

JOB DEMAND REPORT

NOVEMBER 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
3,699	2,315	1,294	35

OF DAYS POSTED

AVERAGE	MEDIAN
19	16

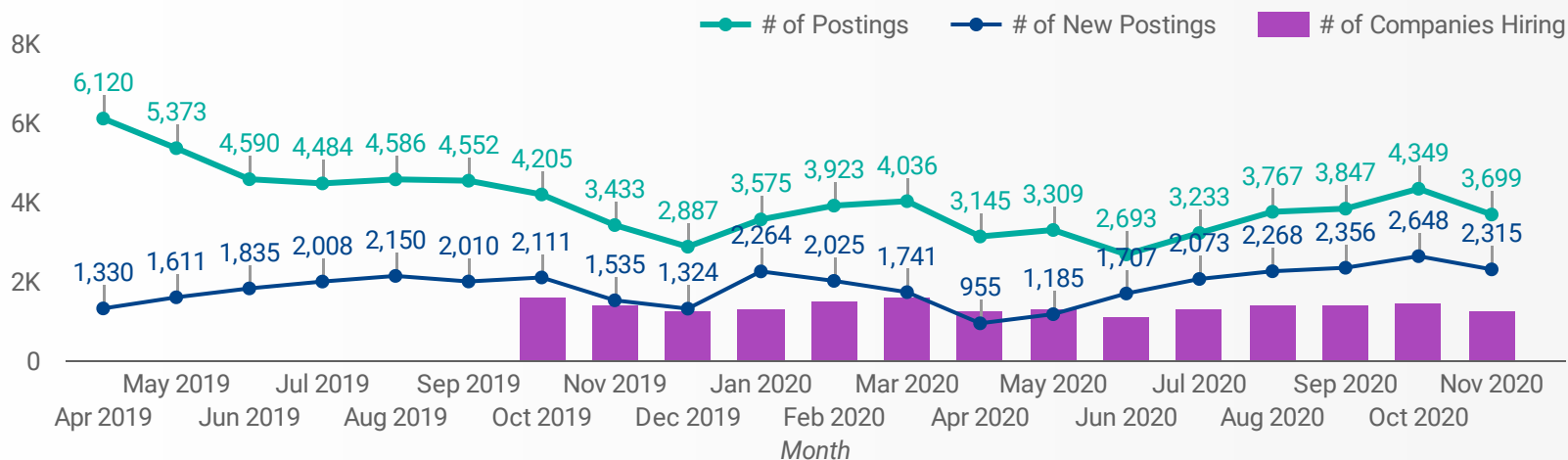
REPORT BUILDER

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

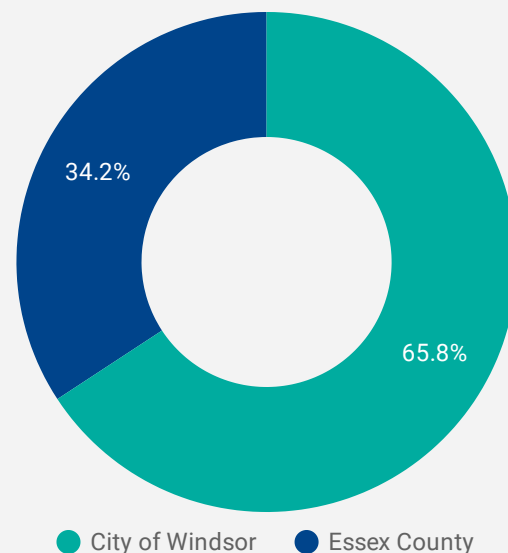
JOB POSTINGS BY MUNICIPALITY

Where are job opportunities being offered?

