

JOB DEMAND REPORT

JUNE 2020

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

HIGHLIGHTS

JOB POSTINGS BY THE NUMBERS

TOTAL ACTIVE	NEW THIS MONTH	COMPANIES	JOB BOARDS
2,693	1,707	1,145	28

OF DAYS POSTED

AVERAGE	MEDIAN
23	15

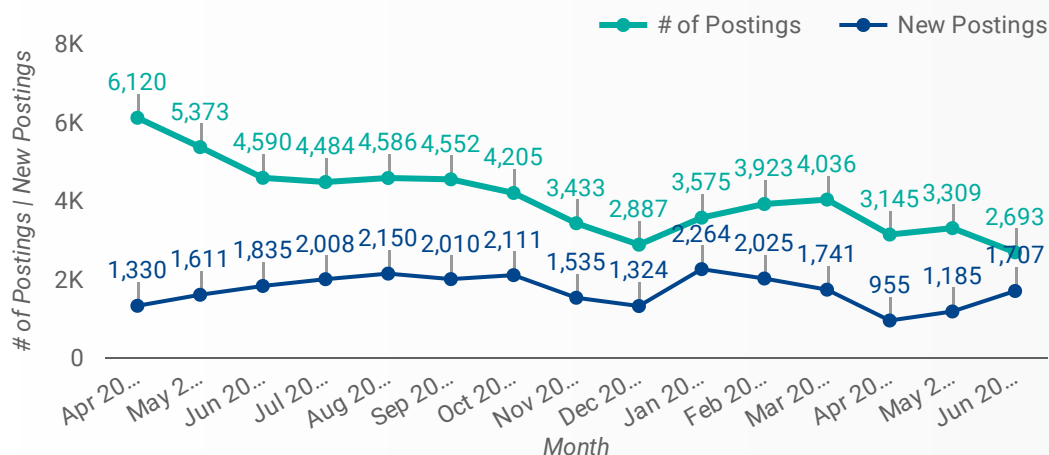
REPORT BUILDER

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

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

JOB POSTINGS BY MONTH

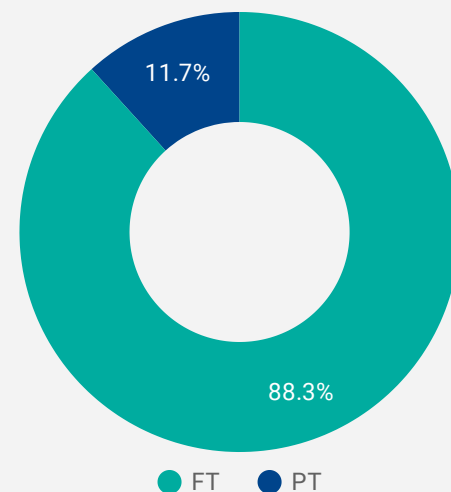
How many job postings were active for at least 1 day this month?



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JOB TYPE

Full-time vs Part-time



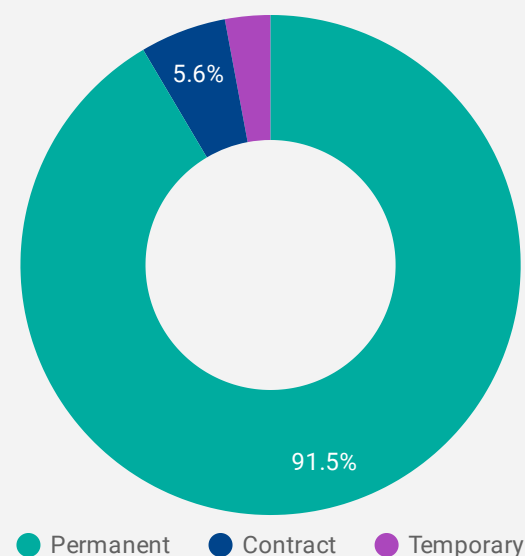
JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Windsor	1,637	24	15
2.	Municipality of Leamington	347	29	15
3.	Town of Kingsville	203	16	15
4.	Town of Tecumseh	160	23	15
5.	Town of Essex	122	25	15
6.	Town of Lakeshore	96	21	15
7.	Town of Amherstburg	63	20	15
8.	Town of LaSalle	43	13	15

