineering | windsor | 20 | 70.7 | 73 |
| 27. | Loblaw Companies Limited | leamington | 20 | 49.8 | 55 |
| 28. | Revera Inc. | essex | 19 | 49.9 | 61 |
| 29. | Global Excel Management | windsor | 19 | 27.1 | 20 |
| 30. | Omega Tool Corporation | oldcastle | 19 | 20.0 | 20 |

TOP HOURLY WAGES IN JOB POSTINGS

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

of Minimum Wage Jobs

238

| | JOB TITLE | COMPANY | LOCATION | HOURLY WAGE ▾ |
|-----|--|---|---------------------|--|
| 1. | Devonshire Mall Restaurant Food & Beverage Server | Artisan Grill | City of Windsor | \$200  |
| 2. | Project Manager | Adecco Canada | Town of Lakeshore | \$86  |
| 3. | Plant Engineer | Morson Canada | City of Windsor | \$70  |
| 4. | Controls Technician - Full-time, Permanent Or Contract | ATSI Robotics | City of Windsor | \$65  |
| 5. | Bridge Engineering Manager | Relieve Consulting Services Canada Inc. | City of Windsor | \$63  |
| 6. | Pharmacist | Rx Pharmachoice Pharmacy | City of Windsor | \$60  |
| 7. | Hr Manager | Gulf Developments | Town of Tecumseh | \$56  |
| 8. | Bar Manager | Katzman Enterprises | City of Windsor | \$55  |
| 9. | Aircraft Maintenance Contractor | CAS Aerospace Inc. | City of Windsor | \$55  |
| 10. | Bridge Construction Party Chief | Relieve Consulting Services Canada Inc. | City of Windsor | \$55  |
| 11. | Director Of Clinical Services | Richmond Terrace Long Term Care Home | Town of Amherstburg | \$54  |
| 12. | Financial Controller | WBSZ HOLDINGS LTD. | City of Windsor | \$52  |
| 13. | Engineering Manager | Relieve Consulting Services Canada Inc. | City of Windsor | \$52  |
| | | | | 1 - 100 / 1325 < > |

TOP SALARIES IN JOB POSTINGS

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

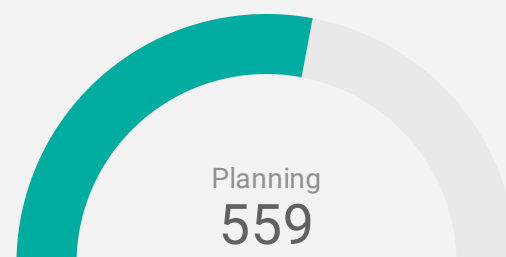
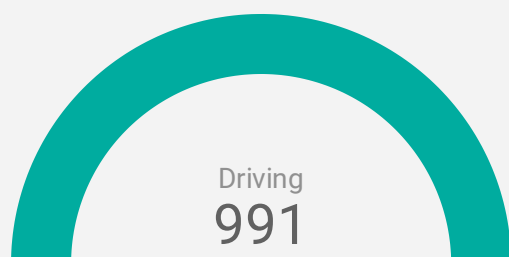
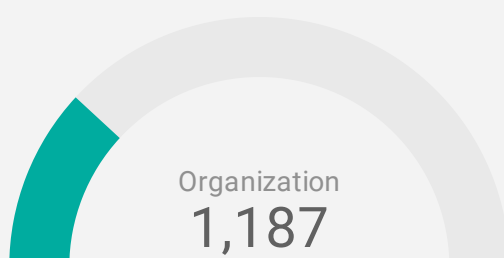
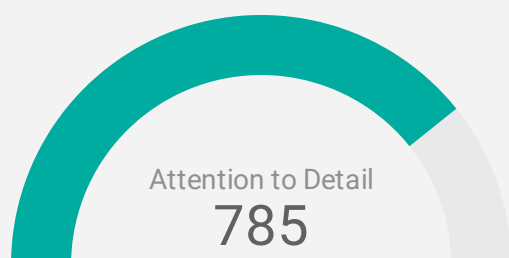
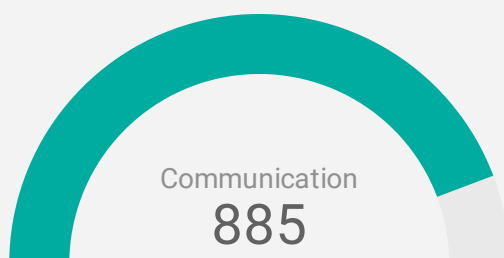
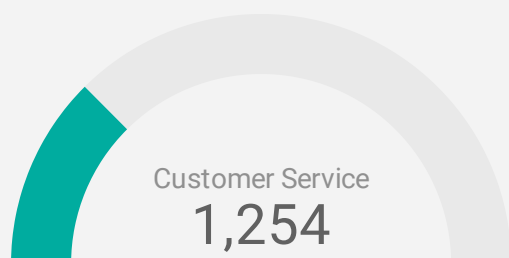
| | JOB TITLE | COMPANY | LOCATION | ANNUAL SALARY ▾ |
|-----|---------------------------------|--|----------------------------|---|
| 1. | Real Estate Agent | Certainli Realty | City of Windsor | \$350,000  |
| 2. | Dental Associate | LaSalle Dental | Town of LaSalle | \$308,657  |
| 3. | Owner Operator Truck Driver | FULGER TRANSPORT INC. | City of Windsor | \$300,000  |
| 4. | Outside Sales | HRConnections | City of Windsor | \$300,000  |
| 5. | Cardiologist | Canadian Cardiac Care | City of Windsor | \$264,933  |
| 6. | Oral Surgeon | Windsor Surgery Practice | City of Windsor | \$250,000  |
| 7. | Customer Service Representative | National Money Mart Company Inc. | Municipality of Leamington | \$250,000  |
| 8. | Chief Administrative Officer | The Hospice of Windsor Essex County Inc. | Town of Essex | \$230,166  |
| 9. | Chief Administrative Officer | The County of Essex | Town of Essex | \$230,166  |
| 10. | Insurance Account Manager | Programmed Insurance Brokers Inc. | Town of Lakeshore | \$200,000  |
| 11. | Automotive Sales Representative | LKQ Corporation | City of Windsor | \$200,000  |
| | | | | 1 - 100 / 1564 < > |

TOP IN-DEMAND SKILLS

How many times were these skills found in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,604



KEY JOB REQUIREMENTS

How often are these requirements desired in job postings?

