

# JOB DEMAND REPORT

## OCTOBER 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
4,349	2,648	1,498	35

#### # OF DAYS POSTED

AVERAGE	MEDIAN
18	15

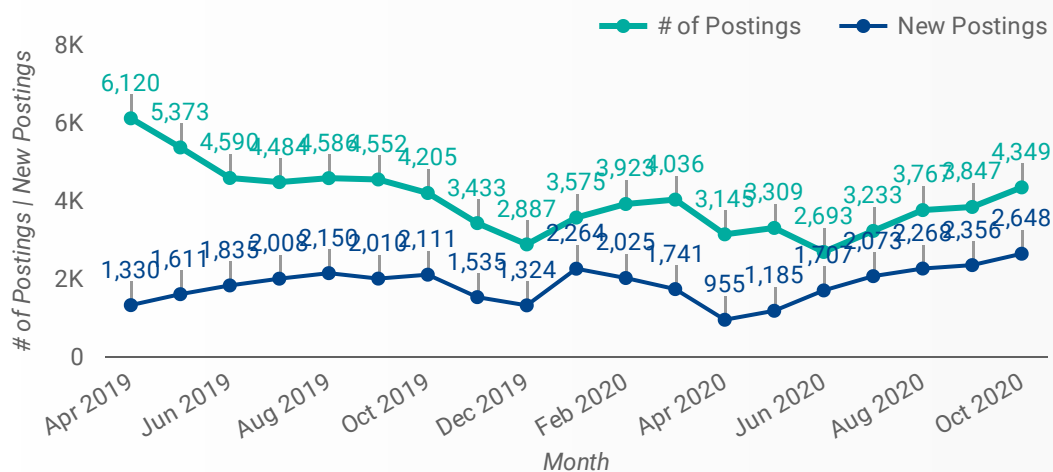
## REPORT BUILDER

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

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

## JOB POSTINGS BY MONTH

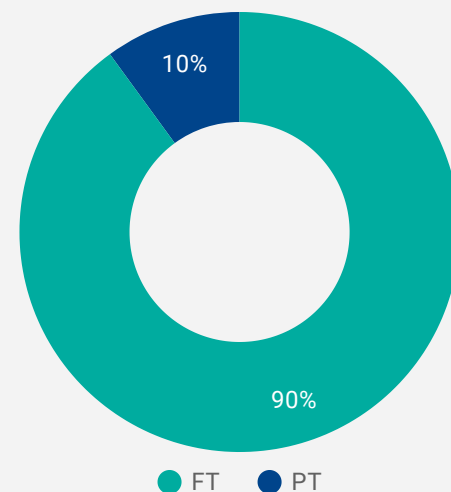
How many job postings were active for at least 1 day this month?