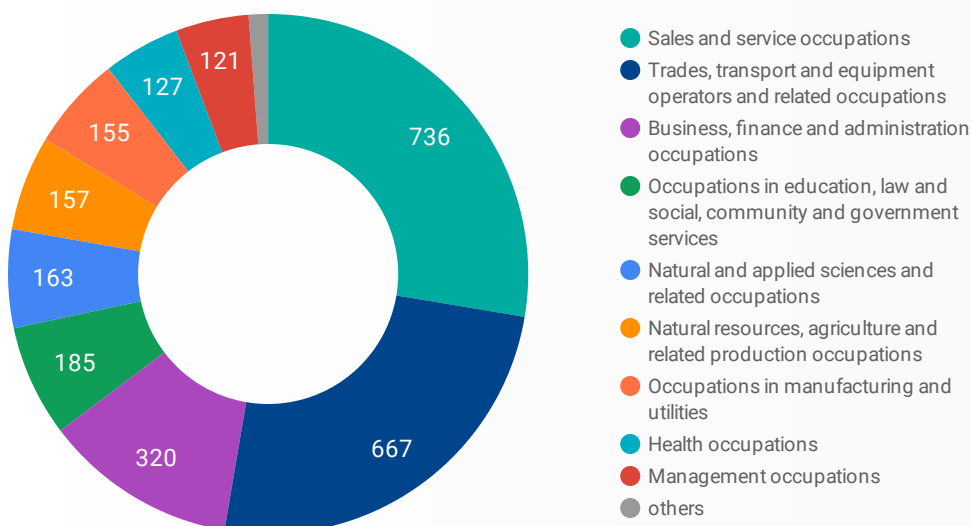
JOB DURATION

Permanency of jobs posted



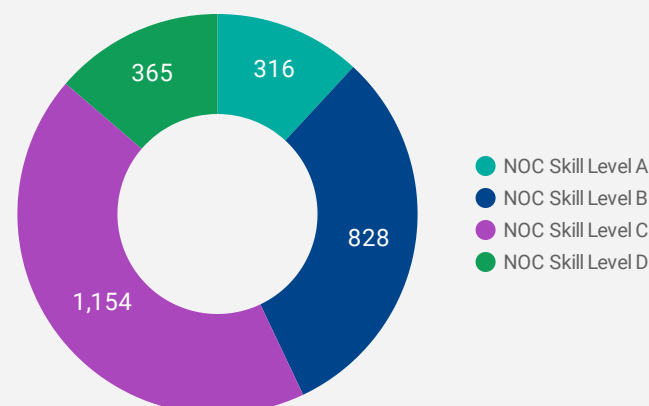
JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



JOB POSTINGS BY SKILL LEVEL

What education do occupations typically require?



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

TOP OCCUPATIONS

What kind of jobs are in-demand?

	4 DIGIT NOC NAME	POSTINGS ▾
1.	Retail salespersons	148
2.	Transport truck drivers	131
3.	Home support workers, housekeepers and related occupations	92
4.	Material handlers	86
5.	Nursery and greenhouse workers	81
6.	Other customer and information services representatives	71
7.	Cooks	67
8.	Delivery and courier service drivers	67
9.	Construction trades helpers and labourers	58
10.	Food counter attendants, kitchen helpers and related support occupations	54
11.	Administrative assistants	40
12.	Janitors, caretakers and building superintendents	35
13.	Shippers and receivers	34
14.	Cashiers	32
15.	Landscaping and grounds maintenance labourers	32
16.	Retail and wholesale trade managers	31
17.	null	30
18.	Light duty cleaners	30
19.	Tool and die makers	29
20.	Biological technologists and technicians	29
21.	Security guards and related security service occupations	29
22.	Food and beverage servers	28
23.	Hairstylists and barbers	27
24.	Other labourers in processing, manufacturing and utilities	27
25.	Residential and commercial installers and servicers	27
26.	Dental assistants	26
27.	Labourers in food and beverage processing	25
28.	Store shelf stockers, clerks and order fillers	25
29.	Machinists and machining and tooling inspectors	25
30.	Accounting technicians and bookkeepers	23

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TOP EMPLOYERS/AGENCIES

Who is hiring?