ACTIVE JOB POSTINGS THIS MONTH

5,604



Driver's License

6



First Aid

252



Regular Access to a Vehicle

229



Criminal Record Check

251



Microsoft Office

419



Food Safety

106

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 | 368 | 31 | 20 |
| 2. | 4412 | Home support workers, housekeepers and related occupations | NOC Skill Level C | 163 | 30 | 20 |
| 3. | 7511 | Transport truck drivers | NOC Skill Level C | 148 | 25 | 20 |
| 4. | 6711 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 142 | 34 | 20 |
| 5. | 6552 | Other customer and information services representatives | NOC Skill Level C | 121 | 41 | 25 |
| 6. | 0621 | Retail and wholesale trade managers | NOC Skill Level A | 112 | 28 | 20 |
| 7. | 6322 | Cooks | NOC Skill Level B | 110 | 27 | 20 |
| 8. | 6733 | Janitors, caretakers and building superintendents | NOC Skill Level D | 109 | 29 | 20 |
| 9. | 7452 | Material handlers | NOC Skill Level C | 97 | 34 | 20 |
| 10. | 3012 | Registered nurses and registered psychiatric nurses | NOC Skill Level A | 96 | 29 | 20 |
| 11. | 1221 | Administrative officers | NOC Skill Level B | 77 | 29 | 20 |
| 12. | 7611 | Construction trades helpers and labourers | NOC Skill Level D | 76 | 26 | 20 |
| 13. | 6311 | Food service supervisors | NOC Skill Level B | 75 | 37 | 20 |
| 14. | 3233 | Licensed practical nurses | NOC Skill Level B | 74 | 35 | 20 |
| 15. | 9619 | Other labourers in processing, manufacturing and utilities | NOC Skill Level D | 66 | 37 | 20 |
| 16. | 1241 | Administrative assistants | NOC Skill Level B | 66 | 28 | 20 |
| 17. | 6541 | Security guards and related security service occupations | NOC Skill Level C | 63 | 33 | 20 |
| 18. | 7231 | Machinists and machining and tooling inspectors | NOC Skill Level B | 62 | 28 | 20 |
| 19. | 6731 | Light duty cleaners | NOC Skill Level D | 60 | 30 | 20 |
| 20. | 1114 | Other financial officers | NOC Skill Level A | 60 | 42 | 40 |
| 21. | 0111 | Financial managers | NOC Skill Level A | 58 | 47 | 20 |
| 22. | 7232 | Tool and die makers | NOC Skill Level B | 58 | 28 | 20 |
| 23. | 7321 | Automotive service technicians, truck and bus mechanics and mechanical repairers | NOC Skill Level B | 55 | 32 | 20 |
| 24. | 7514 | Delivery and courier service drivers | NOC Skill Level C | 54 | 23 | 20 |
| 25. | 0711 | Construction managers | NOC Skill Level A | 50 | 20 | 20 |
| 26. | 1111 | Financial auditors and accountants | NOC Skill Level A | 49 | 34 | 20 |
| 27. | 2133 | Electrical and electronics engineers | NOC Skill Level A | 48 | 40 | 23.5 |
| 28. | 4212 | Social and community service workers | NOC Skill Level B | 47 | 18 | 20 |
| 29. | 2141 | Industrial and manufacturing engineers | NOC Skill Level A | 47 | 41 | 20 |
| | | | | | 1 - 50 / 339 | < > |

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 | 368 | 31 | 20 |
| 2. | 751 | Motor vehicle and transit drivers | NOC Skill Level C | 217 | 25 | 20 |
| 3. | 673 | Cleaners | NOC Skill Level D | 179 | 29 | 20 |
| 4. | 441 | Home care providers and educational support occupations | NOC Skill Level C | 174 | 31 | 20 |
| 5. | 723 | Machining, metal forming, shaping and erecting trades | NOC Skill Level B | 146 | 28 | 20 |
| 6. | 122 | Administrative and regulatory occupations | NOC Skill Level B | 146 | 37 | 20 |
| 7. | 111 | Auditors, accountants and investment professionals | NOC Skill Level A | 145 | 40 | 30 |
| 8. | 671 | Food counter attendants, kitchen helpers and related support occupations | NOC Skill Level D | 142 | 34 | 20 |
| 9. | 655 | Customer and information services representatives | NOC Skill Level C | 133 | 41 | 25 |
| 10. | 961 | Labourers in processing, manufacturing and utilities | NOC Skill Level D | 124 | 34 | 20 |
| 11. | 632 | Chefs and cooks | NOC Skill Level B | 122 | 26 | 20 |
| 12. | 062 | Retail and wholesale trade managers | NOC Skill Level A | 112 | 28 | 20 |
| 13. | 213 | Civil, mechanical, electrical and chemical engineers | NOC Skill Level A | 108 | 34 | 20 |
| 14. | 421 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 106 | 30 | 20 |
| 15. | 011 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 106 | 45 | 20 |
| 16. | 301 | Professional occupations in nursing | NOC Skill Level A | 99 | 29 | 20 |
| 17. | 745 | Longshore workers and material handlers | NOC Skill Level C | 97 | 34 | 20 |
| 18. | 124 | Office administrative assistants - general, legal and medical | NOC Skill Level B | 96 | 26 | 20 |
| 19. | 323 | Other technical occupations in health care | NOC Skill Level B | 95 | 34 | 20 |
| 20. | 321 | Medical technologists and technicians (except dental health) | NOC Skill Level B | 87 | 27 | 20 |
| 21. | 731 | Machinery and transportation equipment mechanics (except motor vehicles) | NOC Skill Level B | 84 | 36 | 20 |
| 22. | 631 | Service supervisors | NOC Skill Level B | 83 | 41 | 20 |
| 23. | 071 | Managers in customer and personal services, n.e.c. | NOC Skill Level A | 80 | 22 | 20 |
| 24. | 761 | Trades helpers and labourers | NOC Skill Level D | 80 | 26 | 20 |
| 25. | 112 | Human resources and business service professionals | NOC Skill Level A | 73 | 27 | 20 |
| 26. | 143 | Financial, insurance and related administrative support workers | NOC Skill Level C | 71 | 34 | 20 |
| 27. | 662 | Other sales support and related occupations | NOC Skill Level D | 70 | 35 | 20 |
| 28. | 217 | Computer and information systems professionals | NOC Skill Level A | 70 | 26 | 20 |
| 29. | 152 | Supply chain logistics, tracking and scheduling coordination | NOC Skill Level C | 69 | 29 | 20 |