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

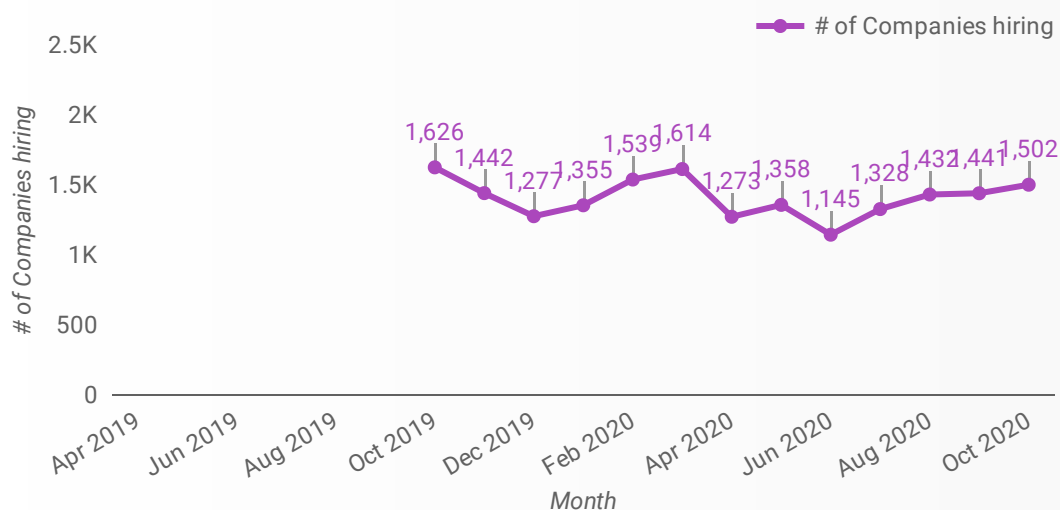
## JOB TYPE

Full-time vs Part-time



## COMPANIES HIRING BY MONTH

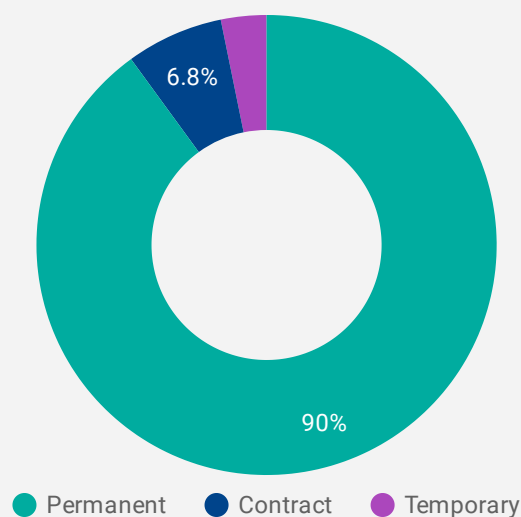
How many companies were active for at least 1 day this month?



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

## JOB DURATION

Permanency of jobs posted



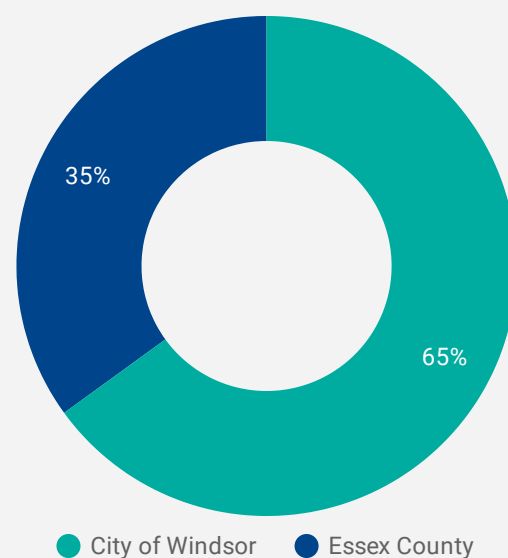
## JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Windsor	2,807	18	15
2.	Municipality of Leamington	486	21	15
3.	Town of Kingsville	312	18	15
4.	Town of Tecumseh	231	19	15
5.	Town of Essex	185	20	15
6.	Town of Lakeshore	100	22	15
7.	Town of LaSalle	99	11	10
8.	Town of Amherstburg	98	16	15

## URBAN & RURAL DEMAND

Job Postings by Location



## TOP OCCUPATIONS

What kind of jobs are in-demand?

	4 DIGIT NOC NAME	POSTINGS
1.	Retail salespersons	246
2.	Transport truck drivers	204
3.	Home support workers, housekeepers and related occupations	137
4.	Material handlers	131
5.	Delivery and courier service drivers	109
6.	Nursery and greenhouse workers	96
7.	Other customer and information services representatives	94
8.	Retail and wholesale trade managers	85
9.	Other labourers in processing, manufacturing and utilities	85
10.	Cooks	83
11.	Administrative assistants	69
12.	Janitors, caretakers and building superintendents	66
13.	Labourers in food and beverage processing	55
14.	Financial auditors and accountants	55
15.	Food counter attendants, kitchen helpers and related support occupations	54
16.	Construction trades helpers and labourers	52
17.	Tool and die makers	50
18.	Security guards and related security service occupations	50