	COMPANY	POSTINGS ▾
1.	Kijiji Jobs	108
2.	Windsor, Corporation of the City of	48
3.	Mastronardi Produce Limited	39
4.	Shoppers Drug Mart / Pharmaprix	29
5.	We Check	28
6.	Aphria Inc.	27
7.	Town of Lakeshore	23
8.	Lowe's	23
9.	Chartwell Retirement Residences	21
10.	Recipe Unlimited Corporation	19
11.	Loblaw Companies Limited	19
12.	Windsor Regional Hospital	19
13.	Nature Fresh Farms Inc.	16
14.	Windsor Women Working with Immigrant Women	16
15.	Bonduelle Canada Inc	15
16.	TJX Canada	12
17.	Tepperman's	12
18.	RONA Inc.	12
19.	Pure Hothouse Foods Inc	12
20.	GoodLife Fitness Centres Inc.	11
21.	Hôtel-Dieu Grace Healthcare	11
22.	Mucci Farms Ltd.	11
23.	Tecumseh Home Hardware Building Centre	11
24.	ParaMed Home Health Care	11
25.	RBC	10
26.	Belwood Poultry Ltd	10

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TOP HIRING SECTORS (6 DIGIT NAICS CODE)

What sectors are hiring?

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	Class title	Code	Class definition	Job Posting Count ▾	Avg Posting Length
1.	Fruit and vegetable combination farming	111993	This Canadian industry comprises establishments primarily engaged in growing a combination of fruit and vegetables.	143	29
2.	Employment placement agencies and executive search services	561310	This Canadian industry comprises establishments primarily engaged in listing employment vacancies and selecting, referring and placing applicants in employment, either on a permanent or temporary basis. The individuals placed are not employees of the placement agencies.	113	14
3.	Other local, municipal and regional public administration	913910	This Canadian industry comprises establishments of local governments, not classified to any other Canadian industry, primarily engaged in executive and legislative activities; planning, fiscal and related policies and the administration of the public debt; assessing, levying and collecting taxes; conducting relations with other governments; and the administration of local, municipal, and regional government programs.	98	51
4.	Hardware stores	444130	This Canadian industry comprises establishments, known as hardware stores, primarily engaged in retailing a general line of basic hardware items, such as tools and builders' hardware.	66	17
5.	General freight trucking, long distance, less than truck-load	484122	This Canadian industry comprises establishments primarily engaged in long distance, general freight trucking of less than complete truck-loads. Less-than-truck-load carriers are characterized by the use of terminals to consolidate shipments, generally from several shippers, into a single truck for haulage between a load assembly terminal and a disassembly terminal, where the load is sorted and shipments are re-routed for delivery.	61	24
6.	Civic and social organizations	813410	This Canadian industry comprises establishments primarily engaged in promoting the civic and social interest of their members.	60	26
7.	Full-service restaurants	722511	This Canadian industry comprises establishments primarily engaged in providing food services to patrons who order and are served while seated and pay after eating.	59	30
8.	Limited-service eating places	722512	This Canadian industry comprises establishments primarily engaged in providing food services to patrons who order or select items at a counter, food bar or cafeteria line (or order by telephone) and pay before eating. Food and drink are picked up for consumption on the premises or for take-out, or delivered to the customer's location.	59	15
9.	Nursing care facilities	623110	This Canadian industry comprises establishments primarily engaged in providing in-patient nursing and rehabilitative services, and continuous personal care services. Individuals requiring nursing care usually require an extended stay in the care facility.	57	19
10.	All other miscellaneous crop farming	111999	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in growing crops.	49	24
11.	Industrial mould manufacturing	333511	This Canadian industry comprises establishments primarily engaged in casting and machining industrial metal moulds.	45	13
12.	Nursery stock and plant merchant wholesalers	411130	This Canadian industry comprises establishments primarily engaged in wholesaling nursery stock and plants.	43	29
13.	Pharmacies and drug stores	446110	This Canadian industry comprises establishments, known as pharmacies and drug stores, primarily engaged in retailing prescription or non-prescription drugs and medicines.	38	8
14.	Marketing research and public opinion polling	541910	This Canadian industry comprises establishments primarily engaged in gathering, recording, tabulating, and presenting marketing and public opinion data.	37	18
Grand total				2,478	27