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 | 370 | 31 | 20 |
| 2. | 67 | Service support and other service occupations, n.e.c. | NOC Skill Level D | 327 | 31 | 20 |
| 3. | 12 | Administrative and financial supervisors and administrative occupations | NOC Skill Level B | 307 | 33 | 20 |
| 4. | 72 | Industrial, electrical and construction trades | NOC Skill Level B | 303 | 32 | 20 |
| 5. | 65 | Service representatives and other customer and personal services occupations | NOC Skill Level C | 273 | 37 | 20 |
| 6. | 21 | Professional occupations in natural and applied sciences | NOC Skill Level A | 259 | 32 | 20 |
| 7. | 63 | Service supervisors and specialized service occupations | NOC Skill Level B | 246 | 33 | 20 |
| 8. | 75 | Transport and heavy equipment operation and related maintenance occupations | NOC Skill Level C | 245 | 25 | 20 |
| 9. | 11 | Professional occupations in business and finance | NOC Skill Level A | 218 | 36 | 20 |
| 10. | 32 | Technical occupations in health | NOC Skill Level B | 198 | 30 | 20 |
| 11. | 22 | Technical occupations related to natural and applied sciences | NOC Skill Level B | 189 | 31 | 20 |
| 12. | 06 | Middle management occupations in retail and wholesale trade and customer services | NOC Skill Level A | 188 | 29 | 20 |
| 13. | 44 | Care providers and educational, legal and public protection support occupations | NOC Skill Level C | 178 | 31 | 20 |
| 14. | 73 | Maintenance and equipment operation trades | NOC Skill Level B | 177 | 32 | 20 |
| 15. | 14 | Office support occupations | NOC Skill Level C | 149 | 28 | 20 |
| 16. | 62 | Retail sales supervisors and specialized sales occupations | NOC Skill Level B | 140 | 31 | 20 |
| 17. | 01 | Senior managers - construction, transportation, production and utilities | NOC Skill Level A | 131 | 44 | 20 |
| 18. | 96 | Labourers in processing, manufacturing and utilities | NOC Skill Level D | 124 | 34 | 20 |
| 19. | 66 | Sales support occupations | NOC Skill Level D | 116 | 32 | 20 |
| 20. | 74 | Other installers, repairers and servicers and material handlers | NOC Skill Level C | 107 | 39 | 20 |
| 21. | 42 | Paraprofessional occupations in legal, social, community and education services | NOC Skill Level B | 106 | 30 | 20 |
| 22. | 30 | Professional occupations in nursing | NOC Skill Level A | 99 | 29 | 20 |
| 23. | 31 | Professional occupations in health (except nursing) | NOC Skill Level A | 99 | 31 | 20 |
| 24. | 94 | Processing and manufacturing machine operators and related production workers | NOC Skill Level C | 97 | 25 | 20 |
| 25. | 41 | Professional occupations in law and social, community and government services | NOC Skill Level A | 92 | 35 | 20 |
| 26. | 76 | Trades helpers, construction labourers and related occupations | NOC Skill Level D | 90 | 26 | 20 |
| 27. | 07 | Managers in customer and personal services, n.e.c. | NOC Skill Level A | 88 | 33 | 20 |

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS
513

NEW POSTINGS
225

COMPANIES
253

LANGUAGES
11

OF DAYS POSTED

AVERAGE
30.7

MEDIAN
20

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

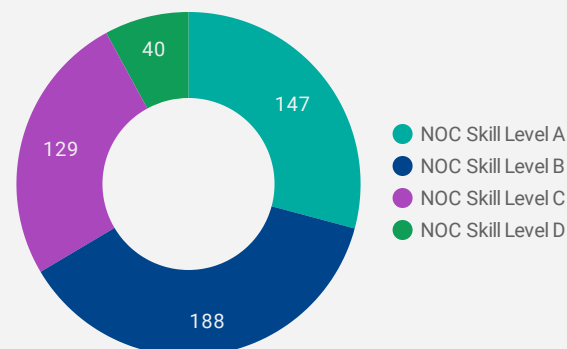
What language skills are employers looking for by occupational skill level?