	MUNICIPALITY	POSTING COUNT	AVG POSTING LENGTH IN DAYS	MEDIAN POSTING LENGTH IN DAYS
1.	City of Windsor	2,409	17	16
2.	Municipality of Leamington	364	17	16
3.	Town of Kingsville	264	37	16
4.	Town of Tecumseh	206	19	16
5.	Town of Essex	174	22	16
6.	Town of Lakeshore	84	16	16
7.	Town of LaSalle	81	10	8
8.	Town of Amherstburg	81	14	16

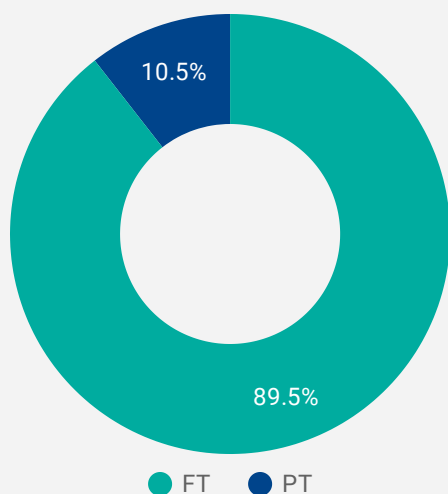
URBAN & RURAL DEMAND

Job Postings by Location



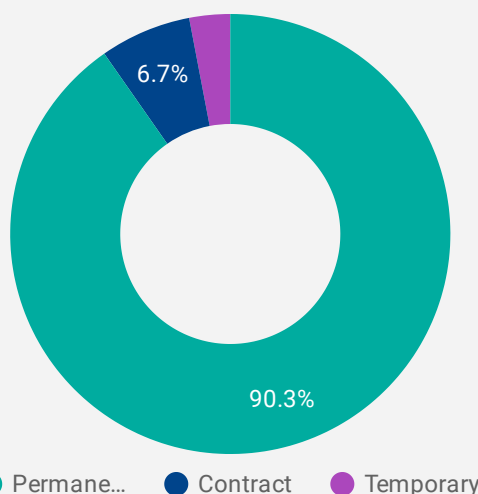
JOB TYPE

Full-time vs Part-time



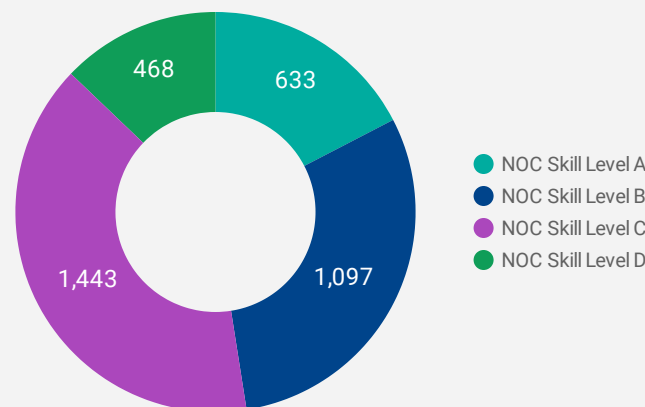
JOB DURATION

Permanency of jobs posted



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	197
2.	Transport truck drivers	186
3.	Material handlers	118
4.	Home support workers, housekeepers and related occupations	106
5.	Other customer and information services representatives	92
6.	Nursery and greenhouse workers	83
7.	Other labourers in processing, manufacturing and utilities	79
8.	Administrative assistants	72
9.	Cooks	70
10.	Delivery and courier service drivers	63
11.	Retail and wholesale trade managers	62
12.	Janitors, caretakers and building superintendents	60
13.	Food counter attendants, kitchen helpers and related support occupations	56
14.	Labourers in food and beverage processing	44
15.	Security guards and related security service occupations	44
16.	Light duty cleaners	43
17.	Registered nurses and registered psychiatric nurses	42
18.	Tool and die makers	41