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	148	15	15
2.	7511	Transport truck drivers	NOC Skill Level C	131	24	15
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	92	19	15
4.	7452	Material handlers	NOC Skill Level C	86	18	15
5.	8432	Nursery and greenhouse workers	NOC Skill Level C	81	34	30
6.	6552	Other customer and information services representatives	NOC Skill Level C	71	14	15
7.	7514	Delivery and courier service drivers	NOC Skill Level C	67	17	15
8.	6322	Cooks	NOC Skill Level B	67	23	15
9.	7611	Construction trades helpers and labourers	NOC Skill Level D	58	16	15
10.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	54	18	15
11.	1241	Administrative assistants	NOC Skill Level B	40	24	15
12.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	35	15	15
13.	1521	Shippers and receivers	NOC Skill Level C	34	15	15
14.	6611	Cashiers	NOC Skill Level D	32	39	15
15.	8612	Landscaping and grounds maintenance labourers	NOC Skill Level D	32	16	15
16.	621	Retail and wholesale trade managers	NOC Skill Level A	31	23	15
17.	6731	Light duty cleaners	NOC Skill Level D	30	34	19
18.	6541	Security guards and related security service occupations	NOC Skill Level C	29	38	15
19.	2221	Biological technologists and technicians	NOC Skill Level B	29	23	15.5
20.	7232	Tool and die makers	NOC Skill Level B	29	22	15
21.	6513	Food and beverage servers	NOC Skill Level C	28	11	8
22.	6341	Hairstylists and barbers	NOC Skill Level B	27	6	2
23.	7441	Residential and commercial installers and servicers	NOC Skill Level C	27	53	15
24.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	27	19	15
25.	3411	Dental assistants	NOC Skill Level C	26	21	15
26.	9617	Labourers in food and beverage processing	NOC Skill Level D	25	16	9.5
27.	7231	Machinists and machining and tooling inspectors	NOC Skill Level B	25	16	15
28.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	25	22	15
29.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	23	33	15
30.	6411	Sales and account representatives, wholesale trade (except managers)	NOC Skill Level C	22	24	15

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

82

NEW POSTINGS

58

COMPANIES

49

UNIQUE LANGUAGES

4

OF DAYS POSTED

AVERAGE

43

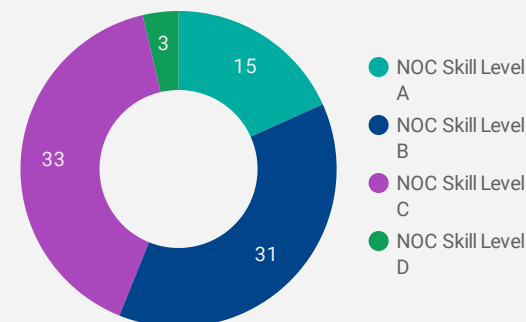
MEDIAN

15

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 15 Skill Level A - Management/ Professional Occupations usually requiring University
- 31 Skill Level B - Usually college education or apprenticeship training
- 33 Skill Level C - Usually secondary education or occupation-specific training
- 3 Skill Level D - Usually on-the-job training



JOB POSTINGS BY LANGUAGE SKILL

How many job postings require specific language skills?

