

# Quarterly Employer Survey

## SUMMARY OF RESULTS

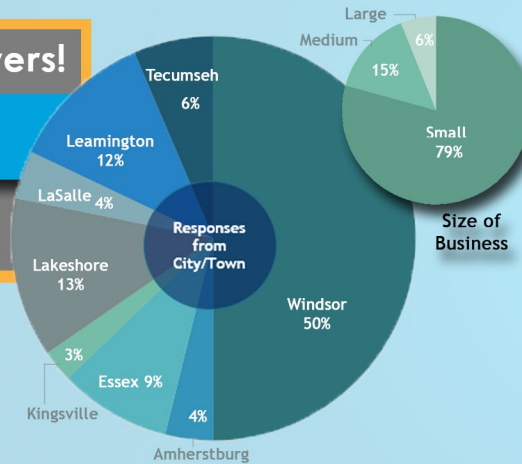
# BULLETIN ONE

JUNE 2016

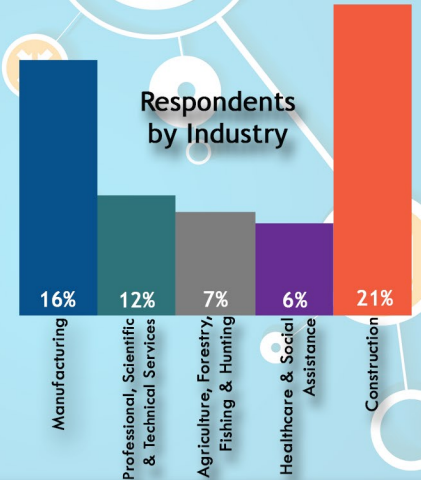
### The voice of local employers!

43% YES  
 57% NO

Of the 83 respondents, 43% answered that they have positions that are hard to fill



### Respondents by Industry



Do you plan on hiring in the next 3 months?

52% YES  48% NO

Top Positions Being Hired for Over the Next 3 Months

### Top 3 Reasons Positions Were Hard to Fill

1. Lack of technical skills
2. Lack of qualifications (educational level/credentials)
3. Not enough applicants

### Top Hard-to-Fill Positions

Self-Employed Independent Facilitator  
 Team Leader  
 Structural Engineer  
 Project Co-ordinator  
 Engineer  
 Welder  
 Early Childhood Educator  
 Machinist  
 Maintenance Manager  
 Assistant Supervisor  
 CIMM Operator  
 Certified Welder  
 Die Designer  
 Mould Maker  
 Robotics Technician



General Labourer  
 Senior Mold Maker  
 Structural Engineer  
 Controls Engineer  
 Robotics Technician  
 Self-Employed Independent Facilitator  
 Welder  
 CNC Machinist  
 Early Childhood Assistant  
 Landscaping Labourer  
 Senior Mold Designer  
 PLC Programmer  
 Mechanical Designer  
 Grounds Maintenance  
 Robot Programmer  
 Early Childhood Educator

### New Hires Based on Type of Role

Did your organization hire anyone in the last 3 months?

71% YES  
 29% NO

Full Time	33%	136
Part Time	29%	119
Contractor	10%	42
Seasonal	28%	114

How many new hires were youth?

60% of Hires

Students	60	25%	New Grads	104	43%
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### Breakdown of Total Separations

Quits	112 (48%)
Retirements	22 (9%)
Temp Layoffs	45 (19%)
Perm Layoffs	8 (3%)
Dismissal	39 (17%)
Other	8 (3%)
<b>Total Separations</b>	<b>234</b>

Did your organization experience any separations over the last 3 months?

63% YES  
 37% NO

Top 3 Barriers to Growth Experienced by Organizations

High turnover rate

Workforce skills shortage

Marketing

This quarter, local employers participated in the Quarterly Survey.

Respondents were asked to provide information on their organization's workforce.

The aggregated responses and key themes are found on this page.

Now read the report and join in the conversation online at [www.workforcewindsor-essex.com...](http://www.workforcewindsor-essex.com...)