

JOB DEMAND REPORT

DECEMBER 2019

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

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL ACTIVE	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,887	1,324	1,277	27

OF DAYS POSTED

AVERAGE	MEDIAN
32	16

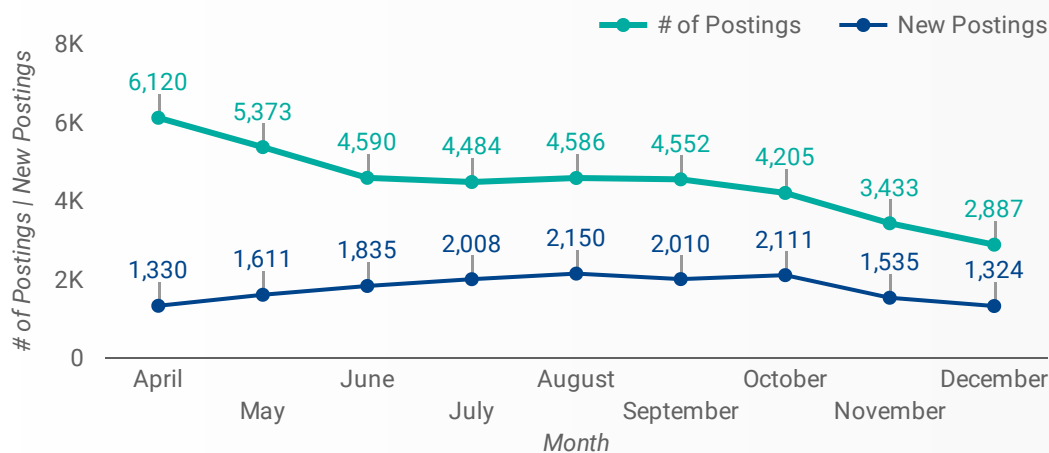
REPORT BUILDER

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

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

JOB POSTINGS BY MONTH

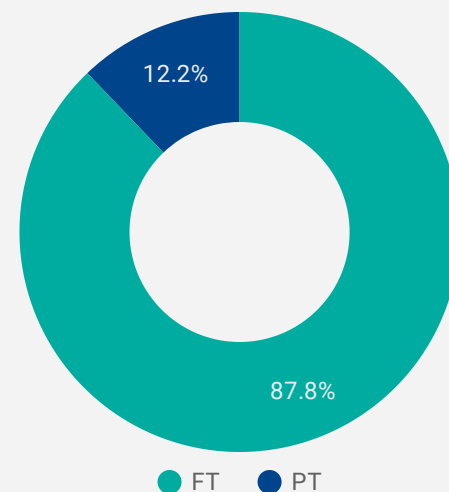
How many job postings were active for at least 1 day this month?



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

JOB TYPE

Full-time vs Part-time



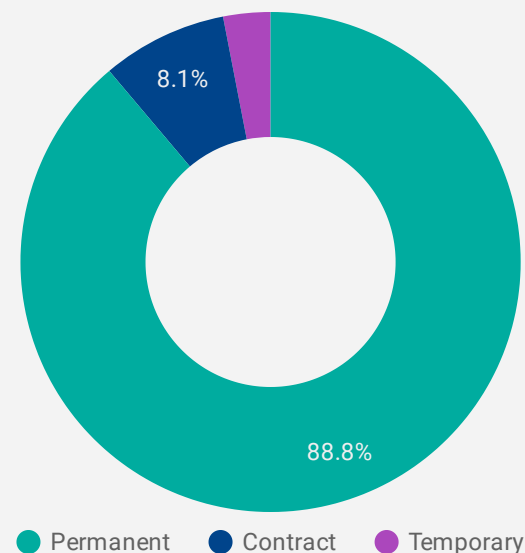
JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Windsor	1,877	31	16
2.	Municipality of Leamington	366	35	23
3.	Town of Kingsville	160	40	23
4.	Town of Essex	142	50	24
5.	Town of Tecumseh	137	30	24
6.	Town of Lakeshore	70	27	30.5
7.	Town of Amherstburg	62	28	16
8.	Town of LaSalle	42	21	16