147 Skill Level A - Management/ Professional Occupations usually requiring University

188 Skill Level B - Usually college education or apprenticeship training

129 Skill Level C - Usually secondary education or occupation-specific training

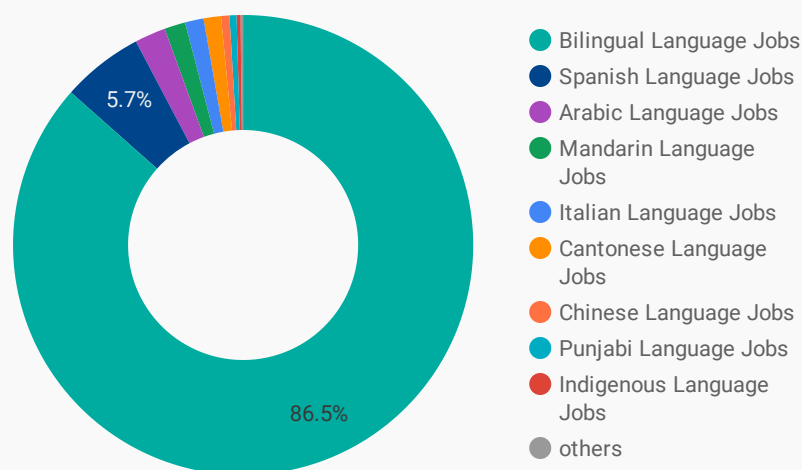
40 Skill Level D - Usually on-the-job training



| LANGUAGES | NOC Skill Level A | NOC Skill Level B | NOC Skill Level C | NOC Skill Level D |
|--------------------------|-------------------|-------------------|-------------------|-------------------|
| Bilingual Language Jobs | 129 | 162 | 108 | 33 |
| Spanish Language Jobs | 4 | 16 | 10 | 4 |
| Arabic Language Jobs | 5 | 1 | 3 | |
| Cantonese Language Jobs | | | 6 | |
| Mandarin Language Jobs | 2 | 3 | | 1 |
| Indigenous Language Jobs | 3 | 2 | | |
| Italian Language Jobs | | 2 | 1 | 1 |

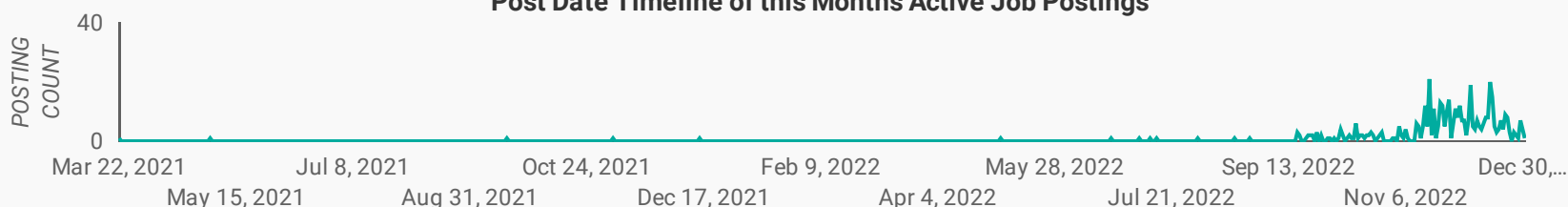
LANGUAGE SKILLS BREAKDOWN

Which kinds of language skills do employers seek?



| | LANGUAGES | POSTING COUNT |
|----|-------------------------|---------------|
| 1. | Bilingual Language Jobs | 438 |
| 2. | Spanish Language Jobs | 36 |
| 3. | Arabic Language Jobs | 10 |
| 4. | Cantonese Language Jobs | 6 |
| 5. | Mandarin Language Jobs | 6 |
| 6. | Italian Language Jobs | 5 |

Post Date Timeline of this Month's Active Job Postings



LANGUAGE SKILLS BEING RECRUITED BY JOB CATEGORY

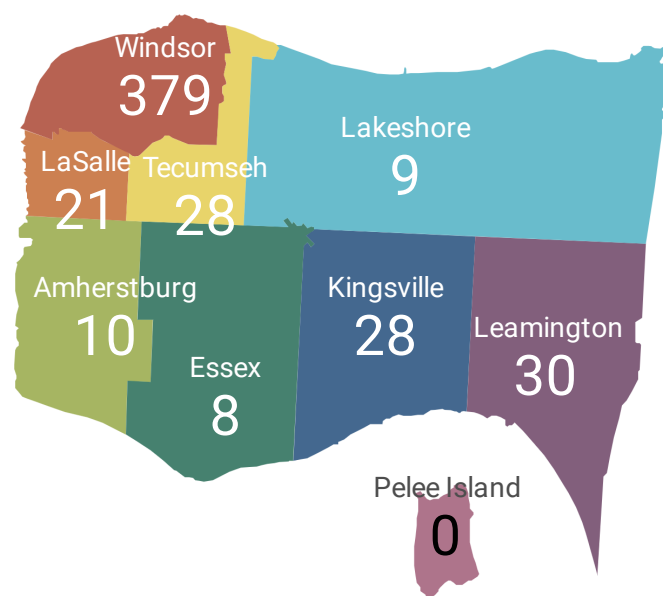
What language skills are sought by 1-Digit NOC?

| BROAD OCCUPATIONAL CATEGORY | Bilingual ... | Spanish ... | Arabic La... | Cantones... | Mandarin... | Indigenou... | Grand total |
|---|---------------|-------------|--------------|-------------|-------------|--------------|-------------|
| Business, finance and administration occu... | 86 | 7 | 1 | | 4 | | 100 |
| Health occupations | 78 | | 2 | | | | 80 |
| Management occupations | 39 | 3 | | | | | 44 |
| Natural and applied sciences and related o... | 23 | 5 | | | 1 | | 29 |
| Natural resources, agriculture and related ... | 4 | 6 | | | | | 10 |
| Occupations in art, culture, recreation and ... | 5 | | 1 | | | | 6 |
| Occupations in education, law and social, ... | 49 | 1 | 5 | | | 5 | 61 |
| Occupations in manufacturing and utilities | 12 | 1 | | | | | 13 |
| Sales and service occupations | 92 | 7 | | 6 | 1 | | 113 |
| Trades, transport and equipment operator... | 44 | 4 | | | | | 48 |
| Grand total | 432 | 34 | 9 | 6 | 6 | 5 | 504 |