Arabic Language Jobs

1

African Dialect Language Jobs

0

Cantonese Language Jobs

0

Chinese Language Jobs

0

French Language Jobs

55

German Language Jobs

0

Italian Language Jobs

0

Japanese Language Jobs

0

Mandarin Language Jobs

0

Portuguese Language Jobs

0

Punjabi Language Jobs

3

Spanish Language Jobs

23

Thai Language Jobs

0

Vietnamese Language Jobs

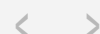
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MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

	COMPANY	POSTINGS
1.	Hôtel-Dieu Grace Healthcare	8
2.	Windsor Regional Hospital	4
3.	Mastronardi Produce Limited	4
4.	Victorian Order of Nurses / VON Canada	3
5.	Nature Fresh Farms Inc.	3
6.	Kijiji Jobs	3
7.	Lakeside Produce Inc	3
8.	Global Excel Management	3
9.	Windsor, Corporation of the City of	2
10.	Lakeside Produce	2
11.	Synterra	2
12.	ProResp Inc.	2
13.	Spray-Net Windsor	2
14.	HUB International	2
15.	Mucci Farms Ltd.	2
16.	National Bank of Canada	2

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MULTILINGUAL JOB DEMAND BY 4-DIGIT NOC

What occupations seek French Language Skills?

4 DIGIT NOC NAME	FRENCH	AFRICAN	ARABIC	CANTONESE	CHINESE	GERMAN	ITALIAN	JAPANESE	MANDARIN	PORTUGUESE	PUNJABI	SPANISH	THAI	VIETNAMESE
1. Security guards and related security service occupations	8	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Insurance agents and brokers	7	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Other customer and information services representatives	4	0	0	0	0	0	0	0	0	0	0	1	0	0
4. Social workers	4	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Delivery and courier service drivers	3	0	0	0	0	0	0	0	0	0	0	0	0	0
6. General office support workers	3	0	0	0	0	0	0	0	0	0	0	0	0	0
7. Painters and decorators (except interior decorators)	2	0	0	0	0	0	0	0	0	0	0	0	0	0
8. Food and beverage servers	2	0	0	0	0	0	0	0	0	0	1	0	0	0
9. Financial sales representatives	2	0	0	0	0	0	0	0	0	0	1	0	0	0
10. Home child care providers	2	0	0	0	0	0	0	0	0	0	0	0	0	0
11. Other technical occupations in therapy and assessment	2	0	0	0	0	0	0	0	0	0	0	0	0	0
12. Registered nurses and registered psychiatric nurses	2	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Hotel front desk clerks	1	0	0	0	0	0	0	0	0	0	0	0	0	0
14. Retail salespersons	1	0	0	0	0	0	0	0	0	0	0	0	0	0
15. Food service supervisors	1	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Other administrative services managers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Health policy researchers, consultants and program officers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
18. Business development officers and marketing researchers and consultants	1	0	0	0	0	0	0	0	0	0	0	0	0	0
19. Natural and applied science policy researchers, consultants and program officers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
20. User support technicians	1	0	0	0	0	0	0	0	0	0	0	0	0	0
21. Computer network technicians	1	0	0	0	0	0	0	0	0	0	0	0	0	0
22. Health information management occupations	1	0	0	0	0	0	0	0	0	0	0	0	0	0
23. Administrative assistants	1	0	0	0	0	0	0	0	0	0	0	0	0	0
24. Property administrators	1	0	0	0	0	0	0	0	0	0	0	0	0	0
25. Human resources and recruitment officers	1	0	0	0	0	0	0	0	0	0	0	0	0	0

JOB POSTINGS BY 3-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

	3 DIGIT NOC	3 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	751	Motor vehicle and transit drivers	NOC Skill Level C	206	21	15
2.	642	Retail salespersons	NOC Skill Level C	148	15	15
3.	441	Home care providers and educational support occupations	NOC Skill Level C	111	19	15
4.	843	Agriculture and horticulture workers	NOC Skill Level C	100	33	32
5.	745	Longshore workers and material handlers	NOC Skill Level C	88	18	15
6.	632	Chefs and cooks	NOC Skill Level B	82	25	15
7.	673	Cleaners	NOC Skill Level D	77	21	15
8.	655	Customer and information services representatives	NOC Skill Level C	72	14	15
9.	152	Supply chain logistics, tracking and scheduling co-ordination occupations	NOC Skill Level C	68	15	15
10.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	60	19	15
11.	761	Trades helpers and labourers	NOC Skill Level D	60	16	15

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JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