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TOP EMPLOYERS/AGENCIES

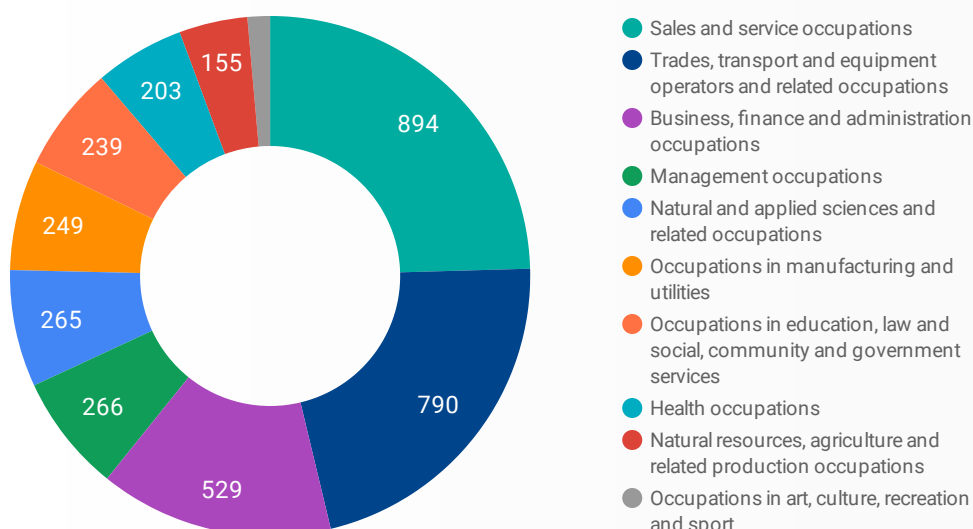
Who is hiring?

	COMPANY	POSTINGS
1.	Kijiji Jobs	144
2.	Unemployed Help Centre of Windsor Inc. (UHC)	77
3.	UPS Canada	68
4.	Personnel by Elsie	65
5.	PROSTAFF Employment Solutions	42
6.	Mastronardi Produce Limited	42
7.	Windsor, Corporation of the City of	36
8.	Electromac	32
9.	Revera Inc.	30
10.	Mucci Farms Ltd.	27
11.	Home Depot of Canada Inc.	27
12.	Loblaw Companies Limited	26
13.	University of Windsor	25
14.	Windsor Women Working with Immigrant Women	24
15.	Municipality of Leamington	24
16.	Canadian Executive Search	22
17.	Walmart Canada	20
18.	Lakeside Produce Inc	20
19.	Nature Fresh Farms Inc.	19
20.	Flex-N-Gate Corporation	19
21.	Windsor Regional Hospital	18
22.	PetSmart Canada	18
23.	We Check	18
24.	Walmart	17
25.	Intuit	17
26.	Executive Wing	17
27.	Town of Kingsville	16
28.	Steeves and Rozema Group	15
29.	Recipe Unlimited Corporation	15

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JOB POSTINGS BY SKILL TYPE

What skill type is being recruited?



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.	370	19
2.	Fruit and vegetable combination farming	111993	This Canadian industry comprises establishments primarily engaged in growing a combination of fruit and vegetables.	144	22
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.	99	105
4.	Civic and social organizations	813410	This Canadian industry comprises establishments primarily engaged in promoting the civic and social interest of their members.	96	32
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.	91	14
6.	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.	78	17
7.	Couriers	492110	This Canadian industry comprises establishments primarily engaged in providing air, surface or combined courier delivery services.	74	11
8.	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.	74	14
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.	68	13
10.	Community care facilities for the elderly	623310	This Canadian industry comprises establishments primarily engaged in providing residential and personal care services for the elderly and persons who are unable to fully care for themselves or who do not desire to live independently. In some instances these establishments provide skilled nursing care for residents in separate on-site facilities.	65	7
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.	63	12
12.	Supermarkets and other grocery (except convenience) stores	445110	This Canadian industry comprises establishments, known as supermarkets and grocery stores, primarily engaged in retailing a general line of food, such as canned, dry and frozen foods; fresh fruits and vegetables; fresh and prepared meats, fish, poultry, dairy products, baked products and snack foods.	58	13
13.	All other miscellaneous crop farming	111999	This Canadian industry comprises establishments, not classified to any other Canadian industry, primarily engaged in growing crops.	52	33
Grand total				3,399	17