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 | 379 | 31.7 | 20 |
| 2. | Municipality of Leamington | 30 | 32.9 | 20 |
| 3. | Town of Tecumseh | 28 | 29.8 | 20 |
| 4. | Town of Kingsville | 28 | 36.0 | 20 |
| 5. | Town of LaSalle | 21 | 28.6 | 20 |
| 6. | Town of Amherstburg | 10 | 29.0 | 20 |
| 7. | Town of Lakeshore | 9 | 29.4 | 20 |
| 8. | Town of Essex | 8 | 37.1 | 20 |



| | UPPER TIER | POSTINGS | AVG POSTING LENGTH IN DAYS | MEDIAN POSTING LENGTH IN DAYS |
|----|-----------------|----------|----------------------------|-------------------------------|
| 1. | City of Windsor | 379 | 31.7 | 20 |
| 2. | Essex County | 134 | 32.3 | 20 |

LANGUAGE DEMAND BY JOB

What language skills are sought by 4-Digit NOC?

| 4 DIGIT NOC NAME | | POSTINGS ▾ |
|------------------|--|------------|
| 1. | Registered nurses and registered psychi... | 29 |
| 2. | Retail salespersons | 22 |
| 3. | Other customer and information service... | 20 |
| 4. | Home support workers, housekeepers an... | 17 |
| 5. | Food counter attendants, kitchen helpers... | 14 |
| 6. | Licensed practical nurses | 14 |
| 7. | Administrative assistants | 12 |
| 8. | Social workers | 12 |
| 9. | Cooks | 11 |
| 10. | Managers in health care | 10 |
| 11. | Medical administrative assistants | 9 |
| 12. | Social and community service workers | 9 |
| 13. | Delivery and courier service drivers | 8 |
| 14. | Other financial officers | 7 |
| 15. | Accounting and related clerks | 7 |
| 16. | Construction trades helpers and labourers | 6 |
| 17. | User support technicians | 6 |
| 18. | Machinists and machining and tooling in... | 6 |
| 19. | Retail and wholesale trade managers | 6 |
| 20. | Financial auditors and accountants | 6 |
| 21. | Facility operation and maintenance man... | 6 |
| 22. | Janitors, caretakers and building superin... | 5 |
| 23. | Automotive service technicians, truck an... | 5 |
| 24. | Other labourers in processing, manufact... | 5 |
| 25. | Administrative officers | 5 |
| 26. | Accounting technicians and bookkeepers | 5 |
| 27. | Other medical technologists and technic... | 5 |
| 28. | Food service supervisors | 5 |
| 29. | Material handlers | 4 |
| 30. | General office support workers | 4 |
| 31. | Security guards and related security serv... | 4 |
| 32. | Tool and die makers | 4 |
| 1 - 100 / 139 | | < > |

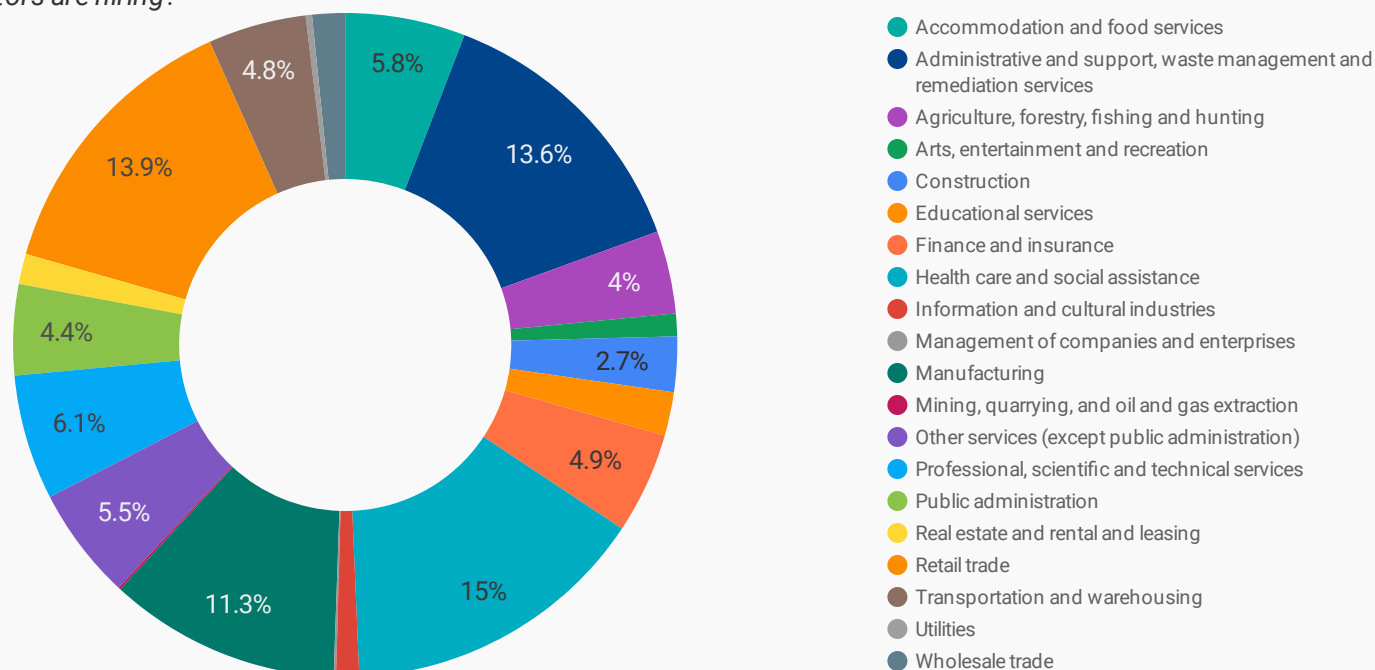
MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