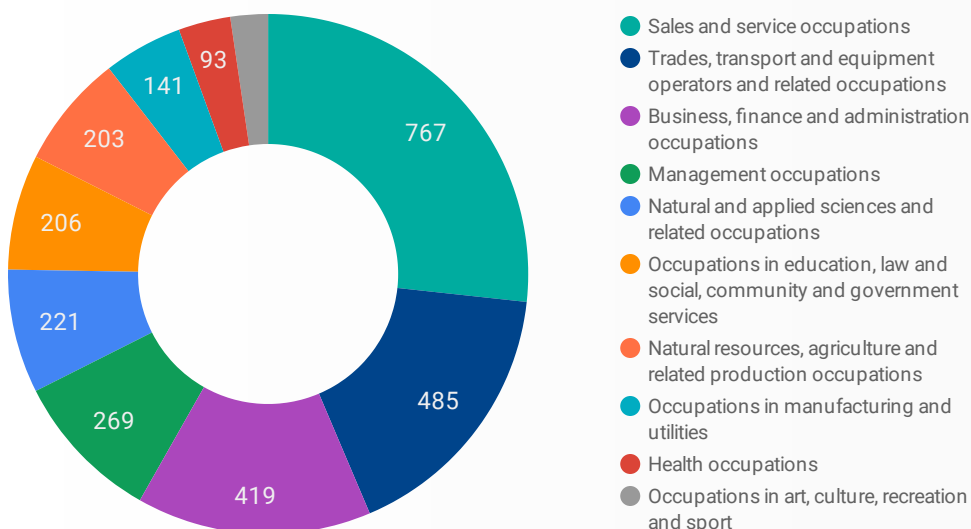
JOB DURATION

Permanency of jobs posted



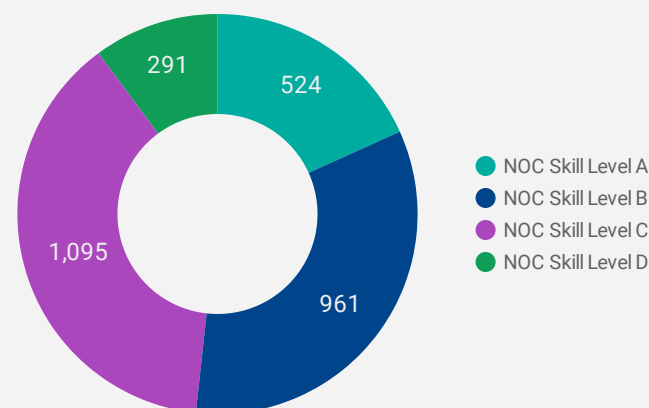
JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



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

TOP OCCUPATIONS

What kind of jobs are in-demand?

	4 DIGIT NOC NAME	POSTINGS ▾
1.	Retail salespersons	175
2.	Nursery and greenhouse workers	113
3.	Other customer and information services representatives	85
4.	Cooks	71
5.	Home support workers, housekeepers and related occupations	71
6.	Transport truck drivers	64
7.	Retail and wholesale trade managers	58
8.	Delivery and courier service drivers	51
9.	Food counter attendants, kitchen helpers and related support occupations	50
10.	Material handlers	48
11.	Security guards and related security service occupations	46
12.	Program leaders and instructors in recreation, sport and fitness	45
13.	Administrative assistants	45
14.	Food and beverage servers	42
15.	General farm workers	42
16.	Tool and die makers	40
17.	Machinists and machining and tooling inspectors	34
18.	Janitors, caretakers and building superintendents	33
19.	Other labourers in processing, manufacturing and utilities	31
20.	Financial auditors and accountants	30
21.	Technical sales specialists - wholesale trade	29
22.	Accounting and related clerks	28
23.	Shippers and receivers	25
24.	User support technicians	25
25.	Accounting technicians and bookkeepers	25
26.	Retail sales supervisors	25
27.	Light duty cleaners	25
28.	Early childhood educators and assistants	24
29.	Construction trades helpers and labourers	24
30.	Supervisors, supply chain, tracking and scheduling co-	23