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	197	13	16
2.	7511	Transport truck drivers	NOC Skill Level C	186	17	16
3.	7452	Material handlers	NOC Skill Level C	118	14	15
4.	4412	Home support workers, housekeepers and related occupations	NOC Skill Level C	106	22	16
5.	6552	Other customer and information services representatives	NOC Skill Level C	92	20	16
6.	8432	Nursery and greenhouse workers	NOC Skill Level C	83	50	31
7.	9619	Other labourers in processing, manufacturing and utilities	NOC Skill Level D	79	16	16
8.	1241	Administrative assistants	NOC Skill Level B	72	16	16
9.	6322	Cooks	NOC Skill Level B	70	27	16
10.	7514	Delivery and courier service drivers	NOC Skill Level C	63	11	15
11.	621	Retail and wholesale trade managers	NOC Skill Level A	62	11	15.5
12.	6733	Janitors, caretakers and building superintendents	NOC Skill Level D	60	14	16
13.	6711	Food counter attendants, kitchen helpers and related support occupations	NOC Skill Level D	56	13	16
14.	9617	Labourers in food and beverage processing	NOC Skill Level D	44	14	15
15.	6541	Security guards and related security service occupations	NOC Skill Level C	44	29	16
16.	6731	Light duty cleaners	NOC Skill Level D	43	11	16
17.	3012	Registered nurses and registered psychiatric nurses	NOC Skill Level A	42	8	3.5
18.	7232	Tool and die makers	NOC Skill Level B	41	24	16
19.	6513	Food and beverage servers	NOC Skill Level C	39	12	16
20.	7611	Construction trades helpers and labourers	NOC Skill Level D	37	16	16
21.	8431	General farm workers	NOC Skill Level C	36	24	16
22.	1311	Accounting technicians and bookkeepers	NOC Skill Level B	34	17	16
23.	6611	Cashiers	NOC Skill Level D	32	10	13
24.	6622	Store shelf stockers, clerks and order fillers	NOC Skill Level D	31	13	15
25.	1111	Financial auditors and accountants	NOC Skill Level A	31	7	6
26.	1414	Receptionists	NOC Skill Level C	31	29	16
27.	1521	Shippers and receivers	NOC Skill Level C	31	26	16
28.	7231	Machinists and machining and tooling inspectors	NOC Skill Level B	31	31	16
29.	3411	Dental assistants	NOC Skill Level C	30	17	16
30.	621	Retail and wholesale trade managers	NOC Skill Level A	22	21	16

MULTILINGUAL JOB POSTINGS BY THE NUMBERS

ACTIVE POSTINGS

132

NEW POSTINGS

82

COMPANIES

69

UNIQUE LANGUAGES

6

OF DAYS POSTED

AVERAGE

18

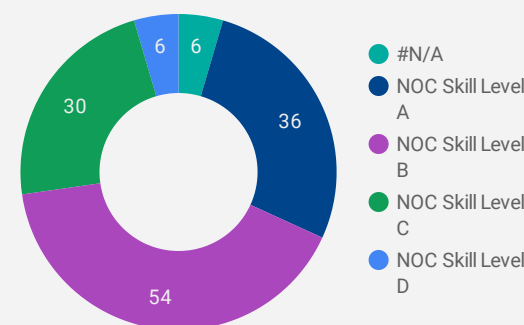
MEDIAN

16

MULTILINGUAL JOB POSTINGS BY SKILL LEVEL

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

- 36 Skill Level A - Management/ Professional Occupations usually requiring University
- 54 Skill Level B - Usually college education or apprenticeship training
- 30 Skill Level C - Usually secondary education or occupation-specific training
- 6 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