| COMPANY | | POSTINGS ▾ |
|--------------|---|------------|
| 1. | Windsor Regional Hospital - Met Campus | 61 |
| 2. | Victorian Order of Nurses / VON Canada | 14 |
| 3. | HÃ'tel-Dieu Grace Healthcare | 13 |
| 4. | Global Excel Management | 10 |
| 5. | Legacy Personnel Solutions | 7 |
| 6. | Victoria Order Of Nurses | 7 |
| 7. | Desjardins | 7 |
| 8. | Waterford Executive | 7 |
| 9. | Highline Mushrooms | 6 |
| 10. | Windsor, Corporation of the City of | 6 |
| 11. | PWC / PricewaterhouseCoopers LLP | 6 |
| 12. | Mucci Farms Ltd. | 6 |
| 13. | Sun Life Financial Inc. | 5 |
| 14. | FCA Canada Inc. | 5 |
| 15. | Family Services Windsor-Essex | 5 |
| 16. | Shaker Recruitment Marketing | 4 |
| 17. | Adzuna | 4 |
| 18. | GECDSEB Employment Assessment Centre Jobs | 4 |
| 19. | Cuso International | 4 |
| 20. | University of Windsor | 4 |
| 21. | Fortis Group | 4 |
| 22. | Ontario Public Service / OPS | 4 |
| 23. | Nature Fresh Farms Inc. | 4 |
| 24. | Bayshore HealthCare | 4 |
| 25. | Laura Canada | 4 |
| 26. | Tim Hortons | 4 |
| 27. | Can-Am Indian Friendship Centre | 4 |
| 28. | Jamieson Wellness Inc. | 4 |
| 1 - 50 / 257 | | < > |

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 | 725 | 31.2 | 20 |
| 2. | 62 | Health care and social assistance | 719 | 26.7 | 20 |
| 3. | 56 | Administrative and support, waste management and remediation services | 717 | 28.6 | 20 |
| 4. | 31-33 | Manufacturing | 617 | 33.7 | 20 |
| 5. | 54 | Professional, scientific and technical services | 329 | 33.7 | 20 |
| 6. | 81 | Other services (except public administration) | 316 | 36.7 | 20 |
| 7. | 72 | Accommodation and food services | 303 | 33.9 | 20 |
| 8. | 52 | Finance and insurance | 268 | 38.2 | 20 |
| 9. | 91 | Public administration | 238 | 36.5 | 20 |
| 10. | 48-49 | Transportation and warehousing | 227 | 27.2 | 20 |
| 11. | 11 | Agriculture, forestry, fishing and hunting | 210 | 36.6 | 20 |
| 12. | 23 | Construction | 138 | 35.8 | 20 |
| 13. | 61 | Educational services | 101 | 33.3 | 20 |
| 14. | 41 | Wholesale trade | 86 | 32.5 | 20 |
| 15. | 53 | Real estate and rental and leasing | 78 | 34.5 | 20 |
| 16. | 51 | Information and cultural industries | 52 | 26.0 | 20 |
| 17. | 71 | Arts, entertainment and recreation | 52 | 21.5 | 20 |
| 18. | 22 | Utilities | 18 | 21.8 | 20 |
| 19. | 55 | Management of companies and enterprises | 5 | 52.0 | 20 |
| 20. | 21 | Mining, quarrying, and oil and gas extraction | 4 | 20.0 | 20 |

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 | 703 | 28.5 | 20 |
| 2. | 541 | Professional, scientific and technical services | 329 | 33.7 | 20 |
| 3. | 722 | Food services and drinking places | 283 | 34.1 | 20 |
| 4. | 445 | Food and beverage stores | 223 | 34.4 | 20 |
| 5. | 621 | Ambulatory health care services | 213 | 25.2 | 20 |
| 6. | 111 | Crop production | 199 | 37.0 | 20 |
| 7. | 624 | Social assistance | 198 | 24.7 | 20 |
| 8. | 813 | Religious, grant-making, civic, and professional and similar organizations | 186 | 35.5 | 20 |
| 9. | 623 | Nursing and residential care facilities | 173 | 34.0 | 20 |
| 10. | 333 | Machinery manufacturing | 168 | 29.6 | 20 |
| 11. | 484 | Truck transportation | 146 | 28.7 | 20 |
| 12. | 522 | Credit intermediation and related activities | 137 | 44.9 | 40 |
| 13. | 622 | Hospitals | 135 | 21.3 | 20 |
| 14. | 913 | Local, municipal and regional public administration | 133 | 36.3 | 20 |
| 15. | 332 | Fabricated metal product manufacturing | 105 | 35.6 | 20 |
| 16. | 336 | Transportation equipment manufacturing | 101 | 29.9 | 20 |
| 17. | 611 | Educational services | 101 | 33.3 | 20 |
| 18. | 238 | Specialty trade contractors | 94 | 39.2 | 20 |
| 19. | 446 | Health and personal care stores | 93 | 40.1 | 22.5 |
| 20. | 452 | General merchandise stores | 87 | 30.6 | 20 |
| 21. | 524 | Insurance carriers and related activities | 78 | 26.1 | 20 |
| 22. | 811 | Repair and maintenance | 71 | 42.0 | 20 |
| 23. | 453 | Miscellaneous store retailers | 66 | 29.7 | 20 |
| 24. | 448 | Clothing and clothing accessories stores | 64 | 31.0 | 20 |
| 25. | 311 | Food manufacturing | 62 | 47.3 | 61 |
| 26. | 912 | Provincial and territorial public administration | 59 | 9.5 | 6 |
| 27. | 326 | Plastics and rubber products manufacturing | 54 | 24.6 | 20 |
| 28. | 442 | Furniture and home furnishings stores | 50 | 23.1 | 20 |
| 29. | 713 | Amusement, gambling and recreation industries | 48 | 21.8 | 20 |
| 30. | 911 | Federal government public administration | 46 | 60.1 | 22.5 |
| 31. | 444 | Building material and garden equipment and supplies dealers | 46 | 20.6 | 20 |