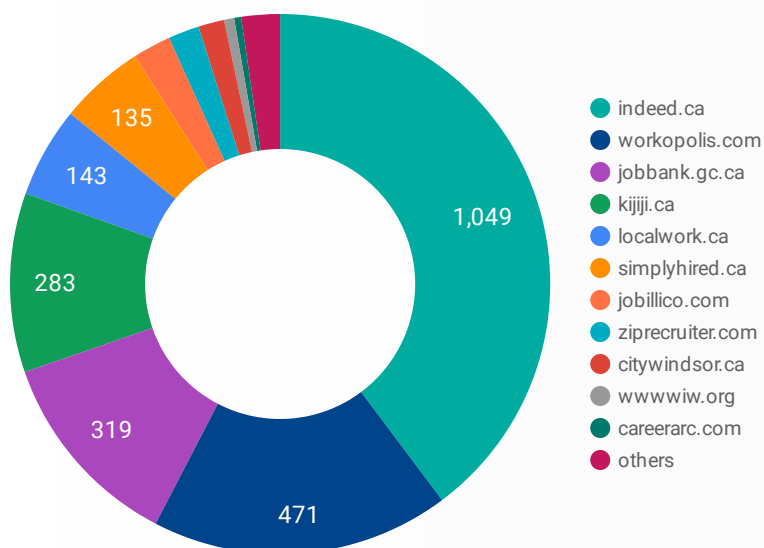
What jobs are hard to fill and/or in-demand?

	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	233	21	15
2.	72	Industrial, electrical and construction trades	NOC Skill Level B	187	23	15
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	170	17	15
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	158	22	15
5.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	136	20	15
6.	63	Service supervisors and specialized service occupations	NOC Skill Level B	130	22	15
7.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	118	23	15
8.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	114	19	15
9.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	111	21	15
10.	84	Workers in natural resources, agriculture and related production	NOC Skill Level C	100	33	32
11.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	94	20	15

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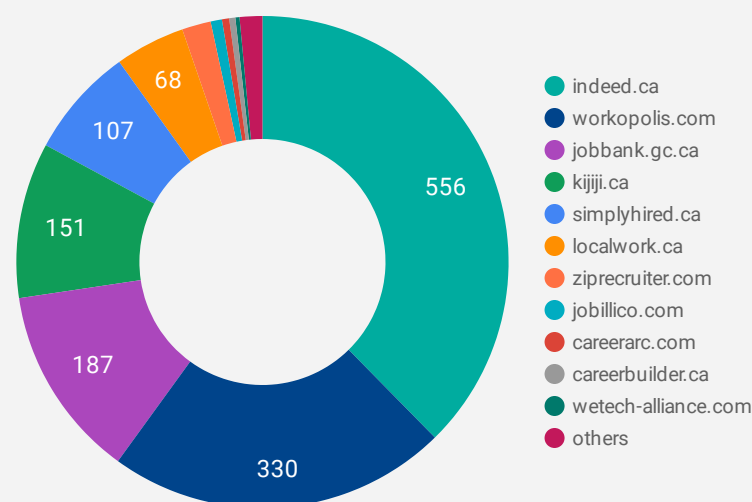
JOB POSTINGS BY JOB BOARD

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



COMPANIES BY JOB BOARD

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



JOB POSTING DETAILS BY JOB BOARD

How does job posting activity differ by job board?

	JOB BOARD	POSTING COUNT ▼	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS	# OF COMPANIES
1.	indeed.ca	1,049	27	10	556
2.	workopolis.com	471	15	15	330
3.	jobbank.gc.ca	319	37	23	187
4.	kijiji.ca	283	15	15	151
5.	localwork.ca	143	5	2	68
6.	simplyhired.ca	135	35	37	107
7.	jobillico.com	60	12	9	11
8.	ziprecruiter.com	49	15	15	28
9.	citywindsor.ca	41	87	104	2
10.	wwwiwiw.org	16	40	35.5	1
11.	careerarc.com	11	91	48	7
12.	careerbuilder.ca	11	19	16	6
13.	kingsville.ca	9			1
14.	canadianexecutivesearch.com	9	13	11	1
15.	apmaautohr.com	4	142	142	2
16.	wetech-alliance.com	4	16	16	4
17.	drcareers.ca	4	14	14	1