92

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	16
2.	Windsor Regional Hospital	9
3.	BELL MEDIA INC.	5
4.	Windsor Essex Community Health Centre	4
5.	Nature Fresh Farms Inc.	4
6.	Menzies Automotive Group	4
7.	Victorian Order of Nurses / VON Canada	3
8.	Ontario Public Service / OPS	3
9.	Kijiji Jobs	3
10.	Sunrite Greenhouses Ltd./Del Fresco Produce Ltd.	2
11.	Erievue Acres Inc	2
12.	Conseil scolaire catholique Providence (Ontario)	2
13.	Once Again Resale Shoppe	2
14.	ProPharma Group	2
15.	Erie St. Clair LHIN	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. Other customer and information services representatives	6	0	0	0	0	0	0	0	0	0	0	1	0	0
4. Announcers and other broadcasters	5	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Licensed practical nurses	4	0	0	0	0	0	0	0	0	0	0	0	0	0
6. Other instructors	4	0	0	0	0	0	0	0	0	0	0	0	0	0
7. Security guards and related security service occupations	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. Inspectors in public and environmental health and occupational health and safety	3	0	0	0	0	0	0	0	0	0	0	0	0	0
10. Registered nurses and registered psychiatric nurses	3	0	0	0	0	0	0	0	0	0	0	0	0	0
11. Home child care providers	3	0	0	0	0	0	0	0	0	0	0	0	0	0
12. Labourers in food and beverage processing	2	0	0	0	0	0	0	0	0	0	0	0	0	0
13. Human resources professionals	2	0	0	0	0	0	0	0	0	0	0	0	0	0
14. General office support workers	2	0	0	0	0	0	0	0	0	0	0	0	0	0
15. Advertising, marketing and public relations managers	2	0	0	0	0	0	0	0	0	0	0	0	0	0
16. Technical occupations related to museums and art galleries	1	0	0	0	0	0	0	0	0	0	0	0	0	0
17. Early childhood educators and assistants	1	0	0	0	0	0	0	0	0	0	0	0	0	0
18. Social and community service workers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
19. Economists and economic policy researchers and analysts	1	0	0	0	0	0	0	0	0	0	0	0	0	0
20. Managers in health care	1	0	0	0	0	0	0	0	0	0	0	0	0	0
21. Landscaping and grounds maintenance labourers	1	0	0	0	0	0	0	0	0	0	0	0	0	0
22. Other assisting occupations in support of health services	1	0	0	0	1	0	0	0	0	0	0	0	0	0
23. Dental assistants	1	0	0	0	0	0	0	0	0	0	0	0	0	0
24. Janitors, caretakers and building superintendents	1	0	0	0	0	0	0	0	0	0	0	0	0	0
25. Other medical technologists and technicians (except dental health)	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	262	15	16
2.	642	Retail salespersons	NOC Skill Level C	197	13	16
3.	961	Labourers in processing, manufacturing and utilities	NOC Skill Level D	133	15	16
4.	441	Home care providers and educational support occupations	NOC Skill Level C	119	23	16
5.	843	Agriculture and horticulture workers	NOC Skill Level C	119	41	17
6.	745	Longshore workers and material handlers	NOC Skill Level C	118	14	15
7.	673	Cleaners	NOC Skill Level D	113	13	16
8.	723	Machining, metal forming, shaping and erecting trades	NOC Skill Level B	103	26	16
9.	124	Office administrative assistants - general, legal and medical	NOC Skill Level B	101	16	16
10.	655	Customer and information services representatives	NOC Skill Level C	92	20	16
11.	632	Chefs and cooks	NOC Skill Level B	77	26	16
12.	152	Supply chain logistics, tracking and scheduling co-ordination	NOC Skill Level C	74	19	16