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 | 545 | 25.0 | 20 |
| 2. | 7225 | Full-service restaurants and limited-service eating places | 232 | 35.6 | 20 |
| 3. | 4451 | Grocery stores | 213 | 34.2 | 20 |
| 4. | 8134 | Civic and social organizations | 172 | 36.6 | 20 |
| 5. | 1119 | Other crop farming | 154 | 29.5 | 20 |
| 6. | 6221 | General medical and surgical hospitals | 133 | 19.7 | 20 |
| 7. | 4841 | General freight trucking | 128 | 25.0 | 20 |
| 8. | 5413 | Architectural, engineering and related services | 121 | 33.4 | 20 |
| 9. | 9139 | Other local, municipal and regional public administration | 120 | 36.2 | 20 |
| 10. | 5221 | Depository credit intermediation | 118 | 46.5 | 44.5 |
| 11. | 6241 | Individual and family services | 109 | 23.9 | 20 |
| 12. | 3335 | Metalworking machinery manufacturing | 108 | 31.1 | 20 |
| 13. | 6231 | Nursing care facilities | 103 | 31.8 | 20 |
| 14. | 4461 | Health and personal care stores | 93 | 40.1 | 22.5 |
| 15. | 4529 | Other general merchandise stores | 81 | 31.1 | 20 |
| 16. | 3361 | Motor vehicle manufacturing | 78 | 29.4 | 20 |
| 17. | 6213 | Offices of other health practitioners | 65 | 25.7 | 20 |
| 18. | 5617 | Services to buildings and dwellings | 64 | 55.4 | 20 |
| 19. | 5416 | Management, scientific and technical consulting services | 63 | 42.7 | 20 |
| 20. | 6233 | Community care facilities for the elderly | 57 | 33.3 | 20 |
| 21. | 5242 | Agencies, brokerages and other insurance related activities | 57 | 25.4 | 20 |
| 22. | 4481 | Clothing stores | 57 | 31.8 | 20 |
| 23. | 5616 | Investigation and security services | 54 | 30.2 | 20 |
| 24. | 6242 | Community food and housing, and emergency and other relief services | 54 | 21.2 | 20 |
| 25. | 3261 | Plastic product manufacturing | 53 | 24.6 | 20 |
| 26. | 6214 | Out-patient care centres | 51 | 23.4 | 20 |
| 27. | 9122 | Provincial labour and employment services | 51 | 8.0 | 6 |
| 28. | 6216 | Home health care services | 51 | 28.0 | 20 |
| 29. | 3119 | Other food manufacturing | 51 | 52.1 | 67 |
| 30. | 4421 | Furniture stores | 49 | 22.4 | 20 |
| 31. | 7139 | Other amusement and recreation industries | 46 | 21.9 | 20 |

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 | 545 | 25.0 | 20 |
| 2. | 72251 | Full-service restaurants and limited-service eating places | 232 | 35.6 | 20 |
| 3. | 44511 | Supermarkets and other grocery (except convenience) stores | 207 | 34.4 | 20 |
| 4. | 81341 | Civic and social organizations | 172 | 36.6 | 20 |
| 5. | 11199 | All other crop farming | 154 | 29.5 | 20 |
| 6. | 62211 | General medical and surgical hospitals | 133 | 19.7 | 20 |
| 7. | 91391 | Other local, municipal and regional public administration | 120 | 36.2 | 20 |
| 8. | 54133 | Engineering services | 115 | 33.0 | 20 |
| 9. | 33351 | Metalworking machinery manufacturing | 108 | 31.1 | 20 |
| 10. | 62311 | Nursing care facilities | 103 | 31.8 | 20 |
| 11. | 48412 | General freight trucking, long distance | 99 | 23.5 | 20 |
| 12. | 52211 | Banking | 90 | 49.6 | 59 |
| 13. | 45299 | All other general merchandise stores | 81 | 31.1 | 20 |
| 14. | 62419 | Other individual and family services | 79 | 19.4 | 20 |
| 15. | 44611 | Pharmacies and drug stores | 77 | 40.4 | 25.5 |
| 16. | 33611 | Automobile and light-duty motor vehicle manufacturing | 77 | 29.4 | 20 |
| 17. | 62331 | Community care facilities for the elderly | 57 | 33.3 | 20 |
| 18. | 32619 | Other plastic product manufacturing | 53 | 24.6 | 20 |
| 19. | 91221 | Provincial labour and employment services | 51 | 8.0 | 6 |
| 20. | 62161 | Home health care services | 51 | 28.0 | 20 |
| 21. | 62149 | Other out-patient care centres | 50 | 23.5 | 20 |
| 22. | 44211 | Furniture stores | 49 | 22.4 | 20 |
| 23. | 31199 | All other food manufacturing | 48 | 52.9 | 67 |
| 24. | 62423 | Emergency and other relief services | 44 | 21.4 | 20 |
| 25. | 33221 | Cutlery and hand tool manufacturing | 44 | 37.2 | 30 |
| 26. | 71394 | Fitness and recreational sports centres | 37 | 22.5 | 20 |
| 27. | 33299 | All other fabricated metal product manufacturing | 37 | 36.2 | 20 |
| 28. | 54161 | Management consulting services | 35 | 35.4 | 20 |
| 29. | 56172 | Janitorial services | 34 | 30.4 | 20 |
| 30. | 62139 | Offices of all other health practitioners | 33 | 30.5 | 20 |
| 31. | 52421 | Insurance agencies and brokerages | 33 | 25.2 | 20 |

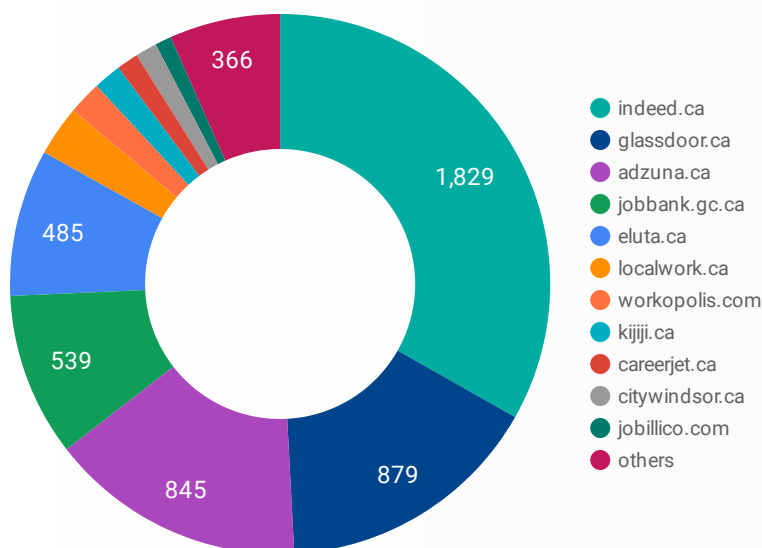
TOP HIRING SECTORS BY 6-DIGIT NAICS CODE