1 - 50 / 294 < >

## TOP EMPLOYERS/AGENCIES

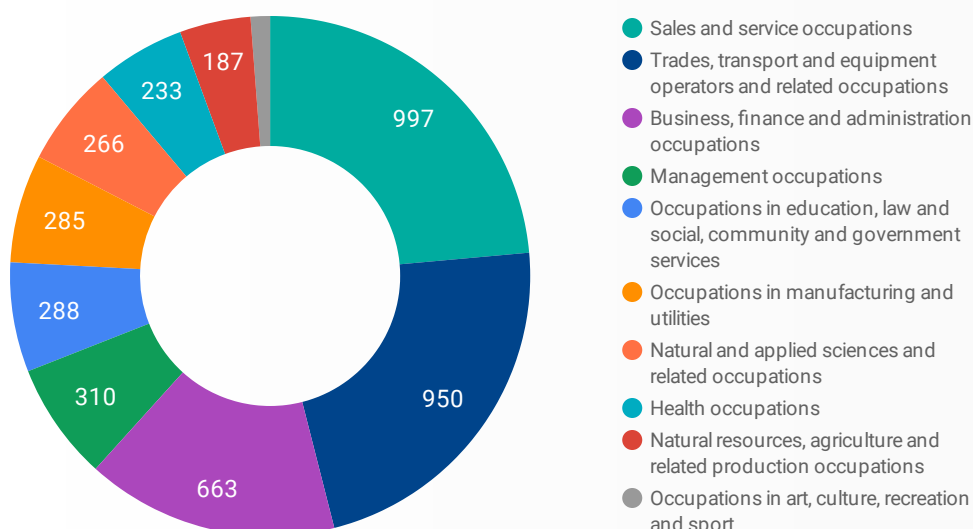
Who is hiring?

	COMPANY	POSTINGS
1.	Kijiji Jobs	181
2.	Personnel by Elsie	63
3.	UPS Canada	59
4.	Mastronardi Produce Limited	53
5.	Doordash	52
6.	PROSTAFF Employment Solutions	51
7.	Electromac	42
8.	Municipality of Leamington	32
9.	Windsor, Corporation of the City of	32
10.	Windsor Women Working with Immigrant Women	31
11.	McDonald's Restaurants	30
12.	Shoppers Drug Mart / Pharmaprix	27
13.	Jetstu	26
14.	Flex-N-Gate Corporation	26
15.	Mucci Farms Ltd.	24
16.	Intuit	23
17.	PetSmart Canada	23
18.	Nature Fresh Farms Inc.	23

1 - 50 / 1508 < >

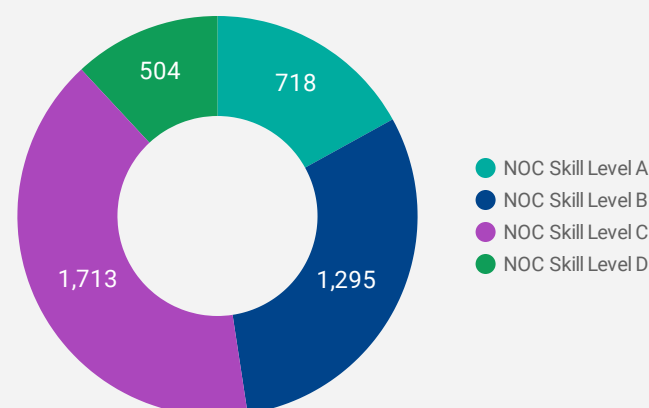
## JOB POSTINGS BY SKILL TYPE

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 HIRING SECTORS (6 DIGIT NAICS CODE)

What sectors are hiring?

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

	Class title	Code	Class definition	Job Posting Count ▾	Avg Posting Length
1.	Employment placement agencies and executive search services	561310	This Canadian industry comprises establishments primarily engaged in listing employment vacancies and selecting, referring and placing applicants in employment, either on a permanent or temporary basis. The individuals placed are not employees of the placement agencies.	341	25
2.	Fruit and vegetable combination farming	111993	This Canadian industry comprises establishments primarily engaged in growing a combination of fruit and vegetables.	162	17
3.	Civic and social organizations	813410	This Canadian industry comprises establishments primarily engaged in promoting the civic and social interest of their members.	112	30
4.	Other local, municipal and regional public administration	913910	This Canadian industry comprises establishments of local governments, not classified to any other Canadian industry, primarily engaged in executive and legislative activities; planning, fiscal and related policies and the administration of the public debt; assessing, levying and collecting taxes; conducting relations with other governments; and the administration of local, municipal, and regional government programs.	103	21
5.	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.	96	18
6.	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.	90	26
7.	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.	84	14
8.	Couriers	492110	This Canadian industry comprises establishments primarily engaged in providing air, surface or combined courier delivery services.	76	9
9.	Local messengers and local delivery	492210	This Canadian industry comprises establishments primarily engaged in providing messenger and delivery services of small parcels within a single urban area.	73	6
10.	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.	72	14
11.	All other miscellaneous store retailers (except beer and wine-making supplies stores)	453999	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in retailing specialized lines of merchandise.	71	13
12.	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.	71	23
13.	Industrial mould manufacturing	333511	This Canadian industry comprises establishments primarily engaged in casting and machining industrial metal moulds.	68	28
14.	All other miscellaneous crop farming	111999	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in growing crops.	62	19
Grand total				3,959	20