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JOB POSTINGS BY 2-DIGIT NATIONAL OCCUPATION CLASSIFICATION

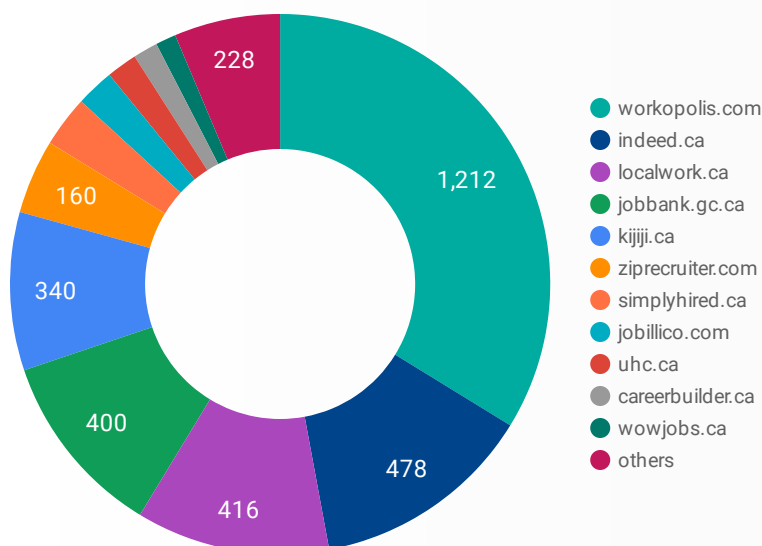
What jobs are hard to fill and/or in-demand?

	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	290	17	16
2.	72	Industrial, electrical and construction trades	NOC Skill Level B	227	21	16
3.	64	Sales representatives and salespersons - wholesale and retail trade	NOC Skill Level C	221	14	16
4.	65	Service representatives and other customer and personal services occupations	NOC Skill Level C	211	20	16
5.	12	Administrative and financial supervisors and administrative occupations	NOC Skill Level B	188	17	16
6.	67	Service support and other service occupations, n.e.c.	NOC Skill Level D	176	16	16
7.	22	Technical occupations related to natural and applied sciences	NOC Skill Level B	151	19	16
8.	74	Other installers, repairers and servicers and material handlers	NOC Skill Level C	140	15	15
9.	96	Labourers in processing, manufacturing and utilities	NOC Skill Level D	133	15	16
10.	44	Care providers and educational, legal and public protection support occupations	NOC Skill Level C	121	23	16
11.	84	Workers in natural resources, agriculture and related production	NOC Skill Level C	119	41	17

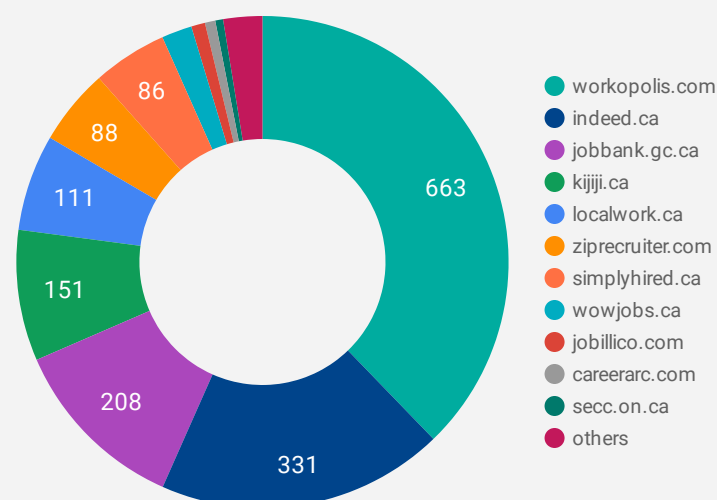
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JOB POSTINGS BY JOB BOARD

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.	workopolis.com	1,212	16	16	663
2.	indeed.ca	478	22	10	331
3.	localwork.ca	416	3	2	111
4.	jobbank.gc.ca	400	29	17	208
5.	kijiji.ca	340	16	16	151
6.	ziprecruiter.com	160	15	15	88
7.	simplyhired.ca	110	15	16	86
8.	jobillico.com	82	16	14.5	16
9.	uhc.ca	66	13	11	1
10.	careerbuilder.ca	53	13	10	8
11.	wowjobs.ca	44	8	9	35
12.	careerarc.com	42	25	20.5	12
13.	www.wiw.org	24	26	28.5	1
14.	citywindsor.ca	24	236	312	2
15.	careers.learmington.ca	21	10	10	1
16.	canadianexecutivesearch.com	17	17	18	1
17.	kingsville.ca	13	267	291	1