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TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS ▾
1.	Canadian Executive Search	75
2.	PROSTAFF Employment Solutions	38
3.	Personnel by Elsie	23
4.	Lowe's	23
5.	City of Windsor Employment and Training Services	22
6.	Shoppers Drug Mart / Pharmaprix	20
7.	Goudreau Personnel by Swinton Ltd.	20
8.	Aphria Inc.	19
9.	Electromac	18
10.	Sutherland Global Services, Inc.	18
11.	Caesars Windsor	18
12.	Nature Fresh Farms Inc.	17
13.	Highline Mushrooms	17
14.	The Job Shoppe Incorporated	16
15.	Loblaw Companies Limited	16
16.	Intouch Insight	16
17.	SUNSET Produce	15
18.	McDonalds Canada	14
19.	Cintas Corporation	14
20.	Movati Athletic	14
21.	ParaMed Home Health Care	13
22.	YMCA of Southwestern Ontario	13
23.	Lakeside Produce	12
24.	Municipality of Leamington	12
25.	Windsor, Corporation of the City of	12
26.	Fluor Canada Ltd.	12

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OCCUPATIONS BY FREQUENCY & LENGTH OF JOB POSTINGS

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

	4 DIGIT NOC	4 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	6421	Retail salespersons	NOC Skill Level C	175	37	16
2.	8432	Nursery and greenhouse workers	NOC Skill Level C	113	54	33
3.	6552	Other customer and information services representatives	NOC Skill Level C	84	21	16
4.	6322	Cooks	NOC Skill Level B	71	37	22
5.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	68	28	16
6.	7511	Transport truck drivers	NOC Skill Level C	64	50	17.5
7.	621	Retail and wholesale trade managers	NOC Skill Level A	58	40	16
8.	7514	Delivery and courier service drivers	NOC Skill Level C	51	27	16
9.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	50	33	16
10.	7452	Material handlers	NOC Skill Level C	48	30	17
11.	6541	Security guards and related security service occupations	NOC Skill Level C	46	20	16
12.	1241	Administrative assistants	NOC Skill Level B	45	17	16
13.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	44	22	16.5
14.	8431	General farm workers	NOC Skill Level C	42	43	33
15.	6513	Food and beverage servers	NOC Skill Level C	42	38	16
16.	7232	Tool and die makers	NOC Skill Level B	40	46	16
17.	7231	Machinists and machining and tooling inspectors	NOC Skill Level B	34	32	23.5
18.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	33	29	16
19.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	31	45	35
20.	1111	Financial auditors and accountants	NOC Skill Level A	30	41	16
21.	6221	Technical sales specialists - wholesale trade	NOC Skill Level B	29	23	16
22.	1431	Accounting and related clerks	NOC Skill Level C	28	37	30.5
23.	1521	Shippers and receivers	NOC Skill Level C	25	17	16
24.	6731	Light duty cleaners	NOC Skill Level D	25	23	16
25.	2282	User support technicians	NOC Skill Level B	25	32	16
26.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	25	28	28.5
27.	6211	Retail sales supervisors	NOC Skill Level B	25	41	16
28.	4214	Early childhood educators and assistants	NOC Skill Level B	24	23	16
29.	7611	Construction trades helpers and labourers	NOC Skill Level D	24	55	16
30.	1315	Customer service representatives and salespersons	NOC Skill Level B	22	22	16

JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	642	Retail salespersons	NOC Skill Level C	175	37	16
2.	843	Agriculture and horticulture workers	NOC Skill Level C	155	51	33
3.	751	Motor vehicle and transit drivers	NOC Skill Level C	126	40	16
4.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	94	41	20
5.	441	Home care providers and educational support occupations	NOC Skill Level C	86	30	16
6.	655	Customer and information services representatives	NOC Skill Level C	84	21	16
7.	632	Chefs and cooks	NOC Skill Level B	80	38	23.5
8.	673	Cleaners	NOC Skill Level D	66	24	16
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	66	19	16
10.	062	Retail and wholesale trade managers	NOC Skill Level A	58	40	16
11.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	57	42	32

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JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