## 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	246	20	15
2.	7511	Transport truck drivers	NOC Skill Level C	204	16	15
3.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	137	15	13
4.	7452	Material handlers	NOC Skill Level C	131	13	15
5.	7514	Delivery and courier service drivers	NOC Skill Level C	109	11	9
6.	8432	Nursery and greenhouse workers	NOC Skill Level C	96	28	16
7.	6552	Other customer and information services representatives	NOC Skill Level C	94	19	15
8.	621	Retail and wholesale trade managers	NOC Skill Level A	85	12	10
9.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	85	21	15
10.	6322	Cooks	NOC Skill Level B	83	21	15
11.	1241	Administrative assistants	NOC Skill Level B	69	15	15
12.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	66	17	15
13.	9617	Labourers in food and beverage processing	NOC Skill Level D	55	23	15
14.	1111	Financial auditors and accountants	NOC Skill Level A	55	12	9
15.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	54	16	14
16.	7611	Construction trades helpers and labourers	NOC Skill Level D	52	16	15
17.	7232	Tool and die makers	NOC Skill Level B	50	39	15
18.	6541	Security guards and related security service occupations	NOC Skill Level C	50	15	15
19.	6731	Light duty cleaners	NOC Skill Level D	44	23	15
20.	6513	Food and beverage servers	NOC Skill Level C	42	15	15
21.	7231	Machinists and machining and tooling inspectors	NOC Skill Level B	38	19	15
22.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	38	28	15
23.	8431	General farm workers	NOC Skill Level C	37	25	15
24.	1411	General office support workers	NOC Skill Level C	36	11	15
25.	631	Restaurant and food service managers	NOC Skill Level A	33	23	15.5
26.	3219	Other medical technologists and technicians (except dental health)	NOC Skill Level B	33	14	15
27.	4212	Social and community service workers	NOC Skill Level B	33	29	15
28.	1521	Shippers and receivers	NOC Skill Level C	33	14	15
29.	5254	Program leaders and instructors in recreation, sport and fitness	NOC Skill Level B	32	15	15

## MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

134

NEW POSTINGS

87

COMPANIES

69

UNIQUE LANGUAGES

6

## # OF DAYS POSTED

AVERAGE

14

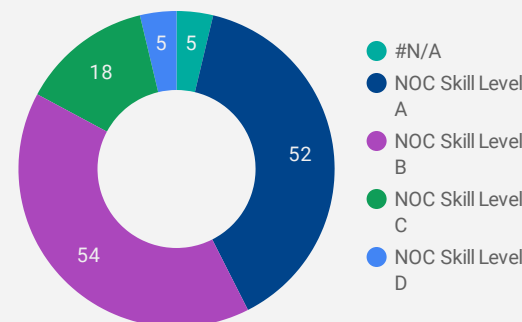
MEDIAN

10

## MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 52 Skill Level A - Management/ Professional Occupations usually requiring University
- 54 Skill Level B - Usually college education or apprenticeship training
- 18 Skill Level C - Usually secondary education or occupation-specific training
- 5 Skill Level D - Usually on-the-job training



## JOB POSTINGS BY LANGUAGE SKILL

How many job postings require specific language skills?