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 | 545 | 25.0 | 20 |
| 2. | 445110 | Supermarkets and other grocery (except convenience) stores | 207 | 34.4 | 20 |
| 3. | 813410 | Civic and social organizations | 172 | 36.6 | 20 |
| 4. | 722512 | Limited-service eating places | 137 | 37.5 | 20 |
| 5. | 622111 | General (except paediatric) hospitals | 133 | 19.7 | 20 |
| 6. | 913910 | Other local, municipal and regional public administration | 120 | 36.2 | 20 |
| 7. | 541330 | Engineering services | 115 | 33.0 | 20 |
| 8. | 111993 | Fruit and vegetable combination farming | 111 | 31.7 | 20 |
| 9. | 623110 | Nursing care facilities | 103 | 31.8 | 20 |
| 10. | 722511 | Full-service restaurants | 95 | 32.1 | 20 |
| 11. | 522111 | Personal and commercial banking industry | 90 | 49.6 | 59 |
| 12. | 452999 | All other miscellaneous general merchandise stores | 81 | 31.1 | 20 |
| 13. | 624190 | Other individual and family services | 79 | 19.4 | 20 |
| 14. | 484122 | General freight trucking, long distance, less than truck-load | 77 | 22.0 | 20 |
| 15. | 446110 | Pharmacies and drug stores | 77 | 40.4 | 25.5 |
| 16. | 336110 | Automobile and light-duty motor vehicle manufacturing | 77 | 29.4 | 20 |
| 17. | 333511 | Industrial mould manufacturing | 75 | 25.5 | 20 |
| 18. | 623310 | Community care facilities for the elderly | 57 | 33.3 | 20 |
| 19. | 912210 | Provincial labour and employment services | 51 | 8.0 | 6 |
| 20. | 621610 | Home health care services | 51 | 28.0 | 20 |
| 21. | 442110 | Furniture stores | 49 | 22.4 | 20 |
| 22. | 311990 | All other food manufacturing | 48 | 52.9 | 67 |
| 23. | 621494 | Community health centres | 47 | 21.5 | 20 |
| 24. | 332210 | Cutlery and hand tool manufacturing | 44 | 37.2 | 30 |
| 25. | 624230 | Emergency and other relief services | 44 | 21.4 | 20 |
| 26. | 111999 | All other miscellaneous crop farming | 43 | 23.1 | 20 |
| 27. | 326198 | All other plastic product manufacturing | 37 | 22.7 | 20 |
| 28. | 332999 | All other miscellaneous fabricated metal product manufacturing | 37 | 36.2 | 20 |
| 29. | 713940 | Fitness and recreational sports centres | 37 | 22.5 | 20 |
| 30. | 561722 | Janitorial services (except window cleaning) | 34 | 30.4 | 20 |
| 31. | 621390 | Offices of all other health practitioners | 33 | 30.5 | 20 |

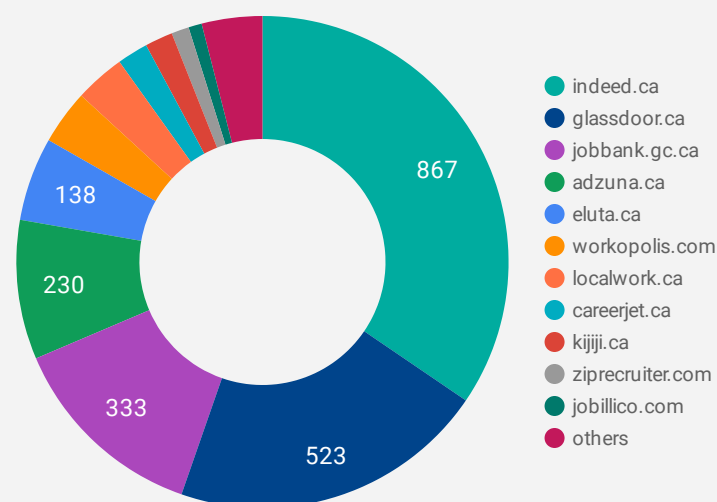
JOB POSTINGS BY JOB BOARD

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 | 1,829 | 20 | 20 | 867 |
| 2. | glassdoor.ca | 879 | 12 | 10 | 523 |
| 3. | adzuna.ca | 845 | 59 | 67 | 230 |
| 4. | jobbank.gc.ca | 539 | 35 | 30 | 333 |
| 5. | eluta.ca | 485 | 20 | 20 | 138 |
| 6. | localwork.ca | 166 | 13 | 6 | 83 |
| 7. | workopolis.com | 110 | | | 90 |
| 8. | kijiji.ca | 92 | 15 | 15 | 46 |
| 9. | careerjet.ca | 72 | 38 | 35 | 51 |
| 10. | citywindsor.ca | 71 | 180 | 26 | 2 |
| 11. | jobillico.com | 54 | 44 | 27 | 22 |
| 12. | uhc.ca | 43 | 20 | 6 | 1 |
| 13. | ziprecruiter.com | 39 | | | 29 |
| 14. | rncareers.ca | 29 | 23 | 25 | 11 |
| 15. | careerowl.ca | 28 | 139 | 63 | 10 |
| 16. | careerarc.com | 27 | 57 | 29 | 10 |
| 17. | careers.lakeshore.ca | 17 | | | 1 |
| 18. | canadianexecutivesearch.com | 16 | 56 | 6.5 | 1 |

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

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