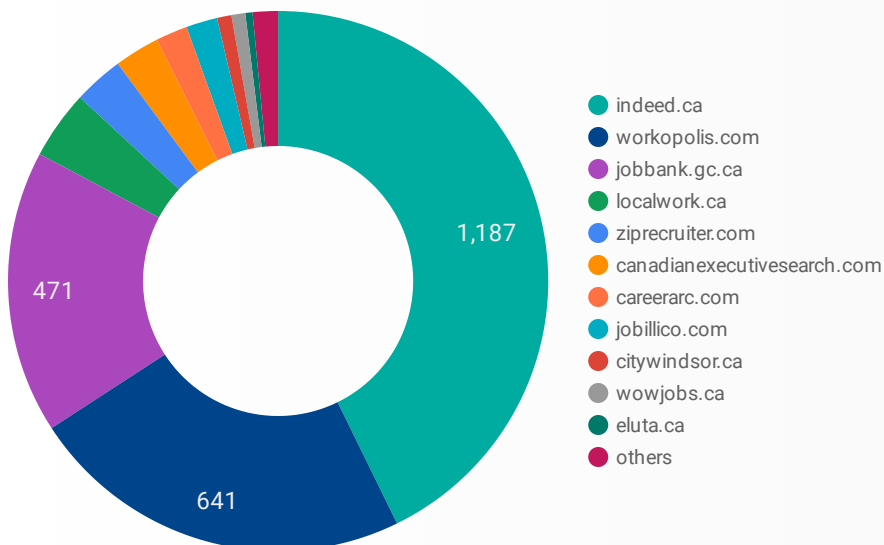
What jobs are hard to fill and/or in-demand?

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	211	23	16
2.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	188	36	16
3.	72	Industrial, electrical and construction trades	NOC Skill Level B	170	42	24
4.	84	Workers in natural resources, agriculture and related production	NOC Skill Level C	155	51	33
5.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	153	27	16
6.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	147	24	16
7.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	139	38	16
8.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	119	28	16
9.	63	Service supervisors and specialized service occupations	NOC Skill Level B	104	38	22
10.	06	Middle management occupations in retail and wholesale trade and customer services	NOC Skill Level A	99	34	16
11.	14	Office support occupations	NOC Skill Level C	96	24	16

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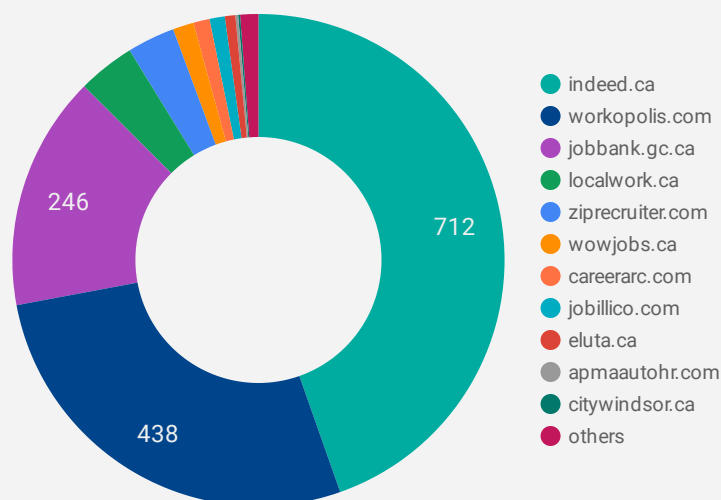
JOB POSTINGS BY JOB BOARD

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



COMPANIES BY JOB BOARD

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



JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	1,187	40	30	712
2.	workopolis.com	641	16	16	438
3.	jobbank.gc.ca	471	39	30	246
4.	localwork.ca	114	4	2	60
5.	ziprecruiter.com	83	15	15	50
6.	canadianexecutivesearch.com	75	78	80.5	1
7.	careerarc.com	53	39	28	17
8.	jobillico.com	52	20	18.5	16
9.	citywindsor.ca	24	112	91	2
10.	wowjobs.ca	23			22
11.	eluta.ca	12	76	77	11
12.	apmaautohr.com	7			3
13.	lasalle.ca	6	1	1	1
14.	uhc.ca	6	37	37	2
15.	employment.tecumseh.ca	3	58	58	1
16.	wetech-alliance.com	2	86	86	2
17.	essex.ca	2			1