Arabic Language Jobs

4

African Dialect Language Jobs

0

Cantonese Language Jobs

0

Chinese Language Jobs

5

French Language Jobs

95

German Language Jobs

1

Italian Language Jobs

0

Japanese Language Jobs

0

Mandarin Language Jobs

0

Portuguese Language Jobs

0

Punjabi Language Jobs

1

Spanish Language Jobs

23

Thai Language Jobs

0

Vietnamese Language Jobs

0

## MULTILINGUAL HIRING EMPLOYERS

Which employers are seeking multilingual candidates?

	COMPANY	POSTINGS
1.	Intuit	23
2.	Windsor Regional Hospital	8
3.	YMCA of Southwestern Ontario - Central Park	4
4.	Nature Fresh Farms Inc.	4
5.	Jetstu	4
6.	Lakeside Produce Inc	3
7.	Sun-Brite Foods Inc.	3
8.	Windsor, Corporation of the City of	3
9.	NFP Corp	3
10.	Desjardins	2
11.	Kijiji Jobs	2
12.	Menzies Automotive Group	2
13.	Clear Com Media	2
14.	Crazy Chicken	2
15.	VON Canada (Ontario)	2
16.	Aphria Inc.	2

## MULTILINGUAL JOB DEMAND BY 4-DIGIT NOC

What occupations seek French Language Skills?

4 DIGIT NOC NAME	FRENCH ...	AFRICAN	ARABIC	CANTONESE	CHINESE	GERMAN	ITALIAN	JAPANESE	MANDARIN	PORTUGUESE	PUNJABI	SPANISH	THAI	VIETNAMESE
1. Financial auditors and accountants	...	0	0	0	0	0	0	0	0	0	0	0	0	0
2. Social workers	8	0	0	0	0	0	0	0	0	0	0	0	0	0
3. Lawyers and Quebec notaries	6	0	0	0	0	0	0	0	0	0	0	0	0	0
4. Program leaders and instructors in recreation, sport and fitness	4	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Other customer and information services representatives	3	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Administrative officers	3	0	0	0	0	0	0	0	0	0	0	0	0	0
7. Medical sonographers	3	0	0	0	0	0	0	0	0	0	0	0	0	0
8. Retail salespersons	3	0	0	0	0	0	0	0	0	0	0	0	0	0
9. Labourers in food and beverage processing	3	0	0	0	0	0	0	0	0	0	0	1	0	0
10. Social and community service workers	3	0	2	0	0	0	0	0	0	0	0	0	0	0
11. Other instructors	3	0	0	0	0	0	0	0	0	0	0	0	0	0
12. Advertising, marketing and public relations managers	3	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Licensed practical nurses	2	0	0	0	0	0	0	0	0	0	0	0	0	0
14. Registered nurses and registered psychiatric nurses	2	0	0	0	0	0	0	0	0	0	0	1	0	0
15. General office support workers	2	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Administrative assistants	2	0	0	0	4	0	0	0	0	0	0	1	0	0
17. Security guards and related security service occupations	2	0	0	0	0	0	0	0	0	0	0	1	0	0
18. Elementary and secondary school teacher assistants	1	0	0	0	0	0	0	0	0	0	0	0	0	0
19. Home child care providers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Insurance, real estate and financial brokerage managers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
21. Early childhood educators and assistants	1	0	0	0	0	0	0	0	0	0	0	0	0	0
22. Retail sales supervisors	1	0	0	0	0	0	0	0	0	0	0	0	0	0
23. Social policy researchers, consultants and program officers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
24. Painters and decorators (except interior decorators)	1	0	0	0	0	0	0	0	0	0	0	0	0	0
25. Delivery and courier service drivers	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	326	14	15
2.	642	Retail salespersons	NOC Skill Level C	246	20	15
3.	441	Home care providers and educational support occupations	NOC Skill Level C	152	17	15
4.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	148	21	15
5.	843	Agriculture and horticulture workers	NOC Skill Level C	133	27	16
6.	745	Longshore workers and material handlers	NOC Skill Level C	131	13	15
7.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	127	27	15
8.	673	Cleaners	NOC Skill Level D	125	19	15
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	113	15	15
10.	111	Auditors, accountants and investment professionals	NOC Skill Level A	98	16	11
11.	655	Customer and information services representatives	NOC Skill Level C	95	19	15
12.	632	Chefs and cooks	NOC Skill Level B	94	21	15

1 - 50 / 120



## JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

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

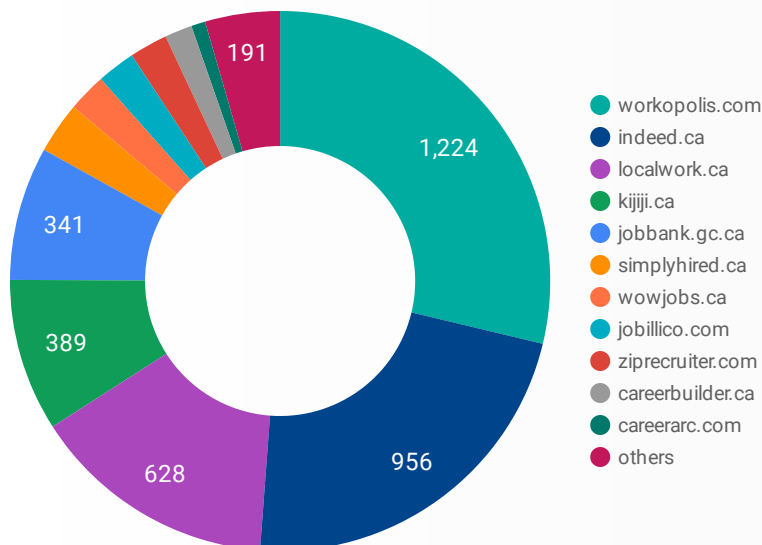
	2 DIGIT NOC	2 DIGIT NOC NAME	SKILL LEVEL	POSTING COUNT ▾	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	75	Transport and heavy equipment operation and related maintenance occupations	NOC Skill Level C	348	14	15
2.	72	Industrial, electrical and construction trades	NOC Skill Level B	274	27	15
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	261	20	15
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	226	17	15
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	224	18	15
6.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	182	18	15
7.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	161	15	15
8.	63	Service supervisors and specialized service occupations	NOC Skill Level B	155	23	15
9.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	152	17	15
10.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	148	21	15
11.	14	Office support occupations	NOC Skill Level C	148	15	15

1 - 45 / 45

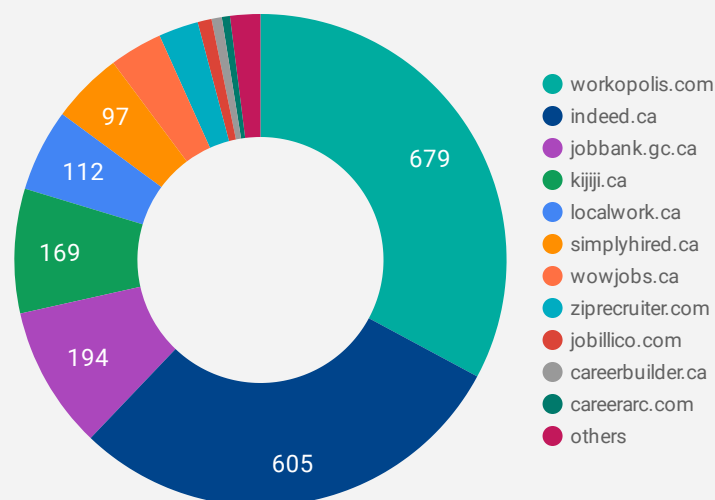




## JOB POSTINGS BY JOB BOARD

*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.	workopolis.com	1,224	14	15	679
2.	indeed.ca	956	31	21	605
3.	localwork.ca	628	2	2	112
4.	kijiji.ca	389	15	15	169
5.	jobbank.gc.ca	341	36	23	194
6.	simplyhired.ca	131	15	16	97
7.	wowjobs.ca	98	10	10	72
8.	jobillico.com	98	13	9	19
9.	ziprecruiter.com	97	15	15	54
10.	careerbuilder.ca	70	12	9	14
11.	careerarc.com	36	18	16	11
12.	citywindsor.ca	31	103	103	2
13.	www.wiw.org	31	34	36	1
14.	careers.learmington.ca	25	10	10	1
15.	easyjobboard.ca	14	33	27	9
16.	canadianexecutivesearch.com	12	38	41	1
17.	kingsville.ca	11			1